



Sustainable Living, **For The Better**

Sustainability Report **2024**



For The Better • من أجل الأفضل



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Introduction

We are proud to present Agthia Group’s 2024 Sustainability Report, reinforcing our commitment to responsible business practices, sustainability leadership, and transparency. At Agthia, sustainability is not just an ambition—it is embedded in our DNA. From the pure water that sustains life to the carefully selected ingredients that shape our food portfolio, we draw inspiration from nature to shape our strategy.

This report outlines our progress, key learnings, and strategic direction as we navigate the evolving landscape of sustainability. Guided by the principles of responsible growth, we continue to develop innovative solutions that benefit people, protect the planet, and drive economic prosperity. By embracing cutting-edge technology, fostering partnerships, and aligning with global frameworks, we ensure that our products and services contribute to a resilient, sustainable future.

Through this report, we provide stakeholders with a comprehensive and transparent overview of our environmental, social, and governance (ESG) performance, demonstrating our commitment to creating long-term value for our people, communities, and shareholders.

GRI Accordance

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, ensuring a structured, globally recognised approach to sustainability disclosure. We also apply the GRI Sector Standard for Agriculture, Aquaculture, and Fishing, providing a sector-specific framework for identifying, monitoring, and managing material ESG topics relevant to our operations.

Alignments with Global and Regional Frameworks

Our sustainability approach aligns with leading international and regional initiatives, including:

- Global Reporting Initiative (GRI) Standards for structured sustainability disclosure.
- United Nations Sustainable Development Goals (SDGs) contributing to global sustainability priorities.
- Abu Dhabi Vision 2030 supporting the UAE’s strategic direction for sustainable economic growth.
- UAE Net Zero 2050 committing to a low-carbon and climate-resilient future.

Comparable Data

To enhance transparency and track progress, this report provides comparative historical data covering 2022, 2023 and 2024 where available, allowing stakeholders to evaluate our sustainability performance over time.

External Assurance

For the 2024 Sustainability Report, we follow an internal assurance process to validate the accuracy and reliability of the non-financial data presented. This approach enables us to maintain a high level of confidence in our disclosures, while ensuring that our reporting remains transparent and aligned with best practices. Always remain open to exploring external assurance mechanisms in the future to further strengthen stakeholder trust and credibility.

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Scope of the Report



Year

This report outlines Agthia’s ESG performance for the period January 1, 2024: December 31, 2024, unless otherwise specified.



Countries

The report encompasses Agthia’s operations across the Gulf Cooperation Council (GCC)—comprising the UAE, KSA, Kuwait, and Oman—as well as its activities in Türkiye, Egypt, and Jordan, unless otherwise stated.



Terminology

References to ‘the Group,’ ‘We,’ ‘the Company,’ and ‘Our’ within this report pertain to Agthia Group PJSC, inclusive of all subsidiaries operating within the GCC, Egypt, Turkey, and Jordan.



Entities

This report covers Agthia Group’s operations, incorporating both majority-owned and wholly owned subsidiaries. Unless otherwise indicated, performance data reflects insights from both the Group and its subsidiaries.



Monetary Values

All financial figures in this report are expressed in Arab Emirates Dirhams (AED) unless noted otherwise.



Financial Performance

The financial performance section details the results of Agthia Group and its subsidiaries. For further insights into Agthia’s financials, please refer to the [Annual Report 2024](#).



2024 | Sustainability Highlights



Environmental Integrity

6.3% reduction
in CO₂ emissions

1128.0 tons of plastic collected
through RECAPP

95.4% recyclable
packaging

66.2% recycled waste
from total waste

9.0% reduction
in the water intensity ratio

16.0 kg CO₂e per tonne
of production

25.0% increase
in ISO 14001 and ISO 45001 certified

51.0% reduction
in paper sheets consumption



Scaling Health & Wellness

100.0% of new and existing
suppliers assessed for environmental compliance

110.0% increase in community
investment to be 1.43mn AED

90.0% of Agthia's sites
are now certified under GFSI-recognised schemes

99.0% lab proficiency
performance

Total goods & services
AED 4.3bn

42 supplier site
audits conducted

100.0% of suppliers
were screened for social risks



Fostering Positive Potential

45.0% reduction in serious
injuries & fatalities rate (SIFr)

173.0% increase in
average health and safety training hours per employee

12.0% increase in number of
female employees

123.0% increase in the
total training hours

164.0% increase in
L&D investment

182.0% increase in number
of employees trained

70.0% of newly hired employees
aged under 30

100.0% vehicles
have GPS installed

35.0% increase in the safety
toolbox trainings participation

Vehicle audit scores improved
to 91.45%

61 nationalities
working at Agthia

18 managers certified
in CELEMI Sustainability™



Shared Accountability

87.0% ESG Score under
ADQ by third party

100.0% independent
board of directors

3,171 employees participated in
the human rights trainings

60.0% of employees trained on
anti-corruption policies and procedures

59 sustainability
cost optimisation projects

3 new approved ESG related
policies (ESG, CSR & Human Rights)

Key Sustainability Initiatives & Achievements 2024



Environmental Integrity

- Decarbonisation strategy framework completion
- Renewable energy strategy and solar energy roadmap deployment
- Agthia joins the UAE Alliance for Climate Action (UACA)
- Electric Truck Trial: Exploring sustainable logistics
- Bio-Diesel Trials: Advancing sustainable transportation
- Energy Efficiency Clubs Initiative to drive industry collaboration
- ISO 45001/14001: 40% of Agthia sites are certified by YE of 2024 (from 25% in 2023)
- Grand Mills the 1st site being certified in ISO 50001 Energy Management
- Al Ain the 1st Agthia’s water bottling plant in the UAE being certified in ISO 46001 Water Management
- SAP integration human capital digitalisation for paper waste reduction
- Agthia’s participation in COP29 & Climate Action Innovation Zone
- Implementing energy efficient PET resin for electricity reduction



Scaling Health & Wellness

- Launch of digital safety and e-Learning e-book guide
- Strengthening of sustainable sourcing and supplier screening
- Doubling the community investments



Fostering Positive Potential

- Agthia’s culture renovation initiative—known as Tamkeen
- Launched the Leadership Behaviours Model
- Sustainability training & awareness programme
- Empowerment of the internal & external sustainability communications
- Implementation of AI camera solution for digital safety management



Shared Accountability

- Completion of ESG Risk Assessment
- Expansion of sustainability governance model
- 9 prestige Sustainability 2024 awards
- Publication of the ESG Policy
- Publication of the Human Rights Policy
- Launch the smart ESG Platform including 150+ ESG KPIs
- Introduction of CSR Governance Structure and CSR Decision Committee



Message from Our Chairman

Khalifa Sultan Al Suwaidi

At Agthia, sustainability is not just a commitment—it is a priority that defines our approach to value creation, business resilience, and long-term growth. As a company deeply rooted in the UAE, we align our vision with the nation’s forward-thinking sustainability agenda, supporting its ambition to drive economic diversification, environmental stewardship, and social progress in line with UAE Vision 2030 and the Net Zero 2050 strategy.

The past year has reinforced our conviction that sustainable growth and business success are deeply interwoven. Our Board of Directors has approved Agthia’s CSR, Human Rights, and ESG Policy, ensuring that our governance structures are equipped to advance responsible business practices and create meaningful impact. By embedding sustainability deeper into our corporate strategy, we have strengthened our ability to navigate global challenges while maintaining financial discipline and operational excellence.

As we continue expanding our regional and global footprint, we recognize the responsibility that comes with our scale. Sustainability governance is a key enabler of our transformation, and by empowering leadership at the Board level, we are ensuring a structured, accountable, and forward-looking approach to ESG integration. Our strategy prioritizes innovation-driven sustainability—leveraging cutting-edge solutions to optimize resource efficiency, enhance supply chain resilience, and drive positive community impact. By focusing on measurable outcomes, we are positioning Agthia as a sustainability leader in the food and beverage sector. Looking ahead, we will accelerate our efforts to integrate sustainability at every level of our business, fostering a culture of responsibility, transparency, and long-term value creation.

I extend my sincere gratitude to the UAE leadership, our stakeholders, and our partners for their continued support. My appreciation also goes to Agthia’s employees, whose commitment to excellence is the foundation of our success, and to our Board members for their strategic insights and governance leadership. Most importantly, I thank our customers and shareholders, whose trust inspires us to set new benchmarks in sustainability and responsible growth.

Together, we remain committed to shaping a future where business success goes hand in hand with environmental and social responsibility, ensuring that Agthia continues to lead with purpose and impact.



Message from Our CEO

Alan Smith

Sustainability is no longer a choice—it is a necessity for resilience, progress, and responsible growth. At Agthia, we see it as more than just an obligation; it is a driver of innovation, shaping the way we operate and create long-term value.

Our commitment is deeply embedded in our business strategy, ensuring that every decision we make contributes to a more sustainable future. Rooted in the UAE's bold vision for sustainability, our journey is one of transformation and action.

Our transition to cleaner energy sources is well underway, with renewable energy and solar initiatives reshaping our operations for greater efficiency and reduced environmental impact. Our participation in the UAE Alliance for Climate Action (UACA) reflects our commitment to collaborative efforts in addressing climate challenges. Our sustainability agenda is deeply rooted in accountability and measurable impact. In 2024, we achieved a 6.3% reduction in CO₂ emissions—a testament to our proactive approach to environmental stewardship.

Additionally, the completion of a comprehensive ESG Risk Assessment has strengthened our risk management framework, ensuring that sustainability considerations are integral to our decision-making process. Through targeted training programs and initiatives, we are fostering a culture of accountability and opportunity for all. We also made significant strides in diversity, achieving a 12% increase in female employees and cultivating a workforce representing 61 different nationalities—a reflection of our commitment to inclusion and equal opportunity.

These efforts have been recognized at an industry level, reflecting Agthia's leadership in sustainable business practices and innovation. But beyond awards and milestones, our focus remains on continuous improvement—leveraging technology, partnerships, and responsible practices to drive meaningful change.

As we move forward, we remain committed to shaping a future where sustainability is at the core of everything we do, ensuring that growth and responsibility go hand in hand.



Sustainability at



I am extremely pleased to report Agthia's significant sustainability progress throughout 2024, a year that has strengthened our position as a leader in the UAE's transition towards a circular economy and responsible business practices. Our commitment to sustainability remains at the heart of our strategy, driving innovation, operational excellence, and long-term value creation across our four sustainability pillars: Environmental Integrity, Scaling Health & Wellness, Fostering Positive Potential, and Shared Accountability.

Our Environmental Integrity efforts have led to measurable progress in reducing our environmental footprint. We achieved a 6.3% reduction in CO₂ emissions, collected 1128 tons of plastic through RECAPP, and increased our use of recyclable packaging to 95.4%—clear indicators of our dedication to a circular economy. We have also implemented heat-sensitive PET resin technology to improve energy efficiency and reduced water intensity by 9%, demonstrating our commitment to responsible resource management.

Under Scaling Health & Wellness, we continued to prioritise food safety, supply chain resilience, and community well-being. 90% of our sites are now certified under GFSI-recognised schemes, reinforcing our industry leadership in quality assurance. Our supplier due diligence process was strengthened, with 100% of suppliers assessed for environmental compliance and 42 supplier audits conducted to uphold the highest sustainability standards. In addition, we significantly increased our community investments by 120%, reaching 1.4 million AED, further embedding our social responsibility into our business model.

Empowering our people and fostering a strong workplace culture is at the core of Fostering Positive Potential. In 2024, we achieved a 12% increase in female representation and welcomed 61 nationalities, while ensuring 70% of our newly hired employees were under 30—a testament to our commitment to youth empowerment and workforce diversity. Notably, women's representation in middle management increased to 14%, reflecting steady progress in leadership development, while senior management female representation reached 10%

for the first time, marking a significant milestone in our ongoing commitment to gender equality and female leadership advancement. Safety remained a top priority, as we successfully reduced the Serious Injuries & Fatalities rate (SIFR) by 45% and significantly increased health and safety training hours by 173% per employee, reinforcing a culture of well-being and operational excellence.

In the spirit of Shared Accountability, we strengthened our governance framework with the introduction of three new ESG-related policies (ESG, CSR, and Human Rights) and ensured 60% of employees were trained on anti-corruption policies and procedures. The Smart ESG Platform is advancing ESG governance by improving data-driven decision-making and reporting transparency.

This year also saw the execution of key strategic initiatives that elevate our impact. We finalised the Decarbonisation Strategy Framework, expanded our renewable energy roadmap, explored sustainable logistics through electric truck trials, and proudly joined the UAE Alliance for Climate Action (UACA) to contribute to national decarbonisation efforts. Our participation in COP29 & the Climate Action Innovation Zone further underscores our leadership in industry-wide sustainability collaboration and advocacy. As we move forward, we remain committed to sustainable growth, delivering lasting positive impact for our stakeholders, employees, and communities. I extend my sincere gratitude to our partners and colleagues whose unwavering trust and dedication propel Agthia forward. Together, we will continue shaping a more sustainable future for our planet, people, and society.

Theofilos Alevizos
Senior Group Director, Sustainability & HSE

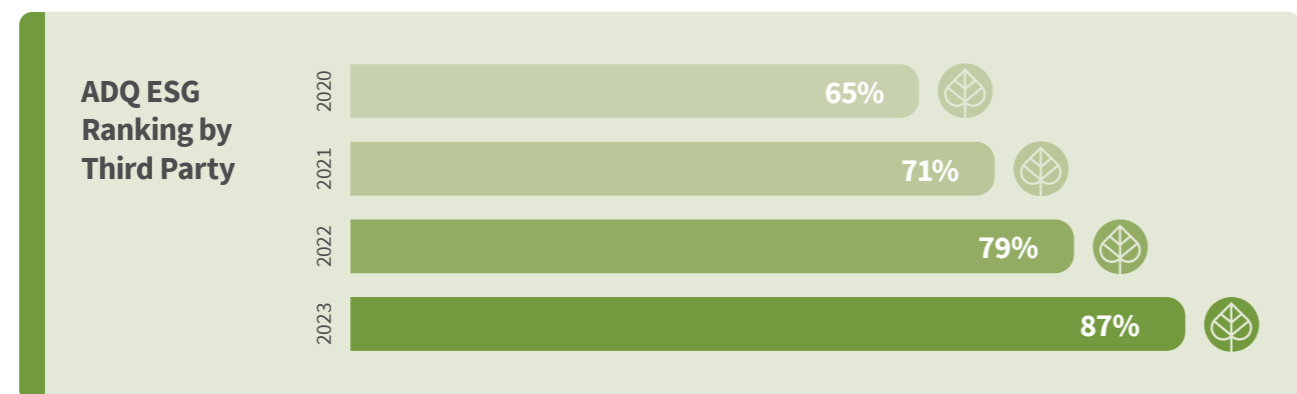


Sustainability Management

Guided by our long-term sustainability vision ‘Sustainable Living for the Better’ we are committed to constant innovation, progress, and continuous improvement. Sustainability is deeply ingrained in our values and business strategy, driving us to uphold responsible practices throughout our supply chain, support local communities, and promote ethical labour standards. We invest in R&D to develop sustainable solutions, engage stakeholders to understand their needs, and ensure transparency by openly communicating our progress and challenges. Furthermore, we collaborate with NGOs, government agencies, and industry peers to address shared sustainability challenges. By integrating sustainability into our core business practices, we aim to lead by example, creating a better future for generations to come. At Agthia, sustainability is not merely an initiative—it is a fundamental driver of business strategy, governance, and long-term growth, embedded in every aspect of our operations.

Agthia ESG Rating

Over the past four years, our ESG rating has seen continuous improvement—from 65% in 2020 to 87% in 2023. And targeting a high jump in 2024 score once the assessment is completed by mid 2025. Agthia’s ESG performance is evaluated under Abu Dhabi Developmental Holding Company (ADQ), a leading UAE investment firm and our parent company.



Sustainability Governance Model

Sustainability is a C-suite priority, ensuring it remains embedded in corporate decision-making and enabling Agthia to navigate evolving global sustainability trends, regulatory requirements, and stakeholder expectations effectively. To put this dedication into action, Agthia has implemented a robust sustainability governance model. Built on a four-tier structure, this model ensures comprehensive oversight, effective execution, and accountability across all levels of the organisation. It reflects Agthia’s commitment to ESG leadership, operational excellence, and responsible corporate growth, embedding sustainability at the core of its long-term vision. By maintaining sustainability as a board-level priority, Agthia upholds transparency, accountability, and the ability to drive meaningful ESG impact at scale.

- **Sustainability Review Committee:** Board Level: The Audit and Risk Committee under the Board of Directors is responsible for overseeing the company’s sustainability strategy, ESG risks, regulatory compliance, and key sustainability targets.
- **Sustainability Steering Committee:** Led by the CEO, this committee reviews of the sustainability scorecard, business unit performance, and ESG policy updates to ensure alignment with corporate goals.
- **Business Unit (BU) Steering Committees:** Led by BU heads, these committees drive the execution of ESG key performance indicators (KPIs), sustainability initiatives, and operational impact. Departments/functions takes ownership of sustainability KPIs responsibilities, ensuring monthly tracking and alignment with overall goals, while execution occurs at the BU level through two key meetings:
 - **Sustainability Blue Meeting (Committee Review):** Held bi-monthly for reviewing strategies and tracking key milestones.
 - **Sustainability Green Meeting (Implementation):** Held monthly for driving execution and addressing operational sustainability challenges.

- **Sustainability Champions:** Nominated leaders to represent their business unit, guide sustainability pillar owners, cascade the sustainability strategy and goals within their unit, and review progress on sustainability KPIs.
- **Sustainability Pillars Owners:** A dedicated network of sustainability leaders responsible for implementing on-the-ground ESG initiatives, fostering engagement, and integrating sustainability into daily operations.



Sustainability Steering Committee

Chief Executive Officer	Chairman
Chief Financial Officer	Member
Chief People Officer	Member
Chief Operations Officer	Member
Business Unit President-Flour & Feed	Member
Business Unit President-Water & Food GCC	Member
Business Unit President-Protein & Frozen	Member
Business Unit President- Snacks BU & Government Relations	Member
Group Senior Director Sustainability & HSE – Committee Coordinator	Coordinator

Alignment with Global & Regional Sustainability Standards

At Agthia, sustainability is integrated into our business strategy, driving responsible management of our ESG impacts. Our Sustainability Report and initiatives are guided by key agreements and frameworks, including:



The UN Sustainable Development Goals, or SDGs, are a set of 17 goals adopted by the UN as a part of the 2030 Agenda for Sustainable Development. These goals aim to balance the economic, social, and environmental aspects of sustainable development.



The United Nations Global Compact (UNGC) is a non-binding initiative by the United Nations that consists of ten principles related to human rights, labour, environment, and anti-corruption. It encourages businesses to adopt sustainable and socially responsible policies.



GRI Sustainability Reporting Standards are an internationally recognised framework developed to manage the economic, environmental, social, and governance performance of businesses. It aims to improve the disclosure and transparency of material ESG issues to stakeholders. Since 2023, Agthia has aligned with GRI's newly released standard 'GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022'. GRI 13 is the first global and holistic sustainability reporting standard for all companies in the upstream production of crops, animals, and seafood.



The Greenhouse Gas (GHG) Protocol is a framework for measuring, managing, and reporting greenhouse gas emissions. It is developed by the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) and provides guidance on reducing these emissions.



The UAE Net Zero 2050 is a national initiative that aims to achieve net-zero emissions by 2050, making the UAE the first in the MENA region to do so. It aligns with the Paris Agreement's goal of reducing greenhouse gas (GHG) emissions and limiting the global temperature to 1.5 degrees Celsius above pre-industrial levels.



The Environment Vision 2030 is a comprehensive plan to create a sustainable economy and environment for the Emirate of Abu Dhabi. The plan consists of a number of initiatives, including a commitment to reducing greenhouse gas emissions, water conservation, renewable energy sources, sustainable sourcing of ingredients, job creation, and supporting local businesses.

Double Materiality Assessment

Agthia's commitment to sustainability is reinforced by its adoption of double materiality, an approach that integrates both impact materiality and financial materiality:



Impact Materiality:
The significance of Agthia's ESG activities on people, the environment, and society, considering its operations, value chain, and business relationships.



Financial Materiality:
The extent to which ESG issues pose risks or create opportunities that influence Agthia's financial performance, business strategy, and cost of capital.

Originating from the European Union's Corporate Sustainability Reporting Directive (CSRD), double materiality has become a globally recognised standard in corporate transparency and sustainability reporting. By adopting this data-driven approach that evaluates ESG topics from both impact and financial perspectives, Agthia ensures a comprehensive, stakeholder-centric, and regulatory-aligned sustainability strategy.

Materiality Assessment Methodology

Agthia employed a structured approach to assess impact materiality and financial materiality, using a combination of benchmarking, stakeholder engagement, survey data, and expert insights.

Benchmarking & Topic Selection

To validate its material topics, Agthia conducted a benchmarking analysis against regional and global industry peers, ensuring alignment with best practices while maintaining a unique competitive position.

Regional Peer Benchmarking

When comparing Agthia's sustainability topics with key regional competitors, a strong alignment in the following areas was identified:

- Food Safety & Quality
- Responsible Supply Chain Management
- Water Stewardship
- Workplace Health & Safety
- Sustainable Packaging & Circular Economy

However, topics such as Consumer Awareness, Responsible Growth, and Digitalisation remain underrepresented across regional competitors, presenting an opportunity for Agthia to lead in these areas.

International Peer Benchmarking

A comparative assessment with international peers confirmed that Agthia aligns with global best practices in:

- Climate Change & Energy Management
- Sustainable Sourcing & Supply Chain Governance
- Employee Development & Well-being
- Waste Management

Stakeholder Engagement & Survey Distribution

Three key stakeholder groups contributed to the materiality evaluation:

Employees: Provided insights into operational sustainability challenges.

Leadership & C-suite: Assessed financial implications and strategic priorities.

External Stakeholders: Investors, Suppliers, Regulators, NGOs, and customers evaluated ESG risks and opportunities.

Finalised Material Topics for 2024

Following a comprehensive materiality reassessment in 2023, Agthia identified 15 priority ESG topics, structured under three core pillars: Environmental, Social, and Governance. These priorities were determined through benchmarking, stakeholder engagement, and expert insights, ensuring alignment with industry best practices and sustainability goals.

Pillar	Topic	Description	Unit of Measurement	Framework
ENVIRONMENTAL	01 Climate Change Mitigation & Adaptation	Reducing GHG emissions and adapting to climate risks.	% reduction, MWh	GRI 302, CDP, TCFD
	02 Water Stewardship & Biodiversity	Responsible water usage and biodiversity protection.	m ³ , L	GRI 303, CDP
	03 Sustainable Agriculture	Sourcing agricultural products sustainably.	% compliance, Count	GRI 301, GRI 204
	04 Sustainable Materials & Circular Packaging	Transition to sustainable packaging & circular economy.	% sustainable materials	GRI 301, GRI 306
	05 Waste Management	Reducing waste across the value chain.	% reduction, tons	GRI 306, SASB
SOCIAL	06 Employee Development & Well-being	Workforce retention, well-being, and training.	Training hours, %	GRI 404, GRI 403
	07 Workplace Diversity & Human Rights	Ensuring inclusion and labour rights protection.	% diversity	GRI 405, GRI 406
	08 Community Engagement & Access	Enhancing community investment and accessibility.	AED invested, Count	GRI 413, GRI 201
	09 Consumer Health & Awareness	Providing health-conscious products and transparency.	% compliance, Count	GRI 416, GRI 417
	10 Animal Welfare	Ethical treatment of animals in sourcing.	% adherence	GRI 308, GRI 401
GOVERNANCE	11 Corporate Governance	Ensuring ethical leadership and accountability.	% compliance, Count	GRI 102, GRI 201
	12 Product Safety & Labelling	Maintaining high product safety standards.	% compliance	GRI 417, GRI 416
	13 Responsible Supply Chain Management	Ensuring ESG compliance across the supply chain.	% ESG compliance, Count	GRI 308, CDP
	14 Data Privacy & Digitalisation	Strengthening data protection and digital governance.	Count, % compliance	GRI 418, ISO 27001
	15 Responsible Growth	Expanding sustainably with balanced ESG priorities.	% ESG-aligned growth	GRI 201, TCFD

Materiality Matrix

Agthia’s Double Materiality Matrix visually represents the outcomes derived from the preceding steps. The matrix highlights the strategic importance of sustainability topics by categorising them based on their financial impact and broader environmental and social implications. The findings classify topics into three key categories:

High Financial Impact, High Sustainability Impact:

Critical issues that significantly affect both Agthia’s financial performance and sustainability commitments.

Low Financial Impact, High Sustainability Impact:

Topics with substantial environmental or social importance but limited direct financial implications.

Low Financial Impact, Low Sustainability Impact:

Areas with minimal influence on both financial outcomes and sustainability priorities.



Future Outlook

Agthia’s Double Materiality Assessment will be regularly updated to reflect evolving stakeholder expectations, regulatory changes, and emerging ESG risks. Key focus areas for the coming years include:

- Strengthening climate action through regulatory alignment
- Enhancing circular economy practices for packaging
- Expanding ESG data to boost transparency and decision-making.

Sustainability Framework

Sustainability is embedded in every aspect of our business strategy, governance, and operations. Our vision, ‘Sustainable Living for the Better,’ reflects our commitment to integrating ESG principles into decision-making processes, ensuring long-term value creation for all stakeholders.

Agthia’s sustainability framework provides a structured, impact-driven approach to managing ESG priorities. It aligns with global and regional sustainability standards, including the GRI Standards, UN Sustainable Development Goals (SDGs), UAE Net Zero 2050, Abu Dhabi Vision 2030, and the Task Force on Climate-Related Financial Disclosures (TCFD). Moreover, this framework fully reflects Agthia’s values and our commitment to being a purpose-driven company.

Agthia’s Four Sustainability Pillars

Agthia’s sustainability approach is structured around four strategic pillars, designed to **drive ESG impact while ensuring operational excellence.**



Environmental Integrity




To Reduce Pollution and Waste
Sustainable Materials and Circular Packaging
Waste Management

To Manage Natural Capital & Emissions
Water Stewardship and Biodiversity
Sustainable Agriculture
Climate Change Mitigation and Adaptation






Scaling Health & Wellness




To Accelerate Community Development
Community Engagement and Access

To Prioritise Consumer Wellness
Consumer Health and Awareness
Product Safety and Labelling






Fostering Positive Potential



To Protect Our People
Employee Development and Well-being

To Empower Our People
Workplace Diversity and Human Rights

Shared Accountability



To Strengthen Governance & Ethical Standards
Corporate Governance
Responsible Supply Chain Management
Data Privacy and Responsible Digitalisation
Responsible Growth




Sustainability Roadmap

For years, Agthia has been committed to monitoring and reporting its sustainability and ESG performance, ensuring transparency and alignment with global best practices. However, 2024 marked a significant turning point. This year, Agthia took a bold step by embedding ESG KPIs directly into the objectives and Performance Development Reviews (PDRs) of employees across different levels. This strategic move not only ensures that sustainability remains a key business priority but also ties ESG performance to employee bonuses, making it a tangible and personal commitment for every individual within the organisation. By integrating sustainability into performance metrics, Agthia is fostering a culture of accountability, where employees are empowered to actively contribute to the company's ESG goals.

Linking Remuneration to ESG Performance

Recognising the power of financial incentives in driving meaningful change, Agthia started linking bonuses of its dedicated corporate sustainability team to ESG-specific KPIs. This approach ensures that every decision and action taken across the company support its broader sustainability ambitions.

A Roadmap for ESG Excellence

To drive structured and measurable progress, Agthia has developed an annual sustainability roadmap, outlining key milestones for each country of operations and business unit. This roadmap serves as a strategic guide, enabling teams to track ESG progress effectively while ensuring alignment and accountability at every level of the organisation. One of the key elements of this roadmap is the integration of Sustainability Governance deployment as a key performance indicator. By embedding governance as a measurable target, Agthia is reinforcing the foundation of its sustainability framework and strengthening ESG oversight across its operations.

2021

- Emissions Scope 1 & 2 Mapping
- 1st Annual Sustainability Report

2022

- Materiality Assessment
- CSR Strategy Development
- Sustainability Strategy & Pillars

2023

- ESG Framework
- Benchmarking & SWOT Analysis
- Sustainability Governance Model
- 2023 sustainability KPI baseline years
- 5 sustainability awards

2024

- Sustainability Champions Nomination
- Governance Model Update
- BoD Approval & Publishing ESG, CSR & Human Rights Policies
- UACA membership "UAE Alliance of Climate Action"
- ESG Risk Assessment conducted
- Finalizing the Decarbonization Strategy
- Start Sustainable Sourcing Program
- ADDG Energy Clubs
- Kick off Sustainable Sourcing Program
- 9 Prestigious Sustainability Awards
- Kick-off Sustainability Engagement Program "Training & Communication"

2025

- Double Materiality Assessment
- Climate Change Risk Assessment
- Smart ESG Solution
- ESG Risk Assessment Action Plan
- Scope 1 & 2 Validation
- Scope 3 Mapping & Measuring
- Sustainability Charter & KPIs Cascade
- CSR Strategy Adaptation & Activation
- Sustainable Innovation supporting Growth
- Policies Development

“

At Agthia, sustainability is not just a responsibility, it is a strategic enabler of business growth, resilience, and long-term value creation. We recognize that the success of our company is deeply interconnected with the well-being of our planet, the prosperity of our people, and the trust of our stakeholders. By embedding sustainability at the core of our business, we are ensuring that Agthia remains competitive, innovative, and future-ready.

The year 2024 has been a turning point in our sustainability journey, marked by bold initiatives and impactful projects that reinforce our commitment to both business excellence and responsible leadership. This transformation is not only about reducing our environmental impact but also about creating positive social change ensuring ethical business practices, empowering our workforce, and supporting the communities in which we operate.

By taking proactive steps in ESG integration, climate action, and social responsibility, we are not only mitigating risks but also unlocking new opportunities for innovation, operational efficiency, and sustainable profitability. We firmly believe that doing the right thing for the environment and society is also the right thing for business.



Abdelrahman Elsherif
Group Sustainability Manager

Environmental Integrity

Our commitment to responsible resource management drives us to continuously innovate and implement initiatives that minimise our environmental impact. From reducing greenhouse gas emissions to conserving water and enhancing biodiversity, our sustainability efforts reflect a steadfast dedication to safeguarding the planet for future generations.

Through transparency and accountability, we strive to demonstrate our progress and foster a positive impact on the ecosystems in which we operate.



MATERIAL TOPICS

Climate Change Mitigation and Adaptation

Water Stewardship and Biodiversity

Sustainable Agriculture

Sustainable Materials and Circular Packaging

Waste Management



ENVIRONMENTAL MANAGEMENT

“ At Agthia, sustainability is deeply embedded in our operations, ensuring that every aspect of our value chain is designed for efficiency, safety, and environmental stewardship. We have fostered a culture where workplace safety is paramount, empowering employees with continuous training and equipping them with the knowledge to work smarter and protect one another. Through proactive efforts, we have significantly enhanced our safety measures, creating a more secure and supportive environment for our people.

Our environmental responsibility extends beyond compliance—it is about making tangible changes that reduce our footprint. Through smarter resource management, we have cut emissions, optimized water usage, and significantly increased waste recycling efforts. Our packaging innovations now align with circular economy principles, ensuring that a vast majority of our materials are recyclable and increasingly made from recycled content. Sustainability is also a key pillar of our procurement strategy, as every supplier we work with is carefully assessed to uphold ethical and environmental standards, strengthening responsible sourcing across our ecosystem.

Operational excellence remains a defining standard at Agthia. We continue to enhance product quality, ensuring adherence to globally recognized food safety standards, while also leveraging technology to improve efficiency and reduce environmental impact. Our transportation network is now fully equipped with smart tracking systems, allowing us to optimize logistics while lowering emissions. As we look ahead, our commitment to innovation and collaboration will drive sustainability deeper into our business, ensuring that our operations not only meet today’s needs but also contribute to a more resilient and responsible future.

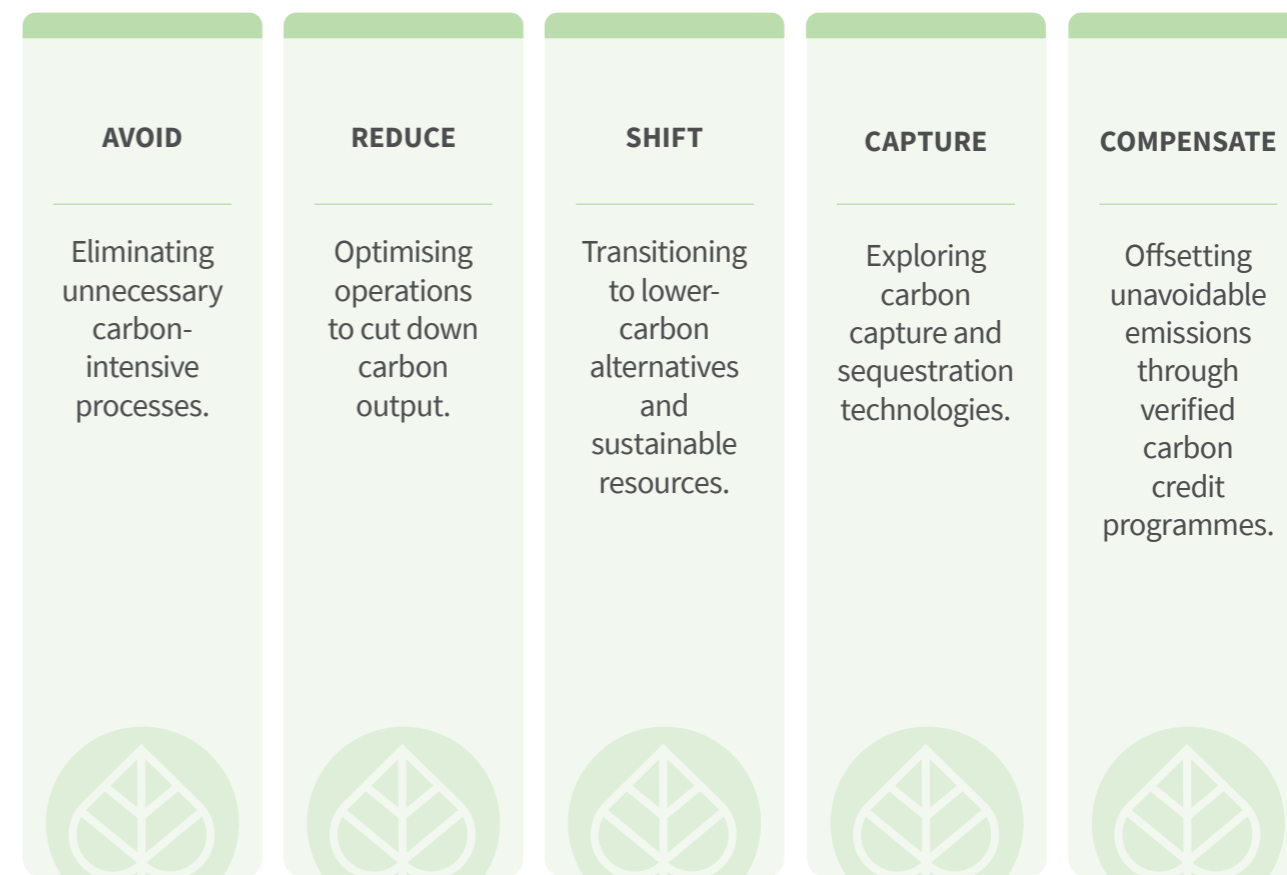
Ramy Merdan
Chief Operating Officer



Decarbonisation Strategy: Roadmap to Net Zero

In 2024, Agthia finalised its decarbonisation strategy, marking a significant milestone in its sustainability journey. This strategy provides detailed emissions growth projections until 2036, outlining a business-as-usual scenario versus a decarbonised pathway. By mapping out its current carbon footprint and future reduction targets, Agthia is ensuring a structured, data-driven approach to mitigating its environmental impact.

Agthia’s decarbonisation approach is built on five key levers, which collectively shape the foundation of its emission’s reduction plan:



While each lever carries different degrees of relevance across Agthia’s operations, together they form a comprehensive strategy aimed at achieving meaningful carbon reduction. In 2025, Agthia will focus on executing its decarbonisation roadmap, implementing targeted initiatives to empower emissions reductions across all business units. This strategy aligns with global climate goals and supports the UAE’s Net Zero 2050 vision, reinforcing Agthia’s role as a leader in sustainable transformation.

Key decarb levers largely rely on a shift towards solar power and low-carbon fuel

Decarbonisation by category (ktCO2e)



Decarbonisation levers

Shift to alternative energy sources has the largest impact, mainly driven by

Replacement of diesel by natural gas in Egypt and by LPG in Jordan (in total ~9 kton)

Several solar projects in UAE, Turkey and KSA (in total ~5 kton)

Reduce energy consumption leads to limited emissions reduction potential, which is less than 1 kton

2024 Key Performance Metrics

In 2024, Agthia intensified its climate action efforts, focusing on operational efficiencies, investments in renewable energy, and enhanced monitoring systems to track and optimise energy consumption. These initiatives have contributed to a reduction of 6.3% in CO₂ emissions compared to 2023, underscoring our commitment to a low-carbon future.

Emissions	2022	2023	2024	Change
Total CO ₂ Emissions (tons)	111,505	147,152 *	137,778	-6.3%
Scope 1	42,764	48,060	49,656	+3.3%
Scope 2	68,741	99,092	88,122	-11%
UAE S1 emissions			23,407**	
UAE S2 Emissions			47,203**	
Emission Intensity (kg CO ₂ e per tonne of production)	47	20*	16	-20%

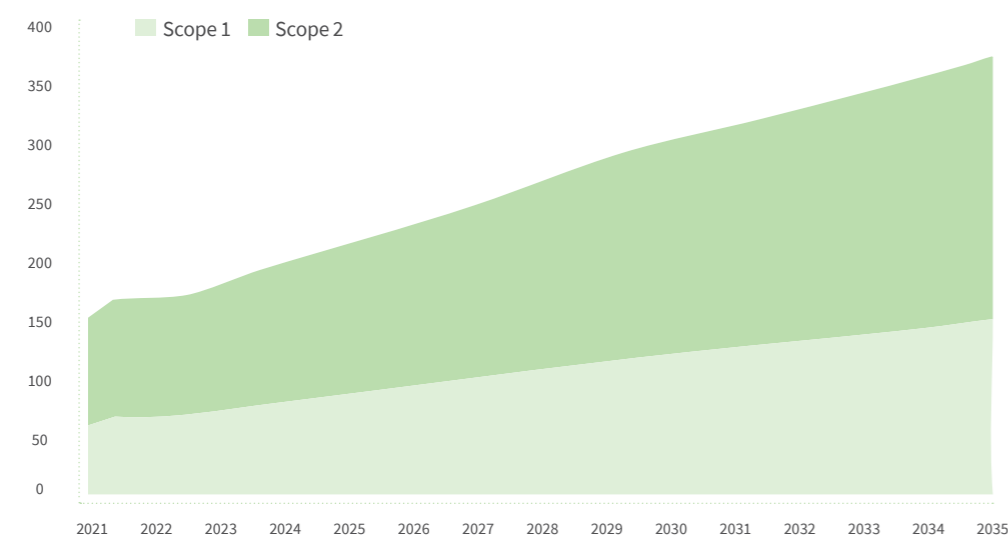
*the increase in total emissions in 2023 is attributed to new acquisitions.
**starting from 2024 Agthia will report UAE emissions separately as a preparation to UAE Federal Decree-Law No. 11 on The Reduction of Climate Change Effects.

Note: The conversion factors employed in the computation of Scope 1 and 2 are sourced from the ADQ Conversion Guidance 2024.

Agthia with 6% p.a. emission growth until 2035 in business-as-usual scenario

GHG emission projection* (ktCO2e)

Business-as-Usual (BAU) Scenario



Main drivers of emission growth

Emissions growth are based on the respective business unit production volume growth projections.

Emissions growth expected to be 6% per year from 2021-2035

Limited increase in emissions from 2023 to 2024 is due to the projected decrease in projection from snacks (-28%) and protein & frozen food (-4%).

Energy Consumption	2022	2023	2024
Petrol Consumption (TJ)	116.96	25.11	31.74
Diesel Consumption (TJ)	464.06	635.09	466.85
Natural Gas Consumption (TJ)	85.91	56.17	76.76
Electricity (TJ)	521.31	591.30	646.5
Total Direct Energy Consumption (TJ)	666.94	716.37	575.35
Total Indirect Energy Consumption (TJ)	521.31	591.30	646.5
Total Energy Consumption (TJ)	1188.25	1307.67	1221.85

6.3% reduction in total emissions

20% reduction in Emission Intensity

CLIMATE MITIGATION IN ACTION:

Examples of Agthia’s Initiatives on Climate Change Mitigation

Strengthening Climate Action:

Agthia Joins the UAE Alliance for Climate Action (UACA)



In 2024, Agthia deepened its commitment to sustainability by joining the UAE Alliance for Climate Action, which is convened by Emirates Nature-WWF and now has over 50 members. The alliance unites businesses and institutions dedicated to accelerating climate action in their operations to support the UAE’s Net Zero 2050 Strategy. UACA is an accelerator to support decarbonisation, contributing to and driving the UAE ecosystem to catalyse net-zero ambitions in alignment with the Paris Agreement targets and the Marrakesh Partnership for Global Climate Action (MPGCA). Through this collaboration, Agthia aims to:

- Contribute to collective GHG emission reductions.
- Advocate for policy advancements in sustainability & environmental governance.
- Promote climate resilience across industries and supply chains.
- Drive innovation in sustainable business practices and circular economy solutions.



The integration of Zero-emission vehicles (ZEV) or Battery Electric Vehicles (BEV) into supply chains presents both significant opportunities and challenges. On one hand, ZEVs and BEVs offer a sustainable solution to transportation, contributing to reduced carbon emissions and helping Agthia meet our environmental, social, and governance (ESG) goals. On the other hand, the shift to ZEVs and BEVs requires careful consideration of new infrastructure, such as charging stations, battery sourcing, and the management of these vehicles’ lifecycle costs.

The key learning from the trials conducted on EVs and Biodiesel trucks, was that while the desired adoption of those vehicles in Supply Chain aligns with Agthia ambition toward sustainability, we (Supply Chain) must remain agile, innovative, and strategic in addressing the logistical, economic, and environmental complexities involved.

Jorge Garcia
Senior Director | Supply Chain



Electric Truck Trial: Exploring Sustainable Logistics

As part of its commitment to decarbonising logistics, Agthia conducted a comparative trial between Electric Trucks and Diesel Trucks, evaluating their feasibility, efficiency, and sustainability impact. The key findings were:

- 90% reduction in CO2 emissions compared to diesel trucks.
- Enhanced fuel efficiency and lower operational emissions.
- Challenges encountered: increased operational costs, reduced efficiency, and logistical complexities.



Biodiesel Trials: Advancing Sustainable Transportation

Agthia has initiated biodiesel trials within its supply chain, testing the feasibility of alternative fuels at Grand Mills, one of its largest operational sites. Early results indicate:

- A measurable reduction in emissions from biodiesel-powered transportation.
- A positive impact on Agthia’s decarbonisation targets.
- An evaluation of operational efficiency, logistics integration, and performance sustainability.
- A cost-benefit analysis to assess the long-term viability of scaling biodiesel usage.
- These trials are part of Agthia’s broader strategy to transition towards cleaner transportation solutions, reducing its reliance on conventional fossil fuels.

Emissions Audits

Agthia has initiated third-party emissions audits on its two largest manufacturing sites, which contribute significantly to the Group’s total emissions.

The objective of this exercise is to evaluate and confirm the sources and levels of emissions. These audits offer significant benefits for Agthia by pinpointing inefficiencies, ensuring regulatory compliance, and supporting initiatives that both reduce environmental impact and enhance operational efficiency. In 2025, the company plans to:

- Expand internal and external energy and emissions audits across all manufacturing sites, 40% from the total Group emissions will be audits across 2025.
- Strengthen emissions data verification to ensure accuracy, transparency, and credibility in front of all our stakeholders.
- Identify additional opportunities for improving energy efficiency and reducing emissions.
- Align its energy management practices with ISO 50001 standards.

40% from the total Group emissions will be audited by third-party

By continuously improving its approach to emissions measurement and energy efficiency, Agthia aims to reinforce its position as a sustainability leader in the region.

Energy Optimisation & Efficiency Projects

Sustainability Cost Optimisation project with positive impact on environment	8.9 Mio AED savings with 14,000 KG CO2 emissions reduction
Upgrade of Syrup Processing Line	Enhanced process efficiency and reduced energy consumption
Upgrade of Paste Processing Line	Optimised paste production to lower power usage
Implementation of Power Monitoring System	Real-time tracking of energy usage, improving efficiency
Electrical Network and Load Optimisation	Reduced electrical wastage and optimized power flow
Installation of VSD Compressors	Reduced energy waste in air compression

2024 Climate Initiatives

In 2024, Agthia executed several strategic initiatives to enhance energy efficiency, optimize operations, and reduce emissions. These initiatives have been instrumental in driving cost savings and environmental impact reduction.

Energy Efficiency Clubs

Agthia has taken a leadership role in energy efficiency and sustainable business practices by participating in Abu Dhabi Distribution Company’s (ADDC) Energy Efficiency Clubs Initiative.

This initiative serves as a collaborative platform, bringing together leading industrial players—including Agthia Group, Emirates Float Glass, and Arabian Gulf Steel Industries—to share knowledge, implement best practices, and drive sustainable energy solutions.

Objectives of the Energy Efficiency Clubs:

- **Knowledge sharing:** Industry leaders exchange insights on energy efficiency, sustainability strategies, and innovative solutions.
- **Networking & Collaboration:** Strengthening partnerships with ADDC, the Industrial Development Bureau (IDB), and technology suppliers.
- **Performance & Continuous Improvement:** Encouraging regular energy audits, performance reviews, and efficiency upgrades.
- **ISO Certification Support:** Facilitating ISO 50001 (Energy Management) and ETIP (Energy Transition Implementation Plan) certification.

Agthia is hosting the Energy Club at the Agthia Academy, ensuring ongoing engagement and leadership in industrial sustainability.

ADDC Industrial Energy Efficiency Clubs MOU Signature Event

ABU DHABI, 10th July, 2024 (WAM) -- Abu Dhabi Distribution Company (ADDC), a subsidiary of the Abu Dhabi National Energy Company (TAQA), has launched its Energy Efficiency Clubs. This initiative is in collaboration with three of Abu Dhabi’s most prominent industrial sites: Agthia Group, Emirates Float Glass, and Arabian Gulf Steel Industries.

The strategic partnership aims to unite industrial facilities across Abu Dhabi to promote adopting energy-efficient practices and sustainable decision-making.

“The Energy Efficiency Clubs are designed to be a collaborative platform where industry leaders can exchange knowledge and best practices by engaging in expert talks, presentations by leading technology suppliers, and interactive problem-solving sessions,” said Saeed Al Suwaidi, ADDC Chief Executive Officer.

Alan Smith, CEO of Agthia Group, said, «Collaborating with ADDC and industry experts fosters a dynamic environment for promoting energy standards and implementing innovative solutions. These collective efforts significantly contribute to achieving our long-term sustainability goals, ensuring energy efficiency, cost reduction, and a stronger environmental footprint. We are committed to minimising our impact on the planet and aligning with the evolving regulatory landscape of the UAE.”



Climate Change Risk Assessment

In response to the increasing risks posed by climate change, Agthia will conduct a comprehensive Climate Change Risk Assessment across its assets and supplier network. This initiative will:

- Identify and evaluate climate-related risks that could affect operations and supply chains.
- Assess vulnerabilities and opportunities to enhance business continuity and sustainability.
- Develop actionable mitigation strategies to reduce environmental impact and adapt to climate challenges.
- Align with global sustainability frameworks to reinforce Agthia’s leadership in responsible business practices.

By embedding climate risk considerations into its decision-making processes, Agthia is future-proofing its operations while creating long-term value for stakeholders.

Emissions Footprinting: Expanding Scope 3 Carbon Mapping

Agthia has been consistently measuring its Scope 1 and Scope 2 emissions since 2021, implementing reduction initiatives to enhance its sustainability performance. In 2025, the company will take a significant step forward by mapping and measuring Scope 3 emissions, which will include:

- Upstream and downstream activities such as raw material sourcing, logistics, and product lifecycle impacts.
- A comprehensive carbon footprint analysis across the entire value chain.
- The identification of key emission hotspots to inform targeted reduction strategies.

This milestone will provide a more complete understanding of Agthia’s environmental impact and enable more effective decarbonisation efforts in support of its net-zero objectives.

Operational Advancements in Energy Efficiency

Agthia has taken additional steps to integrate renewable energy into its manufacturing processes, improving energy efficiency and reducing carbon emissions:

- Transition to a Solar Water Heating System, replacing traditional steam-based systems, leading to a 15% cost reduction in water heating.
- Reduction of LPG usage, contributing to an additional 60-ton decrease in annual CO₂ emissions.
- Facility upgrades, including modifications to rooftops for photovoltaic solar system installations.

HSL in Al Wathba: Reducing Carbon Emissions Through Logistics Optimisation

Agthia’s newly operational High-Speed Line (HSL) in Al Wathba has led to a substantial reduction in finished goods transportation distances, cutting 600,000 kilometres of road travel. This has resulted in:

- 568,409 kg CO₂ emission reduction.
- Increased supply chain efficiency.
- Lower transportation costs and fuel consumption.

Renewable Energy Strategy & Solar Energy Roadmap for a Sustainable Future Strategy

As part of its Decarbonisation Strategy, Agthia has positioned renewable energy as a fundamental pillar in its journey toward Net Zero emissions. Recognising the role of clean energy in driving sustainability, **Agthia launched its Solar Energy Projects in 2023, with a total capacity of 24.25 GWh, leading to a 10.5K-ton reduction in CO₂ emissions.**

Strategic Solar Investments and Impact

In collaboration with Yellow Door Energy, Agthia has established solar power plants at its key subsidiaries, Al Ain Water and Al Foah. This partnership reflects a long-term commitment to reducing carbon emissions while enhancing energy efficiency.

Three-Year Objectives (By 2026):

- 20% of total factory energy consumption offset annually through solar power.
- 124,000-ton CO₂ reduction over the next 25 years, significantly minimising the company’s carbon footprint.
- 287,000 MWh of clean energy generated, supporting Agthia’s broader sustainability strategy.

Long-Term Objectives (By 2026):

- Solar Energy Capacity: 287,000 MWh
- Carbon Emission Reduction: 124,000 tons
- Financial Benefits: Cost savings of approximately AED 55 million

Environmental Benefits:

- Equivalent to recycling 5.4 million single-use plastic bags
- Equivalent to planting 2.1 million trees
- Equivalent to eliminating 53 million litres of gasoline consumption

Through these structured goals, Agthia ensures a continuous transition toward sustainable energy while reducing operational costs and enhancing energy resilience.

Case Study: Solar Deployment at Alpin Water Factory in Türkiye

As part of its global sustainability efforts, Agthia has expanded its renewable energy initiatives to Türkiye, implementing a solar energy project at the Alpin Water site. As of 2024, the facility's roof is covered with 3,000 square meters of solar photovoltaic (PV) panels, with an installed capacity of 500 kWp, generating clean energy directly from the sun. To further enhance energy efficiency, wind and solar lighting measurement devices are integrated. An other benefit of the solar panels is their contribution to reducing the roof temperature, which helps lower cooling energy consumption. As of the end of 2024, the key achievements were:

8% electricity
of Alpin at Türkiye Water site is from renewable solar energy

14% electricity
of Al Bayan at UAE Water site is from renewable solar energy



Sustainable Packaging

Agthia integrated sustainable materials and circular packaging solutions that minimise environmental impact, enhance recyclability, and support a circular economy. By adopting resource-efficient packaging, increasing the use of recycled content, and expanding recycling programmes, we are driving measurable progress toward waste reduction and responsible consumption. This approach aligns with UN SDG 12 (Responsible Consumption and Production) and SDG 14 (Life Below Water), along with Abu Dhabi Vision 2030.

In 2024, 95.4% of our packaging is recyclable or reusable and 38% of the materials used in packaging come from recycled sources.

95.4% of Packaging is recyclable or reusable	Ensured that nearly all packaging materials can be reintegrated into the economy, reducing landfill waste.
38% of packaging materials sourced from recycled content	Reduced reliance on virgin raw materials, lowering carbon footprint and promoting circularity.
Expanded recycling infrastructure	Improved material recovery processes to support greater packaging recyclability.
Sustainable packaging R&D	Ongoing investment in biodegradable, lightweight materials to reduce environmental impacts.



The Circular Packaging Association (CPA)

Agthia Group’s position on the CPA Board of Directors reflects our commitment to leading the transition toward responsible packaging and waste reduction. Being part of CPA enables us to actively contribute to shaping industry standards, influencing policy frameworks, and fostering collaborations that support our sustainability goals. This strategic role strengthens Agthia’s efforts in circular packaging innovation, reducing environmental impact, and aligning with national and global sustainability targets.

The Circular Packaging Association (CPA) in the UAE is a collaborative industry initiative dedicated to advancing circular economy principles in packaging. CPA brings together key stakeholders, including businesses, policymakers, and sustainability leaders, to drive innovation, enhance recycling infrastructure, and promote sustainable packaging solutions.

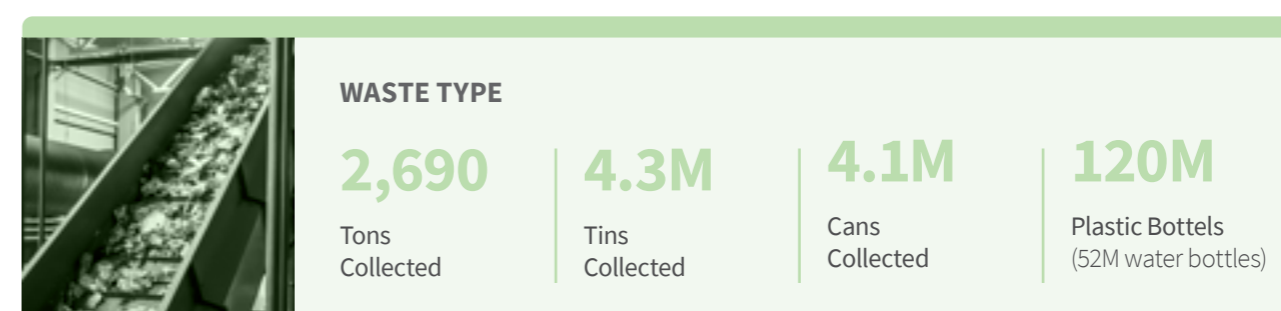
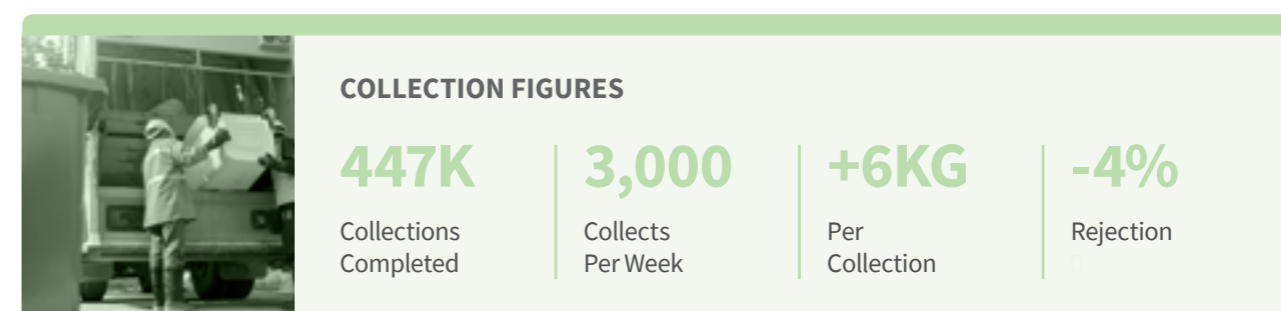
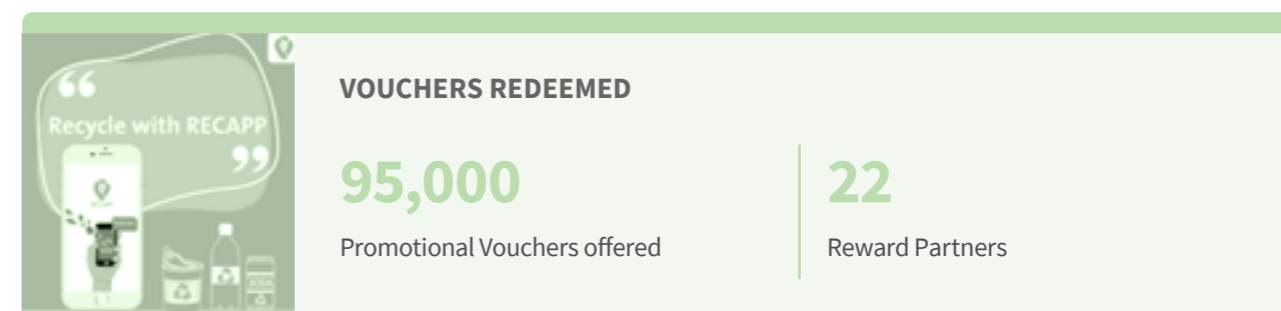
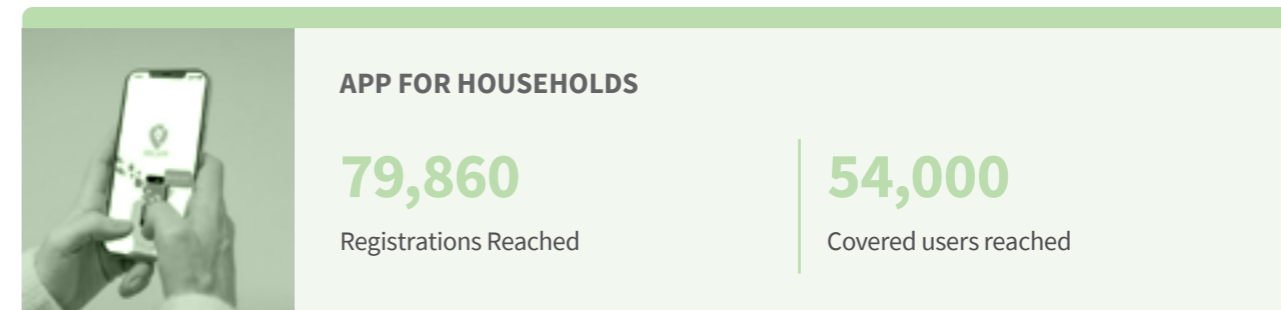
RECAPP Partnership

As a founding member of the Circular Packaging Association, we are actively involved in the UAE’s transition from a linear to a circular economy. Our role includes developing new standards for the packaging industry and collaborating on material and technology innovations. As part of being demonstrating our commitment to the Circular Packaging Association, we were the first company in Abu Dhabi to adopt RECAPP, Veolia’s digital recycling service. The collaboration with RECAPP contributed to reducing CO₂ emissions and decreasing waste sent to landfill.



In 2025, we plan on expanding our partnership with RECAPP and introduce three reverse smart deposit machines (RSDMs) and 12 smart recycling collection boxes.

RECAPP	2022	2023	2024	Change (2023 vs 2024)
Total Registered Users	46k	79k	114.1k	+44.4%
Total Covered Users	33k	52k	75K	+44.2%
Total Active Users	14k	23k	39K	+69.6%
Total Collections Done	92k	140k	448K	+220.0%
Total Weight of Recyclables	558T	883T	1128T	+27.7%
Total Vouchers Generated with our Partners	35,200	50,357	84,107	+67.0%



Case Studies: Circular Solutions

rPET Infinity Circular Economy

Agthia has developed a circular economy model for its recycled PET water bottle. Agthia Al Ain rPET Bottle is:

- 100% made from post-consumer recycled bottles
- 100% recycled and 100% recyclable

By shifting to rPET (recycled PET), Agthia significantly reduces environmental impact:

- 79% less energy required, compared to virgin PET
- 90% less water consumed in production
- 75% lower GHG emissions

Moreover, rPET can utilise all post-consumer bottles currently being landfilled, contributing to waste reduction and resource circularity. Since its launch, this initiative has saved 14,232 metric tons of landfill waste, demonstrating its tangible environmental impact.

This initiative is even more impactful as part of the raw materials for rPET production come from the RECAPP collection, reinforcing a bottle-to-bottle circular economy model in the UAE. This project promotes local recycling, helps us to not only reduce environmental impact but also to encourage consumers to embrace sustainable solutions, recognising their significant role in driving sustainability within the market.



Water Management

Water is a vital resource for Agthia’s operations, and its sustainable management is central to our environmental stewardship strategy. Operating across the food, beverage, and agriculture sectors, we are dedicated to minimising water consumption and improving efficiency. Our approach aligns with the United Nations Sustainable Development Goals, specifically SDG 6 on Clean Water and Sanitation and SDG 14 on Life Below Water, as well as national frameworks such as Abu Dhabi Vision 2030.

In 2024, we recorded an absolute increase in water consumption by 5.5%. This is attributed to acquisitions done by Agthia Group. However, we were able to reduction in the water intensity ratio by 9% reflecting our efforts to improving water efficiency despite overall growth.



Water Consumption Metric	2022	2023	2024
Total Water Consumption (m3)	2,705,297	3,640,477	3,841,644
Water Intensity Ration (m3/tonne of production)	1.17	0.502	0.450

Throughout 2024, Agthia remained dedicated to enhancing water efficiency, reducing withdrawals, and increasing water recycling rates across all manufacturing sites. These efforts align with our commitment to expanding water stewardship initiatives and supporting UAE Net Zero 2050 and global best practices. Key initiatives implemented in 2024 include:

Water Management Training | A total of 455 targeted employees have been trained in water management across 16 different sessions, including both digital and in-class formats. These training programmes ensure that key employees across various levels understand and implement best practices in water conservation and efficiency.

Al Ain Water bottling factory is the largest water bottling facility within the Agthia Group. In 2024, the facility obtained the ISO 46001 certification, making us the first Agthia water bottling plant in the UAE to achieve this prestigious recognition, and Agthia aims to certify 100% of all its water manufacturing sites by 2027. This initiative brings several key benefits:



- **Optimised Water Usage:** Our processes are designed to maximise efficiency while minimising water consumption and thereby help safeguard resources for neighbouring communities that share the same water source.
- **Performance-Driven Approach:** Each stage of production is assigned specific water efficiency KPIs, ensuring that every employee contributes to conservation efforts.
- **Third-Party Audits for Transparency:** A robust evaluation system conducted by independent auditors guarantees accuracy and accountability.
- **Continuous Improvement:** Regular reviews help identify opportunities to further enhance water efficiency.



Sustainable Innovation: Abu Auf’s Commitment to Eco-Friendly Packaging

Our portfolio company Abu Auf, an Egyptian speciality retailer of healthy snacks and food, has introduced cupholders made from banana fibre paper, a pioneering step toward reducing environmental impact. These cupholders are made from recycled banana plantation fibre, an eco-friendly and biodegradable alternative that support waste reduction and circular economy principles as an agricultural byproduct. Abu Auf and its eco-friendly cups are certified as sustainable and environmentally responsible as they uphold global standards while maintaining durability.



Waste Management

Agthia is committed to reducing waste across its value chain, ensuring responsible resource management while minimising environmental impact. By enhancing waste recycling, optimising production efficiency, and supporting community-driven initiatives, we are actively contributing to a circular economy and a more sustainable food system.

Our waste reduction efforts align with UN SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action), as well as the UAE's Net Zero 2050 Strategy and Abu Dhabi Vision 2030. In 2024, we made substantial progress in improving waste recycling rates, reducing emissions, and optimising water efficiency in our production processes.

Waste Reduction & Recycling Metric	2024 Achievement
Percentage of Total Waste Recycled	66.2%
Total Recycled Waste (tonnes)	19,894 tons
CO ₂ Reduction from RECAPP Sponsorship (tonnes)	898.2 tons
Waste Collected through RECAPP (tonnes)	1128 tons

2024 Waste Reduction & Recycling Initiatives

Agthia has undertaken a series of waste management initiatives in 2024, focused on enhancing waste recycling, reducing emissions, and improving water efficiency:

66.2% of total waste recycled

Increased waste diversion, reducing landfill dependence and promoting circular economy practices.

19,894 tonnes of waste recycled

Optimised waste handling and repurposing across Agthia's operations.

RECAPP Sponsorship: 898.2 tons of CO₂ reduced

Supported a large-scale waste collection initiative, significantly reducing emissions.

RECAPP Sponsorship: 1,128 Tons of Waste Collected

Strengthened waste recovery systems in partnership with RECAPP, promoting community engagement in waste reduction.

The SAP Project has played a pivotal role in optimising operations and reducing paper consumption. By 2024, the initiative had scaled to 14 entities across 7 countries, integrating over 8,600 employees under SAP. The 2023–2024 expansion covered 7 entities, with a 41% workforce growth, and in 2024, the project's total contribution reduced 51% of paper consumption.

19,984 KG CO₂ saved & 51% less paper

Environmental Certifications

ISO Certifications Across Facilities

Beyond standard environmental and safety certifications, Agthia has taken additional steps to enhance resource efficiency and sustainability across its operations by certifying its facilities with ISO standards. By the end of 2024, Agthia had certified 40% of its sites with both ISO 14001 and ISO 45001 standards, compared to 25% by the end of 2023. This marks a 25% increase compared to last year. Facilities that successfully obtained the ISO certifications during the reporting year include:

- Al Ain Egypt Frozen
- Al Ain Water
- Al Bayan Ajman
- Al Bayan DIP
- Al Wathba HOD
- Grand Mills
- Nabil Foods Jordan
- Nabil Foods KSA

Additionally, two of our facilities were certified with additional ISO certifications:



ISO 46001 Certification for Al Ain Water: This certification a structured approach to water management, implementing efficiency measures.



ISO 50001 Certification for Grand Mills: This certification ensures the site follows a structured framework to improve energy performance, optimise consumption, and reduce carbon emissions.

ISO Certifications & Energy Efficiency Progress

Agthia has made remarkable progress in aligning with global energy management standards:

In 2024, Grand Mills proudly achieved ISO 50001 certification, marking a major milestone in its journey toward sustainability and operational excellence. This certification reflect commitment to energy efficiency, cost reduction, and optimised resource utilisation. The Agri-Business BU led the way as the first certified BU, setting a strong example for the rest of the organisation.

40% of Agthia's sites are now ISO 14000 & ISO 45001 certified, marking an 25% improvement from last year.

By integrating energy management into daily operations, Grand Mills has enhanced efficiency, fostered a culture of continuous improvement, and strengthened its commitment to sustainability. Optimised energy usage has led to cost savings, improved equipment performance, and data-driven decision-making, ensuring long-term operational benefits. Socially, these efforts contribute to a lower carbon footprint, reinforce employee engagement, and position Grand Mills as a leader in industry sustainability. By setting new benchmarks and earning certifications, the company enhances stakeholder confidence, demonstrating its dedication to responsible and sustainable business practices.

Al Ain Water Bottling Factory:

Leading the Way in Sustainable Water Management

Al Ain Water bottling factory is the largest water bottling facility within the Agthia Group. As sustainability remains one of our top priorities, we are committed to using water responsibly. To reinforce this commitment, we pursued and successfully obtained ISO 46001 certification, making Al Ain the 1st Agthia's plant in the UAE being certified in ISO 46001 Water Management to achieve this prestigious recognition.

This initiative delivers significant operational and social benefits, reinforcing Agthia's commitment to responsible water management. By optimizing water usage, implementing performance-driven KPIs, and conducting third-party audits, we ensure efficiency, transparency, and continuous improvement. Beyond operations, our efforts reflect a strong sense of community responsibility, helping safeguard water resources for neighbouring communities and ensuring long-term sustainability. By mitigating water shortages and securing future availability, Al Ain Water continues to lead the industry in sustainability, setting new benchmarks for responsible water management.

For Agthia to remain dedicated to the goal of 100% ISO 14001 certifications across all facilities by the end of 2027, the team is working very hard to accomplish the anticipated certification of 75% of Agthia facilities by the end of 2025.



Enhancing Energy Optimisation & Operational Efficiency



In alignment with Agthia's 2025 Growth Strategy, our manufacturing operations embody our commitment to responsible production practices that drive long-term value for all stakeholders. By prioritising innovation, efficiency, and resources stewardship, we aim to contribute meaningfully to the sustainability goals of our organisation and the communities we serve.

Through continuous improvement, workforce empowerment, and advanced technology and digitalisation, we create a culture across all our manufacturing facilities that reinforces dedication to safe workplace, energy efficiency, waste reduction, and minimal environmental impact.

As manufacturing team, we strive to deliver the highest quality products while committing to sustainability and making a positive impact on people, society, and the planet.

Jalal Jakani
Vice President | Manufacturing

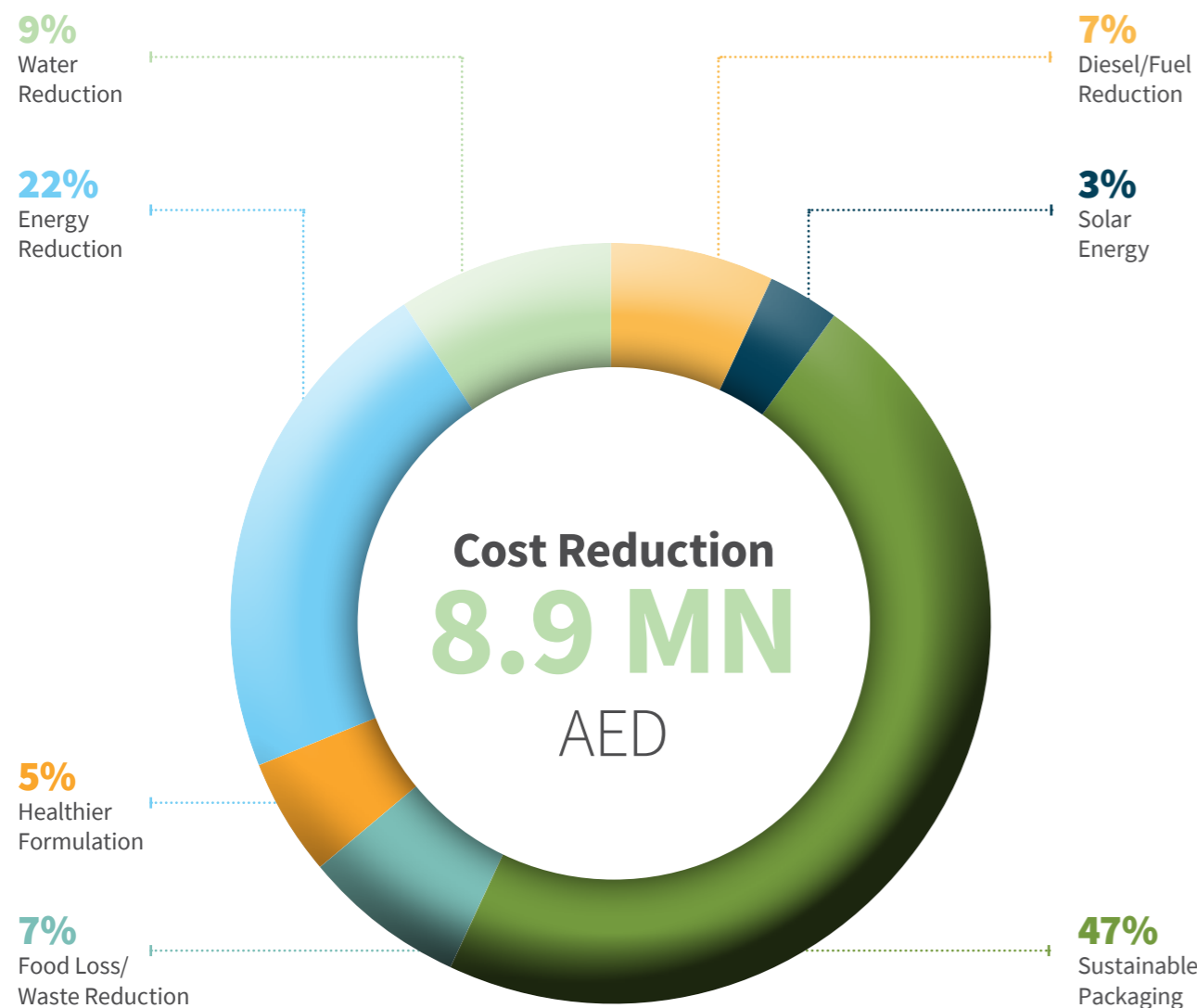


Agthia continues to drive value for the business through sustainability-driven energy optimisation and operational efficiency projects.

In 2024, the company successfully identified cost-saving opportunities and implemented sustainable initiatives across its manufacturing operations. More than 59 sustainability cost optimisation projects were executed, leading to savings of AED 8.9 million in key areas such as waste reduction, energy efficiency, water conservation, and healthier products. These projects not only resulted in financial savings but also had a positive environmental impact, reducing CO2 emissions by 14,000 kg contributing significantly to Agthia's decarbonisation journey.



59 PROJECTS



Examples of Sustainability Driven Initiatives

Al Foah Initiatives

In 2023 and 2024, Al Foah, one of our key subsidiaries, implemented a series of cost-saving and efficiency-driven initiatives to enhance operational sustainability and drive financial savings. These initiatives focused on introducing digital monitoring systems and process optimisation, resulting in substantial reductions in both costs and environmental impact.

Energy Efficiency

- **Digitisation Project in Progress:** Enhanced operational efficiency through real-time monitoring and process automation.
- **Electricity Consumption Reduction:** Achieved an 18% reduction in electricity use, equating to 1.58 GWh of energy savings.
- **Carbon Emission Reduction:** The decrease in electricity consumption led to a reduction of 649 tonnes of CO₂ emissions.
- **Financial Savings:** This initiative resulted in a cost saving of AED 318,000.

Water Conservation

- **Continuation of Water Filtration System:** Designed to reduce the need for freshwater consumption, ensuring responsible water usage while maintaining operational efficiency.
- **Water Reduction Achievements:** Reduced 69,000 m³ of water from standard freshwater requirements in 2024.
- **Financial Impact:** Resulted in an estimated AED 500,000 in cost savings.

Operational Efficiency

- **T-B machine optimisation:** Increased efficiency and line capacity resulting in reduced working hours | **Cost Savings: 334,000 AED**
- **Lying flat carton packing:** Reduced carton material requirements and increased load capacity leading to lower shipping costs | **Cost Savings: 110,000 AED**
- **Recycling of outsourced raw date cartons:** Implemented a circular approach by repurposing cartons from outsourced raw dates | **Cost Savings: 844,000 AED**

Nabil Initiatives

In 2023 and 2024, Al Foah, one of our key subsidiaries, implemented a series of cost-saving and efficiency-driven initiatives to enhance operational sustainability and drive financial savings. These initiatives focused on introducing digital monitoring systems and process optimisation, resulting in substantial reductions in both costs and environmental impact.

Initiative	Description	Cost & Efficiency Impact
Conversion of Steam Boilers to LPG Hybrid System	Transitioned from diesel to a dual LPG-diesel system to leverage lower LPG fuel costs.	Reduced fuel costs by 20%.
Renovation of Solar Water Heating System	Upgraded the existing solar heating system to preheat water before it enters the boiler.	Improved heating efficiency and reduced fuel consumption.
Replacement of Compressed Air System	Replaced compressed air with a circulation pump for the softener and optimised energy use.	Decreased electricity consumption.
Installation of Photovoltaic (PV) Solar System	Deployed solar panels for the FG warehouse to reduce reliance on grid electricity.	Achieved a 3% reduction in electricity usage.
Switch to a New Chemical Supplier for Water Treatment	Optimized the chemical sourcing strategy for the water treatment plant.	Reduced chemical costs by 10%.

Nabil has also implemented several workplace enhancement projects to improve facility efficiency and reduce operational costs.

Initiative	Description	Cost & Efficiency Impact
Conversion of Sambosk Blast Station Freezer	Shifted from ammonia to Freon for improved freezer efficiency and reliability.	Reduced maintenance requirements and improved system safety.
Implementation of an Illumination Control System	Installed an automated lighting system for chillers and freezers to optimise electricity consumption.	Enhanced energy efficiency.

Atyab Initiatives

Another subsidiary that substantially contributed at a Group level in 2024, was Atyab operating in the Egyptian market. Atyab's efforts concentrated on reducing packaging waste and production and resource efficiency.

Reducing Packaging Waste

Atyab has implemented a monitoring system for poultry and beef packaging waste allowing to:

- Track and analyse waste generation across packaging operations.
- Identify inefficiencies and areas for process improvements.
- Optimise material usage, contributing to both cost savings and environmental impact reduction.

Production Line Waste Monitoring

Atyab has developed an advanced system to monitor waste on poultry production lines, optimising production processes to improve yield while minimising unnecessary resource consumption. Precisely, the system leads to:

- Real-time tracking of waste levels, allowing for prompt corrective actions.
- Identification of inefficiencies in processing and material handling.
- Implementation of waste-reduction strategies, ensuring better resource utilisation and cost efficiency.

Resource Consumption Monitoring

Atyab introduced an automated tracking system for electricity and water consumption, providing valuable data insights that support decision-making for energy efficiency initiatives and sustainability improvements. This system is enabling

- Measuring of energy and water usage every 15 minutes, ensuring detailed consumption tracking.
- Identification of high-consumption areas to pinpoint cost-saving opportunities.
- Optimisation of energy and water usage, leading to improved operational efficiency and reduced costs.

Al Ain Water Factory Energy saving PET project

In 2024, Agthia implemented an innovative energy-saving initiative at the Al Ain manufacturing site, leveraging energy efficient PET resin to enhance efficiency and reduce energy consumption. This initiative reflects our commitment to sustainable manufacturing practices and continuous improvement in resource management.

By integrating energy efficient PET resin, the facility was able to optimise production processes, reducing the amount of energy required for bottle manufacturing. As a result, this initiative led to a total energy savings of 343,392 kWh throughout the year. This reduction not only contributes to our broader carbon footprint reduction goals 162,973 Kg CO2 but also translates into tangible financial savings of AED 68,678.40.



Sustainability Awards & Certifications 2024

Gold Award Best Sustainable Product at Gulf Sustainability Award



Bronze Award Best Circular Economy Practice at Gulf Sustainability Award



Agthia's CEO Top 10 Forbes Sustainability Leaders Middle East in Food & Agriculture Category



Global ESG Award Platinum winner for Climate Change Mitigation.



Platinum Climate Change certification at Global ESG Awards.

Plastic Waste Reduction Initiative of the Year UAE at Asian Waste Management Awards



Green Packaging Initiative of the Year UAE at Asian Waste Management Awards



Circular Economy Leadership of the Year UAE at Asian -Waste Management Awards



Silver Award at the -MEWAR (Middle East Waste and Recycling) Awards 2024



ESG Business Awards winner for Circular Economy Award - UAE



Agthia's commitment to sustainability, circular economy, and climate action was recognised through multiple prestigious industry awards and certifications in 2024:

GULF SUSTAINABILITY AWARDS



GOLD AWARD
BEST SUSTAINABLE PRODUCT
BRONZE AWARD
BEST CIRCULAR ECONOMY PRACTICE



These awards underscore Agthia's dedication to sustainability leadership and innovation through initiatives such as:

- UAE's first locally produced 100% recycled PET water bottle, setting a national benchmark for sustainable packaging and advancing circular economy models through the Infinity Circular Economy initiative.
- Plant-Based Bottle Innovation, pioneering eco-friendly packaging that reduces carbon emissions and enhances recyclability.
- Collaboration with UAE government entities, aligning with the UAE's 2030 Sustainability Goals and reinforcing Agthia's leadership in environmental preservation.

The environmental impact of launching 100% rPET bottles has led to:

- 14,232 kg of plastic saved from entering the environment.
- 49,800 tons of CO₂ emissions reduced, directly supporting climate change mitigation efforts.
- The consumer awareness increased, and this is reflected on sales which strongly growing, with Al Ain rPET with 85% 2024 vs 2023

ASIAN WASTE MANAGEMENT AWARDS



Agthia was honoured with three awards at the Asian Waste Management Awards 2024, cementing its leadership in waste reduction, sustainable packaging, and circular economy advancements:

PLASTIC WASTE REDUCTION INITIATIVE OF THE YEAR (UAE)

GREEN PACKAGING INITIATIVE OF THE YEAR (UAE)

CIRCULAR ECONOMY LEADERSHIP OF THE YEAR (UAE)

These awards recognise Agthia’s comprehensive sustainability efforts, including:

- Eliminating single-use plastics and transitioning to recyclable, plant-based, and rPET materials.
- Developing innovative packaging solutions that reduce environmental impact.
- Advancing circular economy practices through closed-loop recycling initiatives.

FORBES MIDDLE EAST: TOP 10 SUSTAINABILITY LEADERS



Alan Smith, CEO of Agthia Group, was recognised as one of Forbes Middle East’s Top 10 Sustainability Leaders in the Food & Agriculture Category, reflecting his visionary leadership and commitment to sustainability transformation.

Under his guidance, Agthia has implemented groundbreaking initiatives, including:

- Renewable energy investments, with solar power plants across production facilities reducing dependency on fossil fuels.
- A 7.6% reduction in CO₂ emissions across operations in the first half of 2024.
- Transitioning to 100 percent recycled plastic pallets, leading to 67% of total waste being recycled in 2023.



Global ESG AWARDS

GLOBAL ESG AWARDS 2024

This award recognises Agthia’s Infinity Circular Economy Model for Al Ain Recycled PET water bottles, a revolutionary initiative promoting sustainable material use and waste reduction.



PLATINUM AWARD CLIMATE CHANGE MITIGATION

PLATINUM CLIMATE CHANGE CERTIFICATION



MIDDLE EAST WASTE AND RECYCLING (MEWAR) AWARDS 2024



SILVER AWARD Recycled Product of the Year 2024

AAMW recognized Agthia’s 100% recycled plastic pallet project for its significant environmental contributions:

- 2,400 tons of material diverted from landfills
- 1,200 tons of locally recycled plastic used, promoting regional circular economy practices
- 15,000 mature trees conserved annually, preventing the release of 300 tons of carbon dioxide into the atmosphere

This initiative highlights Agthia’s commitment to responsible resource use and sustainability-driven product innovation.



ESG BUSINESS AWARDS 2024



WINNER Circular Economy Award (UAE)

Agthia’s recognition at the ESG Business Awards 2024 reinforces its strong leadership in sustainability and circular economy practices, particularly in:

- Scaling sustainable packaging solutions.
- Enhancing waste reduction initiatives.
- Driving systemic change in the food and beverage industry.

Agthia remains committed to setting new benchmarks for sustainability excellence and driving impactful change across industries. Through continued innovation, collaboration, and responsible growth, the company is shaping a more sustainable future for generations to come.

Agthia at COP29 Baku, Azerbaijan: Driving Climate Leadership

Agthia Group participated in COP29 in Baku, Azerbaijan, reinforcing its commitment to global climate action and sustainability leadership. As a leading food and beverage company, Agthia showcased cutting-edge sustainability initiatives, including:

- **Renewable energy adoption:** Highlighting its solar projects and energy efficiency programmes.
- **Carbon reduction strategies:** Sharing its Decarbonisation Roadmap and emission reduction successes.
- **Sustainable packaging:** Presenting innovations aimed at reducing plastic waste.



Climate Action Innovation Zone 2024: A Collaborative Approach

During COP29, Agthia’s Sustainability Team played an active role in the Climate Action Innovation Zone, contributing to global discussions on sustainable development. This participation highlights the importance of engagement and dialogue to drive meaningful change that benefits all stakeholders. Key focus areas at COP for Agthia were:

- Business and environmental alignment:** Ensuring sustainability drives both profitability and positive impact.
- Public-private partnerships:** Strengthening collaboration between government, private sector, and industry stakeholders.
- Scaling impact:** Accelerating progress towards Sustainable Development Goals (SDGs) through innovation.

Scaling Health & Wellness

Through a rigorous quality control programme, we uphold the highest standards, reinforced by stringent safety protocols and regular inspections.

Our commitment extends to enhancing consumer well-being by delivering nutritious offerings that adapt to evolving dietary needs.

Driven by excellence, we continuously innovate, setting new benchmarks for the food and beverage industry.



MATERIAL TOPICS

Consumer Health & Awareness

Product Safety & Labelling

Responsible Supply Chain Management



Responsible Marketing & Consumer Awareness

At Agthia, responsible marketing is a cornerstone of our commitment to consumer well-being and sustainability. By integrating transparency and ethical communication into our branding efforts, we ensure that our products contribute to healthier lifestyles while upholding integrity and trust with our consumers.

Throughout the year, Agthia and its subsidiaries executed targeted initiatives to enhance consumer awareness and align marketing efforts with ethical business practices:

Abu Auf's Social Impact Campaigns: During Ramadan 2024, Abu Auf provided 15,000 meals to communities in need. In response to the humanitarian crisis in Gaza, a partnership with Misr El Kheir Foundation facilitated aid for 2,000 Palestinian families, including food supplies and medical assistance. Additionally, 5% of coffee cup proceeds were provided to support humanitarian efforts, demonstrating Abu Auf's dedication to purpose-driven marketing.

Consumer Education on Healthier Lifestyles: Agthia continues to promote nutritional awareness and wellness education among consumers, particularly children. This year, Abu Auf expanded its consumer engagement efforts through initiatives like Tough Mudder Kids, an interactive activity promoting physical strength, teamwork, and wellness education. Additionally, strategic collaborations with influencers and digital platforms further amplified the reach of Agthia's back-to-school health campaigns.

Agrivita Riaya Farm Programme: Agthia utilised social media platforms to educate farmers and stakeholders on responsible, efficient, and cost-effective product applications. The programme promotes sustainable animal nutrition, pest management, and ethical farming to empower agricultural communities.



Customer Engagement and Complaint Resolution

Agthia addresses customer trust and satisfaction by implementing a structured and transparent complaint resolution process. Every customer concern is logged, analysed, and addressed with technical expertise, ensuring that solutions align with best-in-class food safety and quality assurance standards.

In 2024, the following initiatives were designed to improve complaint resolution:

rPET Awareness Campaigns:

Agthia promoted its recycled PET (rPET) packaging through sampling activations in supermarkets, including Carrefour and Spinneys, with the purpose of raising awareness on sustainable packaging among consumers.

CSR Ramadan Campaign with RECAPP:

Building on the success of the past three years, the campaign integrates recycling awareness with Ramadan's spirit of giving, encouraging participants to contribute through sustainable practices in partnership with Al Jalila Foundation.

Agthia integrates sustainability into its consumer engagement strategy, actively promoting recyclable packaging, responsible consumption, and waste reduction:

Consumer Complaint Handling Metrics: Agthia achieved an industry-leading 94% customer satisfaction (CSAT) score for its home and office services (HOS), with 90% of customer calls being answered within 20 seconds. The introduction of automated case assignments and CRM knowledge bases has significantly improved case resolution efficiency.

Continuous Improvement: Agthia's dedicated customer experience teams continuously analyses trends in consumer feedback to refine service delivery, enhance communication, and optimise complaint resolution.

Product Safety & Labelling

Food safety, quality assurance, and transparent labelling is an integral part of Agthia’s role as a trusted leader in the food and beverage industry. Ensuring consumer safety is embedded to our sustainability approach, aligning with global food safety standards, regulatory compliance, and best-in-class risk management.

To reinforce our dedication to safeguarding public health, ensuring product integrity, and fostering consumer trust, we updated our food safety governance framework in 2024, expanded third-party certifications, and enhanced consumer communication through clear and responsible labelling.

Metric	2022	2023	2024
Sites certified to FSSC 22000 v6	10/18	9/20	13/20
Sites certified by Global Food Safety Initiative (GFSI)	16/18	18/20	18/20
Major food safety findings by certifying bodies	0	0	0
Good Manufacturing Practice (GMP) Score	91.55	90.21	* 86.5
Lab Proficiency Performance (%)	99%	99%	99%
Customer Complaints per Million Units (Consumer Business)	1.18	2.03	2.03
Customer Complaints per Million KG (Agri Business)	0.07	0.07	0.06
Product Recall Cases	0	0	0
Market Withdrawals	8	4	4
Major Non-Conformances	0	0	0

*The overall Group Good Manufacturing Practice (GMP) score experienced a moderate decline from 2022 to 2024, primarily due to the phased implementation of the GMP program across all manufacturing sites and the Legacy and Newly Acquired site maturity mix. To improve localised GMP compliance, the team has implemented robust standardized auditing processes, continuously updated facilities and processes and supported by continuous training initiatives to our teams, driving improvements in GMP performance and ensuring consistent adherence to quality standards.



At Agthia, we uphold the highest standards of food safety and quality assurance, ensuring that every product we deliver meets rigorous industry benchmarks. Our 2024 achievements reflect our relentless commitment to excellence, innovation, and consumer trust.

A key milestone this year was conducting a third-party benchmarking study, allowing us to proactively identify potential gaps and areas for improvement, further strengthening our quality assurance framework. Additionally, our dedication to product safety and compliance was reaffirmed with zero product recalls and no major non-conformances recorded from customer, regulatory, or third-party audits.

Our customer and consumer complaint levels remained below set targets across all business units, demonstrating the effectiveness of our quality control processes. Moreover, Agthia’s laboratories achieved a 100% proficiency score on average, reinforcing our scientific rigour and precision in food safety management.

We are also proud of our remarkable performance at the Superior Taste Award 2024, where several of our flagship products received international recognition:

- Al Ain Water made history once again by winning the prestigious Crystal Superior Taste Award, making it the only brand in the region to achieve this milestone.
- Al Ain Zero Bottled Drinking Water was awarded the 3 Stars Superior Taste Award, signifying an ‘Exceptional Product’.
- Al Ain Frozen Hash Brown Potatoes, Al Ain Frozen Chicken Nuggets Tempura, and ALPIN Bottled Natural Mineral Water earned 2-Stars Superior Taste Awards, recognizing them as ‘Remarkable Products’.
- AL FAYSAL Cheese Fatayer and ALFAYSAL Plain Sesame Croissant received 1-Star Superior Taste Awards, acknowledging them as ‘Notable Products’.

These achievements reflect our unwavering focus on continuous improvement, product excellence, and consumer satisfaction. As we move forward, Agthia remains committed to driving quality assurance innovation, ensuring food safety, and setting new industry benchmarks for excellence.

Sanjay Jagtap
Senior Director | [Food Safety & Quality Assurance](#)



Food Safety & Quality

Agthia maintains a zero-compromise approach to food safety, with stringent controls across the entire value chain, from raw material sourcing to final product delivery. Our Food Safety and Quality Management System (FSQMS) is benchmarked against international food safety standards, including:

FSSC 22000 v6 Certification:

A globally recognised standard ensuring food safety management across our manufacturing sites.

Global Food Safety Initiative (GFSI) Certifications:

Certification that strengthens quality assurance measures by covering 90% of Agthia's production facilities.

ISO and Regulatory Compliance:

Adherence to ISO 9001, ISO 14001, and HACCP protocols, ensuring systematic risk mitigation and continuous improvement.

In 2024, Agthia enhanced its food safety governance structure through:

Expanded Certification Coverage:

90% of Agthia's sites are now certified under GFSI-recognised schemes, demonstrating alignment with global best practices.

ADAFSA & SFDA Regulatory Achievements

Flour business operations earned Grade 'A' certification from ADAFSA, while Delta Water received A+ grading from SFDA.

FSSC 22000 Certification for Nabil KSA

Strengthening compliance in one of Agthia's key regional markets.

Product Recall & Market Withdrawal Measures:

Implementing enhanced product tracking and recall protocols to ensure swift corrective actions.

FSSC 22000 Certification Expansion

13 out of 20 manufacturing sites are certified, enhancing global food safety compliance.

GFSI Certification Leadership

18 out of 20 sites certified, demonstrating commitment to international food safety standards.

Zero Major Food Safety Non-Conformances

Ensuring stringent quality controls remain uncompromised.

Superior Taste Award Recognition

Seven of our products received prestigious accolades, reinforcing our product excellence in taste and quality.

Advancing Capacity Building on Food Safety

Agthia prioritises continuous training and upskilling to empower employees with the knowledge and expertise required for best-in-class food safety management. Through selected training programmes, Agthia ensures all employees, quality control teams, and operational staff adhere to the highest safety and compliance standards.

HACCP & Food Safety: Ensuring hazard identification and risk control.

Food Defence & Food Fraud Awareness: Strengthening supply chain integrity.

Internal Audit Training: Enhancing quality control across sites.

GMP & GWP (Good Manufacturing/Warehouse Practices): Driving compliance at operational levels.

Cold Chain Management: Optimising temperature-sensitive logistics.

Halal Awareness Training: Upholding religious dietary compliance.

Customer Complaint Handling & Product Knowledge: Strengthening consumer response protocols.

Labelling Transparency & Consumer Trust

Transparent and accurate product labelling is fundamental to Agthia's consumer engagement and regulatory compliance strategy. Our labelling policies align with global food safety and labelling standards, ensuring compliance with GSO, SFDA, FDA, and EU regulations. They also include clear allergen and nutritional disclosure, highlighting potential allergens, nutritional benefits, and dietary suitability. Additionally, we provide insights into sustainability and ethical sourcing, including responsible sourcing practices, rPET packaging adoption, and carbon footprint reduction. Through digital integration, we enhance consumer education by leveraging QR codes and digital tools to offer in-depth product insights. In 2024, Agthia continued to advance its labelling transparency initiatives, ensuring that consumers have access to clear, verified, and science-backed product information.

Innovation in Health & Wellness

Commitment to Food Safety & Nutritional Excellence

Ensuring food safety and nutritional transparency remains a core pillar of our innovation strategy. Agthia maintains industry-leading certifications, reinforcing our dedication to stringent safety controls, regulatory compliance, and responsible production practices.

2022

Freakin' Healthy's Raw Date Cookies

These Raw Date Cookies are filled with nut butters that are minimally processed and preservative-free. The recipe utilises very few ingredients, therefore, reducing our carbon footprint significantly.



Freakin' Healthy's Nut Butter-Filled Dates

These are Agthia's latest innovation where we cut out unnecessary processes by making our chocolate and nut butter in-house, and sourcing our dates locally, once again reducing our carbon footprint.



Freakin' Healthy's Vegan Cheese

This is a cashew-based non-dairy alternative cheese spread that utilises HPP technology to maintain our preservative-free promise while simultaneously extending shelf life, therefore, reducing food wastage.



Date Crown 5G Pouches

The pouch's 5th generation (5G) packaging uses a combination of lightweight and recyclable materials, making it both sustainable and cost-effective.



Al Ain Glass Bottle

Agthia's Glass Bottle innovations include improved aesthetics, better differentiation, reduced glass weight, and no labels.



On-the-Go Date Crown Pouches

Agthia's innovation of these low unit pack of dates enables the affordability of luxury dates by all markets.



2023

Al Ain 100% Recycled PET Plastic Water Bottle

Launched at Gulfood 2023, the new 100% rPET bottle is made of post-consumer recycled plastic and is infinitely recyclable. This new 100% rPET bottle is the first to be locally produced by a UAE brand.



Abu Auf Protein Puffs:

These puffs redefine snacking with a healthier twist for the modern consumer: a protein-packed, baked-not-fried delight, designed to cater to the growing demand for nutritious, budget-friendly munchies in a post-pandemic world.



Al Ain Plus

The New Al Ain Plus is fortified with Zinc & Magnesium, minerals which are key ingredients for fortifying immune systems. Al Ain Water's superior taste with high mineral concentrations but sediment-free stands out as a premium product.



Premium Mumtaz Mixed Grain & Wheat Bran (launched September 2023):

Enhancing feed quality for ADAFSA projects.

Ruminants Feed (Jul 2023):

Delivering optimised ruminant nutrition solutions.

Breeding Flour (Jan 2023):

Custom-developed for KFC, strengthening customer loyalty.



The launch of Agthia GrowthLab in 2024 reflects our firm commitment for shaping a better future through purposeful innovation. This year, we have made significant strides, introducing numerous initiatives across the group to deliver superior, better-for-you products alongside sustainable and responsible packaging solutions.

Furthermore, we have expanded our open innovation ecosystem by collaborating with like-minded, responsible partners who share our priorities for sustainable innovation. Notably, we have completed two pilot projects with startups focusing on waste management and the circular economy, reinforcing our dedication to driving meaningful change

Narjiss ElFadi
Senior Director | [Innovations & Insights](#)



2024 Product Innovation: Meeting Consumer Demand

GROWTH OF SUSTAINABLE PRODUCTS

Al Ain Plant Bottle

Launched in February 2020, the Al Ain Plant Bottle remains the region's first 100% plant-based bottle, fully renewable, recyclable, and biodegradable within three months. It has achieved a 60% reduction in carbon emissions, with growing consumer adoption—sales increased 15% 2024 vs 2023.

Al Ain rPET | Circular Economy in Action

Introduced in February 2023, Al Ain rPET bottles are made from 100% recycled PET plastic, reducing reliance on virgin plastic resources and supporting a circular economy by keeping plastic in continuous use. Manufacturing rPET requires 75% less energy and generates 75% fewer CO2 emissions compared to virgin plastic, reinforcing our commitment to sustainability. This progress has been made possible through strong collaboration with our partners, who have played a key role in establishing a robust rPET production system in the UAE. As a result, sales of Al Ain rPET have grown significantly, increasing by 85% in 2024 compared to 2023.

Al Ain Plus | Fortified Water for Wellness

In May 2023, Al Ain Water introduced its new Al Ain Plus. It is a sodium-free water fortified with zinc and magnesium, catering to health-conscious consumers seeking convenient, health-supportive hydration. Zinc boosts the immune system, supports growth, and promotes skin health, while magnesium helps reduce fatigue and maintain overall well-being. With zero sodium, Al Ain Plus aids in managing blood pressure, reducing the risk of heart disease, and enhancing hydration. By combining essential minerals with hydration, it offers an easy alternative to costly supplements that require a strict regimen. Consumer response to this new product has been strong, with sales reaching 500,000 units in 2023. These strong sale numbers reflect the growing demand for functional beverages among consumers.

Al Ain Sauces & Pasta Range

Al Ain is also expanding into value-added products with a new range of sauces and pasta. The new products will strengthen the brand's position in sauces and condiments category. Under the sauces category, four new variants were introduced, namely pizza sauce, pasta sauce, tomato cooking sauce and tomato puree. Under 'Pasta', the new variants include penne, vermicelli, spaghetti, and corni.

Al Ain Frozen Bread & Protein-Based Range 'Al Ain FPP Range'

As a leading brand in the frozen vegetable category, it is only natural for Al Ain to expand into adjacent segments. With the acquisition of Nabil and Atyab, Al Ain now has the capability to source products at competitive prices, supporting the launch of a diverse new range. This expansion includes 13 stock keeping units (SKUs) in the protein category and 5 SKUs in the bread category. Notably, two innovative concepts—Bone-in Chicken Bucket and Roghni Naan—will be introduced for the first time in the UAE market: reinforcing Al Ain's commitment to market innovation.

Al Ain Frozen Potato Expansion

Adding on the current product offering of frozen potato products, Al Ain introduced Hash Browns and Sweet Potato variants. These are available across major retailers, ensuring widespread accessibility for consumers.



Premium & Functional Snacks

- Freakin' Wholesome Nut Butter-Filled Dates: A clean-label, high-protein snack with 3g of protein per serving, disrupting the snack market with natural indulgence.
- Speculoos Kunafa Bars and Marble Pretzel Chocolate Bars: Premium bars made from responsibly sourced ingredients.
- Assorted Nut-Filled Dates: Launched in August 2024 at Costco Texas, on-the-go cashew, walnut, and almond-filled dates are available in a 315g pack.

Abu Auf: Expanding Healthier Alternatives

- Instant Coffee and Espresso Blends: Relaunching 50g and 100g jars to align with market norms.
- Protein Puffs and Bars: Affordable, lower-protein healthy snacks included in the Dessert Collection.
- Savoury Popcorn: Available in three different flavours, packaged for universities, clubs, and export markets.
- Nut Bars and Peanut Puffs: Healthy, budget-friendly snack alternatives.

Al Faysal Bakery: Expanding Bakery & Confectionery

- Fatayer Expansion (launched August 2024): Launching four new flavours.
- Kaak Cookies (launched September 2024): Entering the cookies' category with four new flavours.
- Mini Cheese Bread (launched September 2024): Ready-to-eat cheesy, plain and spicy cheese options in a six-piece pack.

Premium Date Innovations by Al Foah and Date Crown

Freakin' Awesome Dates: Expanding in Europe
Introducing plain and nut-filled dates in the UK and France. While the UK performance shows promise, French consumers love the product but are looking for a more localised brand identity.

Date Crown: Expanding Premium Date Offerings

- Chocolate Dates: Entering the AED 13M UAE market, forecasted to grow 13% year-on year (YoY).
- Stuffed Dates: Assorted nuts and Fruits fillings introduced in the fastest-growing category (+50% YoY) with premium pricing.
- Medjool Premium Jumbo: Introducing affordable 250g packs for increased accessibility.
- Ramadan 2024 Limited Edition (Moon Pack): Seasonal innovation for premium gifting solutions.

High-Protein and Ready-to-Cook Meals

- Atyab Expansion in Egypt
- CHIKITITA Chicken Thighs (launch July 2024)
- Atyab Frozen Vegetables (September 2024): Entering Egypt's fast-growing frozen segment.
- Meatland Chilled Range Relaunch: Expanding into tier 2 chilled meat category.

Innovation in Feed and Flour

- Shandar Flour No.1 (launched in February 2024): Fine and smooth texture that is suitable for baking, frying and general cooking.



GROWTH OF HEALTHIER & INDULGENT SNACKS

Innovation Rooted in Consumer Needs

By integrating cutting-edge product development, sustainability principles, and consumer insights, Agthia's 2024 portfolio reflects our commitment to health, convenience, and premium quality. From revolutionising hydration and bakery to enhancing functional foods and premium dates, we continue to drive innovation that meets evolving consumer preferences worldwide.

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Innovation is at the core of Agthia's success, and our R&D team plays a pivotal role in driving product excellence, sustainability, and market leadership. In 2024, we continued to build on our strengths by fostering a dynamic, collaborative, and forward-thinking research culture that fuels our growth.

Our team's diverse expertise—spanning product and packaging development—enables us to solve complex challenges from multiple perspectives, resulting in breakthrough ideas. We operate with a clear vision and purpose, ensuring alignment with Agthia's long-term strategic goals while maintaining an agile, iterative approach to innovation.

Collaboration is a fundamental pillar of our success. We actively engage with cross-functional teams, including marketing, sales, and operations, to integrate valuable insights into our development process. This synergy allows us to refine products that meet evolving consumer needs while maintaining efficiency and excellence.

At Agthia, we embrace an innovative mindset, fostering an environment where experimentation is encouraged and learning from failures is part of progress. Our team stays at the forefront of industry advancements, continuously improving methodologies and exploring cutting-edge solutions.

We also prioritise scalability and impact, ensuring our R&D efforts not only lead to innovation but also drive meaningful transformation in the industry, particularly in alignment with our sustainability agenda. By integrating cross-disciplinary feedback, leveraging state-of-the-art resources, and fostering a culture of continuous learning, we remain adaptable to emerging trends and consumer expectations.

Looking ahead, Agthia's R&D team remains committed to delivering sustainable, high-quality, and innovative products that strengthen our competitive edge and reinforce our responsibility toward consumers and the planet. Together, we continue to push boundaries, develop pioneering solutions, and set new industry benchmarks in food and beverage innovation.

Danijel Juric
Director | [Research & Development](#)



Responsible Supply Chain Management

Agthia’s supply chain management strategy is deeply rooted in sustainability, efficiency, and risk mitigation. Recognising the critical role of suppliers in maintaining product quality and business continuity, Agthia has implemented a robust procurement framework that integrates ESG principles into every stage of the supply chain.

Procurement Metrics	2022	2023	2024
Total Procurement Volume (Billion AED)	1.45	3.53	4.3
Procurement from Local Suppliers (%)	61%	67%	65.6%
Procurement from International Suppliers (%)	39%	33%	34.4%
Total Approved Suppliers	873	1,050	1,205
Suppliers Screened (Self-Assessment)	109	104	177
Site Audits Conducted	22	40	42
Suppliers Rejected Due to Non-Compliance	12	10	5

Local Procurement & Strategic Sourcing

Agthia prioritises local procurement as part of its broader risk mitigation strategy and commitment to community development. By maintaining a strong supplier base in domestic markets, Agthia benefits from streamlining production processes to reduce lead times and enhance overall operational efficiency, implementing robust quality control mechanisms that ensure adherence to food safety and sustainability standards, and creating positive socio-economic impacts by supporting local businesses and generating employment opportunities. In 2024, Agthia continued its expansion of partnerships with domestic suppliers to enhance resilience and reduce dependency on international supply chains.

4.3 BN AED
in procured goods and services.

65.6%
of total procurement sourced from locally registered suppliers

Supplier Code of Conduct & ESG Compliance

Agthia enforces a strict Supplier Code of Conduct, outlining six core areas of compliance:

Regulatory Adherence:

Suppliers must comply with all national and international regulations.

Food Safety & Quality:

Suppliers are required to meet Agthia’s food safety and product quality benchmarks.

Human Rights & Labour Standards

Zero tolerance for forced labour, child labour, or discriminatory practices.

Health & Safety

Workplace safety measures must be in place to protect employees.

Environmental Sustainability:

Suppliers must minimise environmental impact and implement responsible resource management.

Ethical Business Practices:

Strict anti-corruption policies and responsible sourcing commitments are required.

To ensure adherence, Agthia conducts supplier assessments and audits, screening new and existing vendors based on ESG compliance.



At Agthia, we recognise that our suppliers and supply chain are fundamental to achieving our business objectives and advancing our commitment to sustainability. We prioritise collaborative partnerships with our suppliers ensuring that our shared values of integrity, responsibility, and environmental stewardship are upheld throughout the supply chain. Our goal is to source from suppliers who demonstrate a strong commitment to managing their operations with sustainability at the core and together, we strive to create a transparent, responsible, and sustainable supply chain that aligns with our ESG principles and long-term vision.

Don Doherty
Director | [Vendor Assurance](#)



2024 Supplier Evaluations

1,205 suppliers	177 suppliers	42 suppliers	5 suppliers
total approved direct material suppliers	screened through self-assessment questionnaires	underwent site audits for compliance verification.	were rejected due to food safety violations and non-compliance.

Environmental Screening

To mitigate environmental risks across the supply chain, Agthia mandates a comprehensive approach that requires suppliers to demonstrate strict compliance with national environmental regulations and sustainability commitments, implement robust waste management strategies designed to minimise pollution, and actively pursue carbon emission reductions through the adoption of energy-efficient manufacturing processes. This environmental assessment framework ensures that Agthia’s suppliers are not only legally compliant but also strategically aligned with the company’s sustainability objectives, creating a supply chain ecosystem that prioritises environmental stewardship and proactive climate action.

2024 Results

- 100% of new and existing suppliers assessed for environmental compliance.
- No suppliers were identified with significant negative environmental impacts.

Social Screening

Agthia assesses suppliers through a social performance evaluation, focusing on human rights, labour standards, occupational health and safety, and equitable compensation practices. To strengthen these assessment criteria, we updated our Supplier Code of Conduct, embedding more rigorous social responsibility criteria. By conducting these stringent assessments, Agthia not only mitigates potential human rights risks but also drives systemic improvements in workplace conditions across the value chain.

2024 Results

- 100% of suppliers were screened for social risks
- 15 suppliers were flagged for potential violations
- 10 suppliers implemented corrective actions, while 5 were terminated for non-compliance.

Traceability System

To maintain transparency and ensure the ethical sourcing of raw materials, Agthia has developed a comprehensive traceability system that:

- Tracks the origin of raw materials through supply chain audits.
- Verifies production conditions through supplier partnerships and data analysis.
- Enhances digital tracking capabilities for improved monitoring of sustainability compliance.

Grand Mills has obtained three official U.S. sustainable sourcing certificates, including:

“Sustainable Corn Exports” certification for our Grand Mills business.

DDGS sustainability certification—a milestone as this is the first time such a commodity has been legalised with sustainability credentials.

100% of new and existing suppliers assessed for environmental compliance and screened for social risks

Responsible Growth



Innovation is the cornerstone of Agthia’s growth, and sustainability is a critical enabler in shaping the future of the food and beverage industry. By embedding sustainability into our innovation pipeline, we are not only enhancing business agility but also strengthening our leadership in an increasingly conscious consumer market. From responsible sourcing to packaging advancements, we continue to leverage cutting-edge technologies and sustainable practices to develop products that meet evolving consumer expectations while optimizing resource efficiency and minimizing environmental impact.

Sustainability is a strategic driver of growth, resilience, and long-term value creation at Agthia. As we expand our market presence and strengthen our competitive position, we recognize that integrating sustainability into our core business strategy is essential to future-proofing our operations. Our commitment extends beyond compliance—it is about fostering a culture of responsibility, accelerating sustainable transformation, and driving meaningful impact across our entire value chain. As we continue to evolve, our focus remains clear—growth and sustainability must work in tandem.

Rafik Lawendy | Chief Growth Officer



Agthia integrates sustainability into its growth strategy, ensuring that business expansion aligns with environmental stewardship, social responsibility, and strong governance. Guided by our Growth Strategy 2025, we have strengthened our position across the MENA region and remain committed to sustainable, long-term growth. Our approach aligns with global and regional sustainability frameworks such as the United Nations Sustainable Development Goals (SDGs), UAE Net Zero 2050, and Abu Dhabi Vision 2030. Our sustainable growth practices are centred around five main aspects:



Sustainable Supply Chain & Local Sourcing: Strengthening partnerships with local suppliers to enhance economic resilience and reduce environmental impact.



Green Manufacturing & Circular Economy: Investing in energy efficiency, renewable energy, and waste reduction across operations.



Social Impact & Community Development: Advancing CSR initiatives, prioritising employee well-being, and contributing to food security programmes.



Innovative & Health-Conscious Product Offerings: Expanding our portfolio with plant-based, nutritious, and functional food options to meet evolving consumer needs.



Responsible Financial Growth & Governance: Upholding ethical business practices, financial transparency, and stakeholder engagement to ensure sustainable investment and long-term value creation.

Pride Examples: How to Bring Sustainability Through Business

Timarat represents a strategic joint venture between Yokwe Technologies Group and Al Foah Company, a subsidiary of Agthia Group. Established to revolutionize agricultural practices in the UAE, Timarat seamlessly blends traditional desert farming wisdom with cutting-edge technology solutions. The company focuses on implementing smart irrigation systems, sensor-driven monitoring, and sustainable cultivation practices across date palm farms, achieving remarkable improvements in water conservation, crop yield, and premium product quality. Through this partnership, Agthia Group extends its commitment to food security and agricultural sustainability, leveraging Yokwe’s technological expertise alongside Al Foah’s established market presence in the date industry to transform local farming operations while honoring the rich agricultural heritage of the region.



Timarat stands at the crossroads of heritage and innovation, redefining the UAE’s agricultural landscape by seamlessly integrating traditional farming practices with advanced technology. Rooted in the resilience of desert wisdom, the company is making tangible strides toward sustainability—achieving a 15% reduction in water consumption, a 10% increase in crop yields, and a 40% reduction in water loss through the implementation of smart irrigation systems and real-time monitoring.

By prioritising sustainable cultivation, Timarat has not only enhanced premium date production but has also strengthened farm revenues and elevated product quality. Its sustainability strategy is built upon three foundational pillars:



- **Efficient Resource Management:** Reducing water usage and minimising environmental impact.



- **Yield & Quality Enhancement:** Improving productivity while maintaining the authenticity and excellence of local produce.



- **Technology Integration:** Leveraging digital tools to modernise farming and ensure long-term agricultural resilience.

Beyond environmental impact, Timarat actively invests in community empowerment, offering training programmes that equip farmers with the knowledge and tools to embrace sustainable practices while expanding market access. Looking ahead, Timarat partnered with 6 farms and showed exceptional results with the aims to expand to 25 model farms and further reduce water consumption by an additional 20% by 2025—a vision that underscores its commitment to securing the future of UAE agriculture.

eZad: Desert to Digital

eZad, a pivotal entity within Agthia Group, represents a groundbreaking digital transformation initiative that has revolutionized the UAE’s traditional date trade. Founded in Al Ain, Abu Dhabi and officially launched in 2022, eZad serves as a sophisticated digital marketplace that connects over 15,300 UAE farmers with more than 120 global buyers across 9+ countries. The platform fulfills a critical mandate from the Abu Dhabi government to support UAE farmers by providing an alternative sales channel for non-subsidized date varieties, reducing transaction times from three weeks to just five minutes. As a strategic complement to Al Foah Company, eZad deepens relationships with the Abu Dhabi Agriculture and Food Safety Authority (ADAFSA) while ensuring consistent supply of non-subsidized dates to Al Foah. The platform has achieved remarkable results, including a 198% increase in farmer earnings, trading volume of 3,850+ metric tons annually, and a 60% reduction in transport emissions. Through its innovative approach, eZad is transforming UAE farm-quality dates into the world’s first digitally-native commodity while simultaneously preserving cultural heritage and creating sustainable value across the entire agricultural ecosystem.



A digital marketplace that connects over 15,300 UAE farmers with more than 120 global buyers across 9+ countries.

eZad is transforming the centuries-old UAE date trading industry, seamlessly merging tradition with technology to create a more efficient, sustainable, and globally connected marketplace. By launching a digital trading platform, eZad has streamlined transactions, reducing processing times from three weeks to just five minutes while driving an impressive 198% increase in farmer income in season 2024. At the core of eZad’s innovation are groundbreaking solutions:

- **Real-time auction systems:** Ensuring fair and efficient price discovery.
- **AI-powered quality assessments:** Automating grading for transparency and consistency
- **Blockchain-based traceability:** Enhancing trust and security in trade.

Within 2024 over 3,850 metric tons of dates traded annually, 4,860 farmers onboarded, and 15,300 farmers connected to 120 buyers across nine countries, eZad is revolutionising agricultural commerce. This transformation extends beyond efficiency—it’s driving meaningful sustainability impact by saving:



1.2 million litres of water annually through optimised supply chains.



310,000 litres of fuel, reducing carbon emissions linked to transportation.



2.4 million sheets of paper, eliminating unnecessary waste.

Beyond environmental gains, eZad is making strides in social impact, fostering digital literacy, in 2024 youth engagement in agriculture increased by 47%, and boosting women’s participation in trade by 156%—creating an inclusive and tech-driven future for agribusiness. Looking ahead, eZad envisions expanding to 50+ countries, further integrating AI and IoT-driven solutions, and setting a global benchmark for sustainable, efficient agricultural trade. By harnessing smart technologies and championing sustainability, eZad is redefining how agricultural products are traded—ensuring that the legacy of the UAE’s date industry thrives in a digital-first world.

Fostering Positive Potential

We believe that by fostering an environment where our people thrive, we create a foundation for innovation and excellence. In the ever-evolving landscape of our industry, we recognise that our greatest strength lies in the talent and dedication of our workforce.

Our efforts focus on harnessing the positive potential of every individual, contributing to collective success. We are committed to cultivating an inclusive workplace that values and embraces diversity, fostering an atmosphere built on respect and equal opportunity.

Through progressive policies and practices, we safeguard and advance human rights, ensuring a workplace culture rooted in fairness, empowerment, and shared growth.



MATERIAL TOPICS

- Employee Development & Well-being
- Workplace Diversity & Human Rights
- Community Engagement & Access



FOSTERING POSITIVE POTENTIAL

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At Agthia, our people are the foundation of our success. Every milestone we reach is a testament to their passion, dedication, and drive for excellence. With a workforce rich in diversity and youthful energy, we are shaping an organization that is dynamic, forward-thinking, and ready to embrace the future. Through our Culture Renovation Project ‘Tamkeen’, we have reimagined how we engage, empower, and support our people, fostering a workplace built on trust, collaboration, and shared purpose. Integrity, respect, and accountability remain central to our culture, ensuring that every employee feels valued and equipped to thrive.

Creating a supportive environment goes beyond policies—it is about enabling our people to work smarter, with greater efficiency and a clearer sense of purpose. By integrating smarter systems and streamlining processes, we have reduced manual burdens, allowing teams to focus on what truly matters. Small yet intentional shifts, such as reducing reliance on paper-based workflows, have translated into significant environmental and operational benefits. Additionally, sustainability training has equipped our leadership with the mindset and tools to champion long-term responsible growth. As we move forward, we remain committed to fostering an environment where every individual feels empowered to contribute, innovate, and make a meaningful difference.

Abdulla Al Marzooqi
Chief People Officer



Cultural Renovation Journey at Agthia

Building on the momentum of Agthia’s culture renovation initiative—known as Tamkeen, an Arabic term chosen by employees to signify enablement and empowerment—the entire culture renovation programme now operates under the Tamkeen banner.

In 2024, Agthia made a critical move to advance this journey by implementing focused culture initiatives, reinforcing employee engagement, and introducing new corporate values, leadership behaviours, and value creation. The company’s priority remains unifying and aligning Agthia’s culture and values with strategic business objectives, ensuring that employees at every level embody these values and behaviours in their daily operations.

In 2024, the process began with sharing the results of the enterprise-wide culture health survey conducted in September 2023. This all-employee culture survey was designed to explore the connections between culture, employee engagement, business strategy, and performance. Despite numerous challenges, 80% of the workforce (approximately 8,800 employees) participated and achieved 83% employee engagement score.

The survey resulting data analysis provided a baseline of Agthia’s current cultural strengths, as well as gaps needing attention. Through data briefings and executive working sessions, the Agthia team ensured all leaders and employees understood the steps involved in the Tamkeen Culture Renovation Process. The following steps outline the key milestones and achievements in 2024 toward Tamkeen, Agthia’s Culture Renovation Programme

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We invest in our people by recognising their unique abilities, entrusting them with greater responsibilities, and offering opportunities to do the best work of their careers. We believe that investing in career growth and skill development not only enhances job satisfaction but also boosts productivity and fosters innovation. To achieve this, we will continue to foster an inclusive, healthy culture, strengthen leadership effectiveness, and bring our values to life. By supporting our employees’ development, we create a more motivated and capable “future-ready” workforce—ultimately driving our organisation’s success and growth.

Ki-Jeoung Nam
Senior Director | Learning & Culture



Tamkeen's Key Milestones

Initiatives and Actions

In **January 2024**, a comprehensive organisational culture assessment was implemented. This included the sharing of survey results at both enterprise and functional levels, followed by strategic Results-to-Actions Planning workshops that spanned enterprise, function, and business unit levels. The process culminated in the approval of targeted cultural transformation actions and the establishment of a dedicated Tamkeen Culture Initiatives Project Management Office (PMO), demonstrating the company's commitment to systematic, data-driven organizational development and continuous improvement of its internal cultural landscape.



Tamkeen Leader Summit

One of the primary goals of the Culture Renovation journey was to bring leaders together from across the company and align their support for the new aspirational culture. This goal was achieved through an executive alignment event called the Tamkeen Leader Summit, which was hosted in **February 2024** and brought together 100 leaders from across Agthia.

First time to brought **100 leaders together**

During the summit, participants revisited the organisation's strategic direction, explored Agthia's newly defined values, and aligned on the company's new leadership behaviours through experiential and immersive learning sessions, discussions, and dialogues. As a result, senior leaders affirmed their commitment and identified the critical behaviours necessary to support the culture renovation.



Tamkeen PMO

Through the culture survey and the result-to-action planning workshops, key areas for cultural improvement and corresponding initiatives were identified. In March 2024, those were put into action but Agthia launching the Tamkeen PMO. The PMO aims to effectively oversee, execute, and track the progress of these initiatives. Sponsored by the Executive Leadership Team, the PMO ensures the successful implementation and coordination of culture improvement plans across the company.

Enabling line managers to lead impactful dialogues on Corporate Values

At Agthia, living our corporate values underpins our commitment to building a sustainable future. To bring these values to life, we introduced ‘Experience Agthia Values,’ a focused initiative enabling line managers to lead impactful dialogues on the new Corporate Values. Through “Train-The-Trainer” workshops, 166 leaders gained the skills to deliver authentic team conversations, reinforced by practice sessions to hone their facilitation. This effort extended to an internal roll-out which is led by trained line managers, reaching 532 employees, and an open enrolment option for leaders without direct reports. We also introduced a Supervisor Toolkit Talk, enabling supervisors to confidently guide team discussions using our Values toolkit for frontline employees. The ongoing goal is to ensure every employee engages in a manager-led conversation around Agthia’s culture and values. By actively embracing with these principles, we believe that we can drive long-term growth, and a sustainable future.



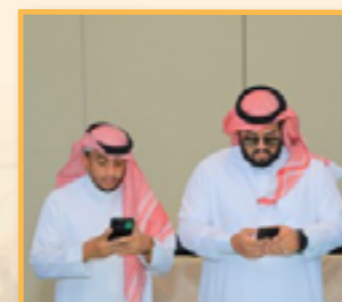
Introducing Agthia new corporate values

A critical step in the culture renovation process was introducing Agthia’s new corporate values to all employees in a meaningful way. These values were defined through the culture survey, employee focus groups, and alignment with the Executive Leadership Team, and they were organised into the memorable framework A.G.T.H.I.A: **A**gility, **G**rowth Mindset, **T**rust, **H**uman Centricity, **I**nnovation, and **A**ccountability.

A.G.T.H.I.A

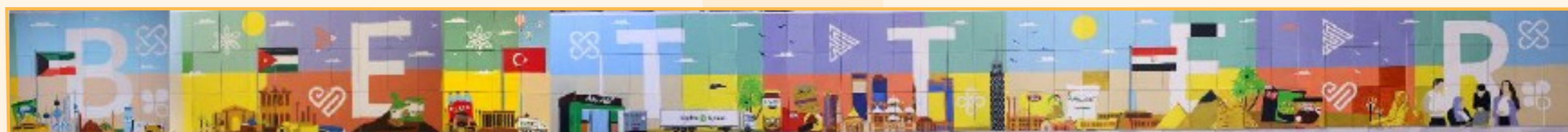
Agility | **G**rowth | **T**rust | **H**uman | **I**nnovation | **A**ccountability

In October, Agthia launched a creative campaign, ‘Bringing Agthia Values to Life,’ to raise awareness of these new values. Across eight interactive sessions, more than 1,000 employees collaborated to paint 411 canvases, ultimately forming a “Big Picture” mural that symbolised the importance of company culture. Each location conducted its own Big Picture activity, culminating on World Values Day with both the unveiling of the completed mural and a virtual event titled ‘Our Pledge.’ During the ‘Our Pledge,’ virtual event, which was attended by over 500 employees, the members of staff formally committed to living out the new values.



THE BIG PICTURE

8 Interactive sessions, more than 1,000 employees paint 411 canvases



Culture Pulse Check

In the last month of 2024, Agthia introduced a Culture Pulse Check—a short employee sentiment checkpoint, designed to gauge employee engagement, evaluate supportive leadership, and understand how employees perceive our new corporate values.

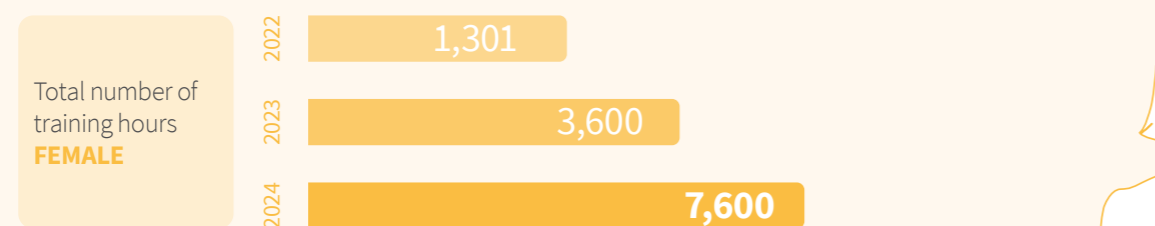
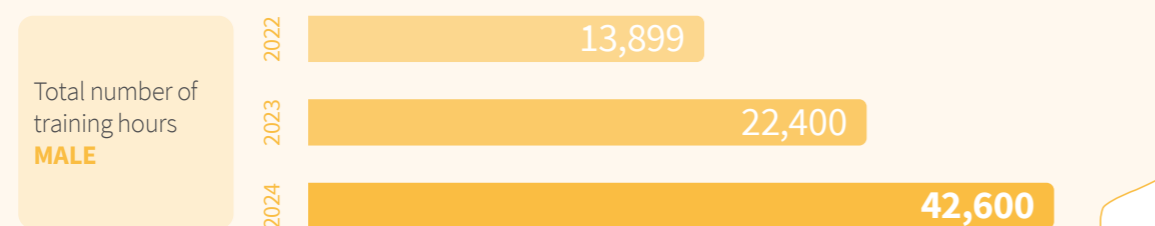
The initiative aims at fostering an inclusive and healthy company culture. Moving forward, the Culture Pulse Check will be conducted regularly through 2025 to monitor sentiment and guide ongoing improvement



Employee Learning & Development and Well-being

At Agthia, we believe that our people are our most valuable asset. By investing in professional development and skills, we enable our 12,000 diverse employees to perform at their best, feel valued, and drive sustainable growth. As our operations expand, integrate new businesses, and adopt new technologies, we prioritise upskilling and reskilling our employees to keep them future-ready. Through this approach, we ensure that our workforce remains resilient, engaged, and well-equipped to contribute to Agthia’s continued success.

Total number of training hours for total workforce



Average hours of Training	2022	2023	2024
Average hours of Training per year per female employee	4.2	12.6	11.6
Average hours of Training per year per male employee	5.6	11.0	7.3
Average hours of Training per year per employee	5.4	11.1	7.8

*2022 data is calculated based on the UAE based staff who attended training in 2022
*2023 & 2024 data is inclusive of the Groups' international entities

Employee hours of training per category	2022	2023	2024
Non-Supervisory Employees (Grade 5 and below)	5.4	7.2	4.9
Supervisory Employees (Grade 6 and above)	5.4	21.0	21.8

In 2024, we invested a total of **4.1mn AED** in the training and development of our employees.

123% increase in the total training hours

164% increase in L&D investment.

182% increase in number of employees trained

Leadership Behaviour Model

At Agthia, leadership is not just a role but a transformative force that drives organizational excellence, operational efficiency, and strategic capabilities. Recognising the critical importance of leadership in shaping corporate culture, we introduced a pioneering Leadership Behaviours Model in July 2024. The model was introduced through a series of highly creative leadership roadshows across the seven countries where Agthia operates. A total of 700 leaders attended 13 regional roadshows, which offered immersive learning experiences designed to align our leadership approach with Agthia’s new corporate values and culture. These events received a participant feedback score of 4.6 out of 5, reflecting the high level of engagement and impact.

Following this successful rollout, Agthia’s leaders are now embarking on a journey to further develop their leadership skills, ensuring they remain equipped to guide our workforce effectively and uphold our culture of continuous growth.



Strategic ESG Capacity Building

Sustainability Training & Awareness:

In 2024 a transformative Sustainability Training & Awareness Programme was launched. This three-year initiative aims at empowering its workforce with the knowledge and skills necessary to embed sustainability across all levels of the organisation. This programme reflects Agthia’s commitment to fostering a culture of sustainability that drives both personal growth and business resilience through people development. The programme’s inaugural year featured three dynamic workshops and training sessions, each tailored to address specific sustainability challenges and opportunities. Key highlights of the programme include:



Egypt Sustainability Training & Leadership Workshops

In its Egypt location, Agthia hosted an interactive two-day sustainability workshop engaging leadership teams from Abu Auf, Atyab, and Al Ain Egypt. Core training components included:

Enhancing ESG Knowledge:

Deep diving into Sustainable Development Goals (SDGs) and ESG integration.



Developing Practical Skills:

Training in waste reduction, energy efficiency, and ethical sourcing.



Creating Actionable Plans:

Stakeholder-driven sustainability roadmaps for business units.



Hands-on Learning:

Case study discussions, interactive presentations, and real-world sustainability applications.



Sustainability Engagement & Communication Programme

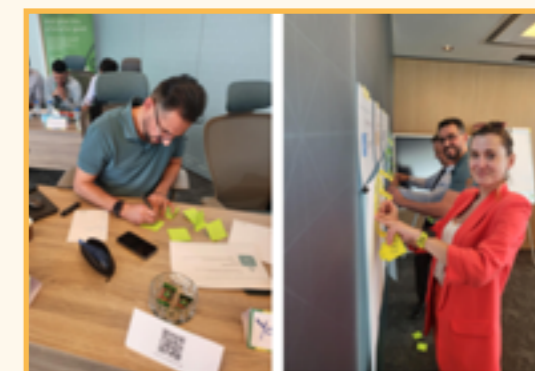
This enterprise-wide, three-year initiative aims to embed sustainability awareness and ESG principles throughout Agthia. By expanding ESG communication channels both internally and externally, and strengthening engagement with employees, suppliers, and consumers on critical sustainability topics, the programme ensures continuous learning, engagement, and capacity-building.

UAE Sustainability Business Simulation Workshop

This immersive workshop represents a paradigm-shifting approach to sustainability leadership development, enabling participants to navigate a compressed, decade-long sustainability transformation journey through advanced business simulations. By creating an experiential learning environment, the programme equips leadership teams with the critical insights, cognitive frameworks, and practical skills necessary to integrate sustainability principles into decision-making processes and core operational models, thereby fostering a forward-thinking approach to corporate transformation. Key figures of the programme include:

- 18 UAE management team members received CELEMI Sustainability™ Certification.
- Participants generated 55 new sustainability project ideas to enhance Agthia’s ESG impact.
- Covered key sustainability topics, including:
 - Scope and Language of Sustainability
 - Sustainability Change Initiatives
 - Risk & Opportunity Management
 - Aligning Business Value with Sustainability Goals

CELEMI Sustainability™ is a business simulation workshop designed to help teams navigate the complexities of integrating profitability with sustainable practices. Participants collaborate to guide a fictional company through a 10-year sustainability transformation, condensed into one-day session. The simulation emphasises balancing the ‘Triple Bottom Line’; of People, Planet, and Profit, challenging teams to prioritise initiatives, manage stakeholder expectations, and make strategic decisions that drive both financial success and positive environmental and social impact



In 2024, a total of 3,171 employees completed Ethics and Human Rights Training



This comprehensive training initiative plays a pivotal role in Agthia's growth strategy by developing its people. By investing in sustainability education, Agthia empowers its workforce to become champions of sustainable transformation, fostering innovation, operational efficiency, and long-term value creation. The programme not only enhances individual competencies but also strengthens the organisation's ability to navigate the evolving ESG landscape, ensuring alignment with global standards and stakeholder expectations. Agthia's Sustainability Training & Awareness Programme underscores the company's vision of embedding sustainability into its DNA, creating a future-ready organisation that thrives by integrating environmental stewardship, social responsibility, and governance excellence into every facet of its operations.

Ethics and Human Rights Training

As part of our commitment to ethical business practices, Agthia prioritizes human rights training to ensure compliance with international labour standards and corporate governance frameworks. In 2024, a total of 3,171 employees completed Ethics and Human Rights Training which is equal to 25% of total Agthia employees, Agthia is committed to bring this number to 100% by 2027 the training is covering topics such as:

Workplace Ethics & Code of Conduct

Diversity, Equity & Inclusion

Prevention of Workplace Harassment & Discrimination

International Labour Rights Compliance

Empowering Talent for a Sustainable Future

At Agthia, we recognise that investing in talent development is key to driving innovation, business success, and sustainable growth. Our commitment to workforce upskilling focuses on enhancing leadership capabilities, equipping employees with future-ready skills, and fostering an inclusive workplace that empowers both UAE Nationals and female professionals to thrive in leadership roles.

Developing Emirati Talent

As part of our commitment to the UAE's national workforce development agenda, Agthia continues to build a strong pipeline of Emirati talent through targeted training and leadership programmes. In 2024, 190 Emirati employees participated in various upskilling initiatives, including training in finance, leadership, and project management.

Our Emirati employees gained critical business acumen, decision-making skills, and operational expertise through specialised programmes such as Finance for Non-Finance Professionals and Leadership Styles, preparing them for leadership roles within the organisation.

4 Essential Roles of Leadership	Developing leadership skills that drive organisational success.
5 Choices of Extraordinary Productivity	Enhancing prioritisation and time management for maximum efficiency.
Advanced Excel Skills	Training on complex data analysis and business analytics.
Agile Ways of Working	Introduction to Agile methodologies such as Scrum and Kanban.
Blue Ocean Strategy	Understanding innovative market strategies to drive competitive advantage.
Building Business Acumen	Strengthening financial and operational business understanding.
Coaching Skills for Managers	Equipping leaders with effective coaching techniques.
Crucial Conversations for Mastering Dialogue	Handling high-stakes discussions with confidence.
Finance for Non-Finance Professionals	Simplifying financial concepts for better decision-making.
Growth Mindset	Cultivating resilience and continuous learning in leadership.
Leadership Public Speaking Training	Enhancing communication and presentation skills for leadership roles.
Power and Influence	Training on building influence and strategic leadership skills.
Project Management Simulation	Hands-on experience in project execution and management.
The 6 Critical Practices for Leading a Team	Leadership development focused on best practices in team management.
Al Ain Operations Training	A thorough programme covering all sections of Operations in Al Ain Plant, supplemented by a booklet.



These training programmes empower employees with the knowledge and tools to foster an ethical and respectful workplace, reinforcing Agthia’s commitment to responsible corporate citizenship.

The awareness sessions also include the topics such as whistleblowing policy to voice over the concern, if any.

Empowering Female Talents

Agthia strongly believes that diverse leadership drives better business outcomes. We are dedicated to providing our female employees with the training, and resources needed to advance into senior leadership roles.

Through a structured leadership development framework, our female employees have access to specialized training programmes designed to strengthen their leadership capabilities, enhance decision-making skills, and expand their influence within the organisation.

4 Essential Roles of Leadership	Leadership training focused on driving organisational success.
5 Choices of Extraordinary Productivity	Enhancing prioritisation and productivity.
7 Habits of Highly Effective People - Foundations	Developing personal and professional effectiveness.
Advanced Excel Skills	Strengthening analytical and reporting capabilities.
Blue Ocean Strategy	Learning innovative frameworks for market differentiation.
Building Business Acumen	Enhancing strategic and operational understanding.
Coaching Skills for Managers	Developing coaching techniques to empower teams.
Crucial Conversations for Mastering Dialogue	Handling critical conversations with confidence.
Finance for Non-Finance Professionals	Building financial literacy for non-financial roles.
Leadership Public Speaking Training	Improving public speaking and executive presence.
Power and Influence	Strengthening leadership presence and influence.
Project Management for the Unofficial Project Manager	Training on project execution and resource management.
Project Management Simulation	Practical application of project management principles.
The 6 Critical Practices for Leading a Team	Enhancing leadership capabilities in team management.

Employee Benefits and Well-being

We truly believe that our workforce is our most precious resource. We are committed to fostering a supportive and inclusive work environment that acknowledges and rewards the contributions of our team members. To this end, we offer an extensive benefits programme designed to meet the diverse needs of our employees, ensuring their well-being and satisfaction, which include:

 Life insurance and health coverage	 Parental leave
 Retirement provision	 Professional certifications
 Annual home leave ticket	 Club memberships and wellness initiatives
 Short-term & Long-term Incentives	 Schooling allowance

To further enhance employee well-being, we have introduced various well-being programmes in 2024:

 External Sports & Entertainment Activities: Over 40 events in 2024.	 Well-being Webinars: 38 sessions covering mental and physical health.	 Internal Sports Tournaments: 4 tournaments promoting teamwork and fitness.
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Employee Engagement

Agthia recognises that employee engagement is a key driver of organisational success. To ensure we leverage this benefit, we launched several engagement initiatives in 2024:

International Women’s Day:

Celebrated women’s achievements through internal events and a C-suite leadership webinar.

Mother’s Day & Father’s Day:

Employees shared personal stories, strengthening workplace connections.

Eideya (Eid Giveaways):

Distributed Agthia product packages to office-based and frontline employees.

Sports & Recreation Tournaments:

Hosted football, chess, basketball, and cricket tournaments across different regions.

Emirati Women’s Day Celebration:

Featured cultural engagement workshops and networking sessions.

Cultural & Diversity Events:

Marked UAE National Day, Omani Women’s National Day, and World Chocolate Day.

Monthly Employee Gatherings:

Strengthened workplace relationships through informal networking sessions.

To sustain high levels of employee engagement, Agthia has established a Happiness Committee, comprising representatives from different sites to co-design and execute engagement programmes. This initiative ensures that employee feedback directly influences workplace improvements, reinforcing Agthia’s commitment to an inclusive and dynamic corporate culture.



Our Workforce

Throughout the reporting year, we continued to strengthen our workforce through strategic recruitment, diversity and inclusion initiatives, and leadership development programmes. In 2024, Agthia hired 2,837 new employees, representing a growth of 36% compared to 2023. Our hiring process remains focused on fostering an engaged, dynamic, and future-ready workforce that aligns with Agthia’s long-term vision.

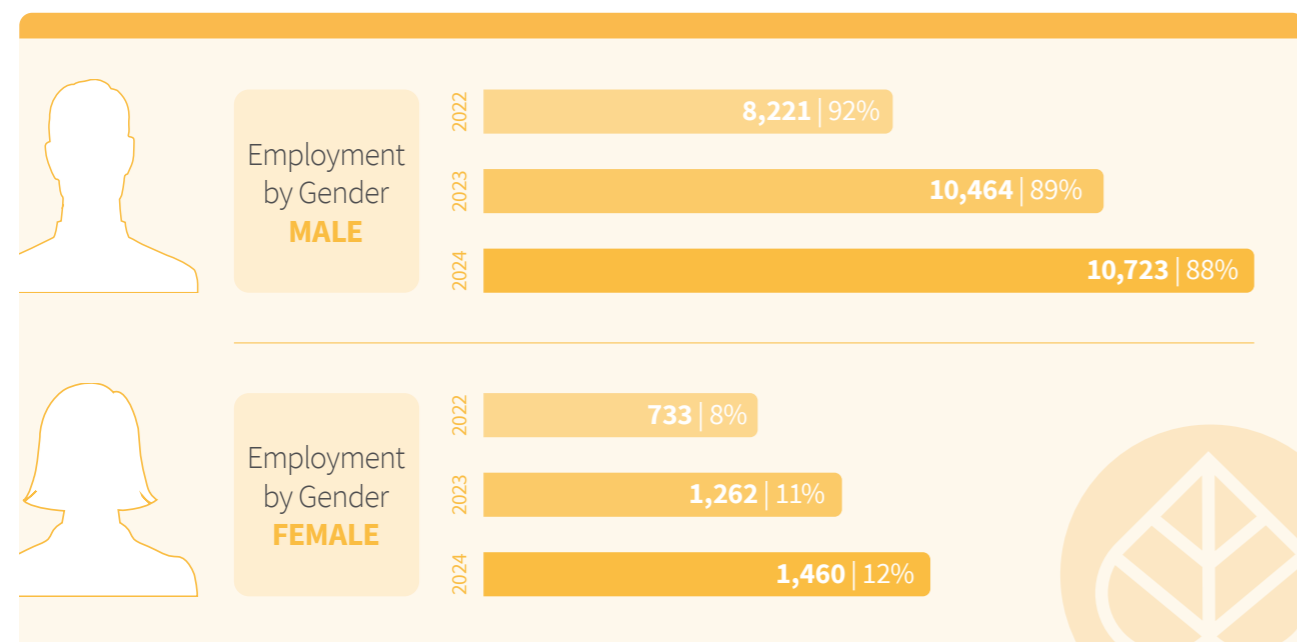
Employment by Contract Type	2022	2023	2024
Full-time employees	8,954	11,726	12183*
Part-time employees	0	0	0
Total workforce	8,954	11,726	12183

*The full-time employee headcount excludes casual and seasonal employees.

In 2024, Agthia hired 2,837 new employees, representing a growth of **36%**

Diversity & Inclusion: Progress in Gender Representation

Agthia remains committed to creating a more inclusive and diverse workforce, with significant progress in female participation across all levels. This year, female representation reached 12% which is a 1% increase compared to last year. Further, women in middle management roles increased to 14%, reflecting steady progress in leadership development. **Notably, women’s representation in senior management reached 10% for the first time**, marking a significant milestone in Agthia’s commitment to gender equality and female leadership advancement.



Female Participation

Female Staff Participation



Female Middle Management



Female Senior Management



Employment by Nationality

Agthia’s global workforce reflects a diverse talent pool, contributing to an inclusive and dynamic work environment.

Employment by Nationality	2022	2023	2024
% of Locals in the total workforce	-	-	56%
% of UAE Locals in the total UAE workforce (Emiratization)	21%	19.6%	19.4%*
Number of Nationalities Represented	58	63	61

* The percentage calculated based on UAE national employees in UAE in supervisory level and above.

Workforce Age & Experience Distribution

Agthia’s employee base reflects a balanced age distribution, ensuring both fresh perspectives and experienced leadership.

Employment by Age Groups	2022	2023	2024
Employees Aged Under 30 Years	2,503	4,140	4,487
Percentage Under 30 Years	28%	35%	36.8%
Employees Aged 30-50 Years	5,786	6,789	6,904
Percentage Between 30-50 Years	65%	58%	56.7%
Employees Aged Above 50 Years	665	797	792
Percentage Above 50 Years	7%	7%	6.5%

Voluntary Turnover Rate	2022	2023	2024
Total Employees Who Left	1,461	2,128	2,400
Overall Voluntary Turnover Rate	11%	10.6%	15%
Voluntary Turnover Rate (Male)	10%	10.4%	14%
Voluntary Turnover Rate (Female)	17%	12.4%	22%
Voluntary Turnover Rate (Under 30)	40%	61.3%	28.3%
Voluntary Turnover Rate for Employees Aged Below 30 (%)*	40%	61.3%	28.3%
Voluntary Turnover Rate for Employees Aged Between 30 - 50 (%)*	52%	35.2%	8.3%
Voluntary Turnover Rate for Employees Aged Above 50 (%)*	8%	3.5%	5.8%

*In 2024, the calculation reflects each age group's turnover rate as a percentage of the same group in total headcount, yet previous years reflected the contribution of each group to total number of leavers

Parental Leave

Agthia continues to support the work-life balance of employees and promotes inclusivity through its progressive parental leave policies. In 2024, 97 employees utilised these benefits and a high retention rates post-leave was maintained.

Parental Leave	2023	2024
Employees Eligible for Leave	1,664	2789
Male Employees Eligible	-	2614
Female Employees Eligible	-	175
Employees Took Leave	87	97
Employees Returned to Work	87	97
Retention Rate (Male)	97%	97%
Retention Rate (Female)	99%	99%

HR Transformation & Digitalisation

In 2024, Agthia made significant strides in transforming its compensation strategies, operational efficiency, and digital capabilities to attract and retain top talent. By aligning with a pay-for-performance culture, the company enhanced its performance management system and introduced new benefits and interventions in Egypt to address evolving market dynamics. These initiatives reinforced Agthia's position as an employer of choice, ensuring competitive rewards and equitable compensation across its entities.

To further maximize efficiency and engagement, Agthia standardized job mapping and grading structures while maintaining flexibility for local market conditions. These efforts strengthened career progression frameworks and fostered transparency, building employee trust and reinforcing long-term retention. Additionally, HR processes were streamlined and digitized, reducing administrative complexities and improving the overall employee experience. The integration of SuccessFactors (SF) across new markets, the implementation of an automated HR analytics dashboard, and the deployment of SAP payroll systems enabled data-driven decision-making and seamless workforce management.

Looking ahead, Agthia remains committed to continuous innovation in HR—leveraging technology, refined compensation structures, and operational excellence to strengthen its organizational culture, enhance employee experience, and support business growth. Through these initiatives, Agthia is building a resilient, future-ready workforce while fostering an environment of trust, equity, and performance-driven success.



At Agthia Group, we recognize that sustainability is more than just environmental stewardship—it is about creating a lasting, positive impact on our people and communities. In Human Capital we are dedicated to driving initiatives that foster diversity, equity, and inclusion across our organization, ensuring that every employee feels valued, respected, and empowered to thrive.

Our people are at the heart of our success, and we are committed to providing a workplace that champions equal opportunities, supports professional growth, and upholds the highest standards of ethical and responsible employment. Through continuous investment in talent development, well-being programs, and inclusive policies, we are shaping a culture where every individual can contribute meaningfully to Agthia's sustainable future.

Together, we are building a stronger, more resilient workforce that not only drives business excellence but also makes a lasting impact on the communities we serve.

Dalia Attia
Vice President | Talent Management & OD



Our Commitment to Health, Safety & Well-being



At Agthia, safety is more than a priority—it is a core value embedded in our culture.

Our Safety Vision is:

To passionately develop and sustain a culture of care where people possess the **skills, knowledge, and confidence to work safely, feel respected, and are engaged with their hearts and minds**



At Agthia, safety comes first and foremost in everything we do. In line with our Safety vision and aim of becoming one of the safest manufacturing companies globally, we have built our HSE Strategy to ensure the safety of our employees, our contractors, visitors on our sites, and any person involved in our operations. This is a commitment that we take wholeheartedly and by sharing this value across the organisation, safety does not become one person’s responsibility; rather, a shared responsibility across all levels of our company.

Our overarching objective is to cultivate a work environment that is both safe and secure, achieved through the continual minimisation of potential workplace hazards and operational threats. Committed to the highest standards of safety, we implement rigorous measures across all our facilities and provide comprehensive training to our employees.

We take pride in our exemplary Health, Safety, and Environment (HSE) performance, consistently aligning our practices with the latest health and safety regulations. Our leadership actively fortifies our HSE strategy, underscoring the paramount importance we place on the safety of our staff.

This vision drives our commitment to ensuring a zero-harm workplace, fostering a proactive safety culture, and empowering employees through continuous training and engagement.

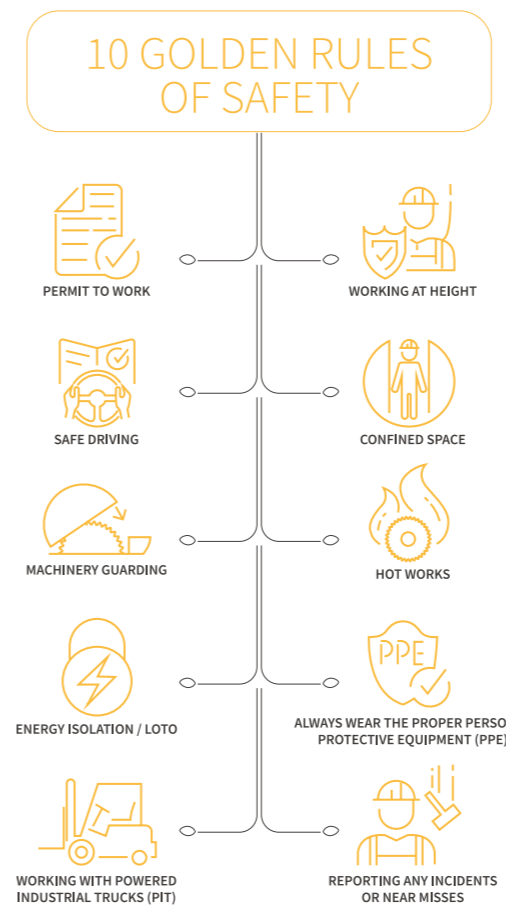
Our comprehensive Health, Safety, and Environment (HSE) framework is designed to prioritise worker safety, mitigate risks, and promote a culture of continuous improvement. We adhere to global and national standards, including ADOSH, ISO, IFPA, and ATEX, ensuring that our practices align with industry best standards and regulatory requirements.

10 Golden Rules of Safety

Agthia adheres to the 10 Golden Rules of Safety, a set of fundamental principles that guide our workforce in preventing workplace accidents and maintaining operational safety. These rules form the foundation of Agthia’s strong safety culture, ensuring that employees, contractors, and stakeholders uphold the highest standards of health, safety, and environmental protection across all operations:

- 1. Permit to Work:** Ensuring authorisation and risk assessment before beginning high-risk tasks.
- 2. Working at Height:** Using proper fall protection measures when working above ground level.
- 3. Safe Driving:** Adhering to defensive driving principles and company policies to prevent road accidents.
- 4. Confined Space:** Following strict entry and monitoring protocols to avoid hazards in restricted areas.
- 5. Machinery Guarding:** Implementing safeguards and safety devices to prevent equipment-related injuries.
- 6. Hot Works:** Managing fire hazards associated with welding, grinding, and other high-heat operations.
- 7. Energy Isolation / LOTO (Lockout Tagout):** Ensuring hazardous energy sources are safely controlled before maintenance or repair.
- 8. Always Wear the Proper Personal Protective Equipment (PPE):** Wearing safety gear appropriate for the task to minimise risks.
- 9. Working with Powered Industrial Trucks (PIT):** Operating forklifts and heavy equipment safely to prevent collisions or tip-overs.
- 10. Reporting Any Incidents or Near Misses:** Encouraging proactive reporting to address safety risks before they escalate.

In 2024, we intensified our focus on occupational health and safety (OHS) management, employee training, and technological innovation, resulting in significant safety enhancements and improved engagement across all operational sites.



Key Health and Safety Developments in 2024

At Agthia, our top priority is safety in all our operations. In alignment with our safety vision and our goal of becoming a leading safe manufacturing company worldwide, we have developed our HSE Strategy to safeguard the health and safety of our employees, contractors, visitors on our premises, and anyone associated with our operations. This commitment is taken very seriously, and by promoting this value throughout the organisation, we recognise that safety is not solely the responsibility of one individual; instead, it is a collective obligation across all tiers of our company.

Building on the successful Agthia HSE 10 Golden Rules Campaign, we have introduced ‘Safer Together,’ a health and safety e-book designed to emphasise the importance of safety as a fundamental aspect of our existence and vision. Our goal is for everyone to return home safely to their families.

- Occupational health and safety management system**

Aligned with ADOSH, ISO, IFPA, and ATEX frameworks

- Hazard identification, risk assessment, and incident investigation**

Each facility maintains a custom risk assessment (RA) framework based on its operational nature. A new RA system is being developed for our KSA facility in collaboration with an HSE consultant.

- Occupational health services**

We maintained on-site health services to provide immediate medical assistance and preventive care. Further, our BMB expanded the Emergency Response Team training more than 50 members in 2024. In addition, BMB added first aid boxes in many of the operational areas

- Worker participation, consultation, and communication on OHS**

We expanded HSE quarterly awards programmes, encouraging active participation and leadership in workplace safety. Additionally, BMB and Al Foah has established OSH Workers committee and there are quarterly meetings to brief, update and gather feedback on all HSE related matters

- Worker training on OHS**

Comprehensive training programmes were implemented across all sites, with documented proof of participation per facility. In addition to formal trainings, HSE toolbox talks are conducted regularly on various topics to the shopfloor teams.

- Promotion of worker health**

Multiple workplace wellness initiatives were launched, including free medical screenings, mental health workshops, and ergonomic workplace adjustments. Quarterly camp and accommodation inspections are conducted to assess hygiene and HSE concerns, with close follow-up with the concerned teams to ensure all areas of concern are addressed in a timely manner.

In 2024, we achieved significant progress in incident prevention, workforce engagement, and advanced safety initiatives. These efforts are reflected in a 45% reduction in the Serious Injuries and Fatalities (SIF) rate compared to 2023, with a recorded rate of 0.75, highlighting the effectiveness of our enhanced prevention strategies. Additionally, our strengthened incident reporting culture is evident in a 9% increase in near-miss reporting, reinforcing proactive safety awareness across the organization.

Health and Safety Metric	2022	2023	2024
Total worked hours	25,831,564	25,391,104	26,495,519
Number of lost time injuries (LTIs)	67	46	52
Lost Time Injury Frequency Rate (LTIFR)	2.7	1.81	2
Number of lost days from LTIs	201	555	547
Number of near misses	4442	4759	5204
Number of permanent disabilities	0	0	0
Number of fatalities	3	4	2
Average health and safety training hours per employee	4.08	3.62	9.888
Number of toolbox trainings attendees	6300	8200	11000
% Vehicles have GPS installed	70.64%	90%	100%
% Decrease in vehicle collision rate	-17%	46%	64%
% Decrease in vehicle violations in the last three years	-24%	20%	-96%
Vehicle collision rate (Collision/Million KM)*	1.4	0.76	0.4
Vehicle violation rate (Violation/Million KM)*	10.5	8.36	8.2
Number of Collisions*	68	40	22
Number of Violations*	496	443	12,997
Vehicles Audits Score*	79%	81%	91.45%

The recorded number of violations has increased significantly in 2024, following the full implementation of Abroad sites. As a result, previously unreported violations are now being captured, reflecting improved monitoring and compliance.

Safety Training and Workshops

At Agthia, digitalisation is a cornerstone of our journey toward operational excellence and sustainable growth. By embracing digital transformation, we enhance efficiency, drive productivity, and proactively identify areas for continuous improvement. Our Digitalisation Roadmap serves as a blueprint for innovation, integrating advanced technologies, data-driven insights, and automation to streamline operations and future-proof our business.

As part of our digitalisation efforts, we have embedded Health & Safety (H&S) training and workshops into our organisational framework, ensuring that our workforce remains well-equipped to uphold the highest safety standards.

Strengthening Safety Leadership at Agthia

Leadership is instrumental in fostering a strong safety culture. Recognising this, we have engaged our top management in structured Safety Leadership Team workshops, reinforcing accountability and strategic alignment in workplace safety.



Leadership Engagement: We conducted three dedicated workshops for Agthia’s C-suite and senior leaders, focusing on the 10 Golden Rules of Safety and core safety leadership behaviours. These sessions emphasized the need for proactive risk management and daily demonstration of safety best practices.



Safety Governance Framework: A key outcome of these workshops was the establishment of a new safety governance structure, chaired by the CEO, embedding safety accountability at the highest level. Safety performance is now directly linked to KPIs and incentive structures, ensuring a stronger commitment from leadership.



Ongoing Safety Coaching: To reinforce leadership engagement, we introduced regular one-on-one coaching sessions, ensuring that senior leaders actively promote and support safety initiatives at all levels of the organisation.

Expanding our safety leadership initiatives beyond the UAE, we launched a 10-month safety coaching programme in Agthia Egypt in collaboration with an Occupational Health & Safety consultant. This initiative focuses on:

- **One-on-one coaching** for middle management to instill best-in-class safety behaviours.
- **Increasing leadership visibility** in daily safety operations.
- **Enhancing worker engagement**, ensuring safety is deeply integrated into everyday tasks.

By aligning staff with Agthia’s safety expectations, this programme plays a pivotal role in our broader Safety Leadership Training & Development Plan, reinforcing a proactive safety culture across our global operations.

Digitalising Safety for Greater Impact

Leveraging digitalisation, we have introduced innovative safety solutions that enhance training effectiveness and risk management:

- **H&S E-Book:** A comprehensive digital guide covering workplace safety, risk mitigation, and compliance. Available to all employees, it has significantly improved awareness and adherence to safety protocols.
- **E-Learning for Technical Subjects:** An interactive digital learning platform offering targeted occupational health and safety courses. This initiative has resulted in higher attendance rates and quiz passing scores, reflecting stronger employee engagement and knowledge retention.
- **AI-Powered Safety Monitoring:** Our AI-driven Digital Safety Management System proactively monitors risks in real time, ensuring a safer work environment by swiftly identifying and mitigating potential hazards.

By integrating safety leadership development with cutting-edge digital solutions, we are fostering a safety-first culture at Agthia—one that is proactive, data-driven, and deeply embedded in our corporate DNA.

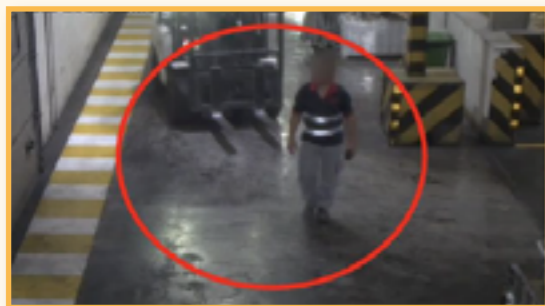


35%
increase in
the safety
toolbox
trainings
participation

H&S Training	2022	2023	2024
Average H&S training hours per employee	4.08	3.62	9.88
Number of toolbox training attendees	6,300	8,200	11,000

We identified the key benefits and objectives of these initiatives in the H&S space as follows:

- Reducing Workplace Incidents**
 By deploying AI-powered cameras, we can continuously monitor and detect potential safety hazards in real time. This system identifies unsafe behaviours, ensures compliance with safety protocols, and enables early detection of potential accidents—significantly reducing workplace incidents.
- Ensuring Compliance with Agthia’s 10 Golden Rules**
 Our AI-driven solution reinforces adherence to Agthia’s 10 Golden Rules, covering key safety aspects such as Permit to Work, Safe Driving, Confined Space Entry, Machinery Guarding, PPE Compliance, and Incident Reporting. The system is also aligned with local regulations and international safety standards, demonstrating our unwavering commitment to workplace safety.
- Streamlining Incident Investigations & Reporting**
 The AI camera solution enhances our ability to conduct efficient investigations by providing real-time footage for incident analysis. This enables a thorough root cause assessment, facilitates quick decision-making, and ensures that detailed incident reports are generated for continuous improvement.
- Proactively Preventing Accidents and Reducing resulting Costs**
 By leveraging AI-driven safety measures, we can prevent workplace accidents, injuries, and property damage, ultimately reducing costs associated with lost productivity, medical expenses, and legal liabilities. This proactive approach not only enhances employee well-being but also strengthens operational resilience. With the deployed AI Camera Safety Solution, we are transforming workplace safety management—shifting from a reactive to a proactive approach that fosters a safer, more compliant, and more efficient work environment. Below also some real observation reported from the system:



The above case was reported to the safety team: a forklift was moving forward without maintaining the required safe distance of at least three meters, while a worker was walking outside the designated area.



The image illustrates a helper climbing onto the truck, prompting Agthia to implement a dedicated engineering solution to ensure safe access in compliance with safety standards.

Enhancing Fleet Safety

Fleet management remains a key priority at Agthia, given our extensive fleet of over 2,000 trucks and vans and the inherent risks associated with driving. Historically, vehicle incidents have posed significant challenges, but through our commitment to continuous improvement, **we are proud to report a 64% enhancement in fleet safety performance.** Additional safety enhancements that were made in 2024 were:

- Significant Reduction in Vehicle Collision Rate**
 Our vehicle collision rate, a key indicator of driving safety, **has improved from 0.76 in 2023 to 0.41 in 2024, marking a 64% improvement.** This milestone reflects the success of our Safe Driving Policy implementation across all business units.
- Strengthening Defensive Driving Training**
 We continue to prioritise defensive driving training for all our drivers, equipping them with the skills to navigate risks and drive safely.
- Full GPS Tracking Across Our Fleet**
100% of our fleet is now equipped with GPS tracking devices, up from 90% in 2023, ensuring enhanced monitoring, route optimisation, and driver accountability.
- Improved Vehicle Audit Performance**
 Our vehicle audit score has risen from 81% in 2023 to **91.45% in 2024,** reflecting better maintenance, compliance, and overall fleet safety standards.

Our vehicle audit score has risen from **81% in 2023 to 91.45% in 2024**

100% of our fleet is now equipped with GPS tracking devices

Vehicle collision rate improved from 0.76 in 2023 to 0.41 in 2024, marking a 64% improvement



Rewarding Safety Excellence at Agthia

We believe that reward and recognition play a key role in reinforcing our safety strategy, as they are essential motivators for both employees and leaders. As a result, we implemented a structured safety recognition programme across all sites. Furthermore, we honoured Agthia's Safety Champions at a dedicated recognition event, where individuals and teams who demonstrated outstanding commitment to Agthia's safety protocols and set high standards for workplace safety were presented with certificates and monetary awards.



Environmental Day 2024

We hosted a group-wide environmental awareness campaigns across the UAE and international sites, promoting eco-conscious behaviour and sustainable practices, it was a call to action for Agthia individuals, and organisations to come together and work towards a sustainable and thriving planet. It's a chance to raise awareness about environmental issues, inspire others to act, and be a catalyst for positive change photo attached for planting activity.



Facility-Specific Safety Highlights

Al Foah & Retail Operations

- **Al Foah Labour Camp Project:** Successfully completed without any lost-time incidents.
- **Fire Drill at Al Saad Factory:** Conducted in collaboration with Civil Defence, Ambulance, and CNB Reaction Unit.
- **Quarterly HSE Inspections:** Introduced routine safety inspections at Zalina retail outlet in the UAE.
- **GPS Installation:** Completed across all Al Foah fleet vehicles, enhancing road safety and logistics tracking.

BMB Operations

- **Machinery Safety Assessments:** Completed by third-party experts to evaluate and enhance workplace safety.
- **Permit-to-Work System & LOTO Devices:** Implemented lock-out tag-out (LOTO) protocols to prevent hazardous energy releases during maintenance.
- **HSE Leadership Walks:** Initiated weekly site safety inspections, led by senior management.

BMB DIP

- **Walmart & Sedex Pillar 4 Audit Clearance:** Achieved successful audit compliance, reinforcing global safety and ethical sourcing standards.
- **Waste Management Enhancements:** Improved waste tracking systems, ensuring proper documentation and regulatory adherence.
- **Enhanced Site Security & Contractor Management:** Strengthened access control protocols and contractor safety training programmes.
- **Free Eye Tests & Health Screening:** Provided to all employees as part of wellness initiatives.

BMB Abu Samra

- **Firefighting System Upgrades:** Implemented fire safety improvements in labour accommodations.
- **LPG Leak Detection System:** Installed in staff kitchens to mitigate gas leak hazards.

Agthia has successfully completed the legal compliance with firefighting and issued the 'Isteefaa certificate' for Agthia HO Sky tower, Grand Mills factory and admin, Dubai Jabel Ali Warehouse and Al Saad Factory.



Enhancing Process Safety Management

We continuously strengthen our process safety through a structured and proactive approach. By implementing a robust process safety framework, we have significantly enhanced risk management, operational resilience, and compliance across all sites. In 2024 we achieved the following:



Establishing a Comprehensive Process Safety Framework

We have developed six in-depth process safety standards, ensuring a systematic and standardised approach to risk mitigation. This framework has played a pivotal role in reducing machinery-related incidents and reinforcing compliance with industry best practices.



Conducting Advanced Boiler & Ammonia System Assessments

We conducted in-depth assessments for Boiler and Ammonia systems, leveraging advanced methodologies to uncover critical insights and implement targeted improvements. These assessments have strengthened safety protocols and enhanced operational efficiency.



Empowering Leadership with Real-Time Safety Data

Through the launch of an interactive Power BI dashboard, we provide leadership with real-time safety metrics, enabling data-driven decision-making and improved oversight of safety performance.



Streamlining Compliance with a Digital Gap Assessment Audit Tool

To enhance efficiency and compliance tracking, we have developed a digital gap assessment audit tool that simplifies auditing and reporting processes, ensuring seamless monitoring and continuous improvement.

Introducing PLANTS360: A New Era in Training & Audits

To drive continuous improvement and knowledge sharing, we launched PLANTS360, an interactive virtual tour designed to revolutionize training and audits. This innovative tool enhances engagement, streamlines learning, and ensures a more immersive approach to process safety management.



Community Engagement

Agthia Group's Commitment to Social Responsibility

At Agthia, our corporate social responsibility (CSR) strategy reflects our commitment to social equity, health and well-being, education, sustainability, and economic empowerment. Across all our subsidiaries, we focus on high-impact initiatives that improve communities while reinforcing our brand values.



At Agthia, corporate social responsibility is about making a real difference in people's lives. Through the CSR Governance Structure and CSR Decision Committee, we have strengthened our commitment to ensuring that every initiative we support delivers tangible value to communities.

In 2024, we invested 1.4 million AED in community programs—a 110% increase from the previous year—demonstrating our unwavering dedication to social progress. But our efforts go beyond numbers; by empowering sustainability communication internally and externally, we are fostering a culture where every employee and stakeholder is part of the journey toward a more responsible and impactful future.

Rashed Al Shamsi
Vice President | Corporate Communications



Total Community Investment by Agthia in 2024 equal **1,435,500 AED** which is **110%** higher than 2023



Key Initiatives Across Agthia Group & Subsidiaries

Through strategic partnerships, impactful programs, and awareness initiatives, Agthia Group continues to drive economic development, environmental stewardship, and social well-being. Our 2024 initiatives reflect our commitment to fostering a healthier society, empowering communities, and supporting sustainable business practices. Below are the key focus areas and initiatives undertaken across Agthia and its subsidiaries.

Health & Well-being Initiatives



At Agthia, we prioritize the health and well-being of our employees, customers, and communities. Our initiatives focus on promoting preventive healthcare, raising awareness about critical health issues, and encouraging active lifestyles. Through collaborations with medical experts, fitness programs, and awareness campaigns, we aim to enhance overall well-being and create lasting positive impacts.

- **Rahma Cancer Patients Society Support:** Funded critical cancer treatments for patients in need.
- **Blood Donation Campaigns:** Employees donated blood at Al Ain Water Factory & Al Foah in partnership with SEHA. 500 additional donors participated through “Al Faysal Bakery & Sweets” blood drive with PAK BD Camp and HAYA.
- **Breast Cancer Awareness:** Hosted by Dr. Malak Hourani to educate female employees in Nabil Foods on early detection and screening. A total of 50 women was impacted by this initiative.
- **Dubai Fitness Challenge Partnership:** Promoting a healthier lifestyle through mindful nutrition, BMB actively participated in the Dubai Fitness Challenge by conducting giveaways and educational sessions on healthy snacking. Through this initiative, we directly engaged with 110 beneficiaries.
- **Marathon:** For the third consecutive year, Abu Auf has partnered with Egypt’s largest marathon event at the Pyramids, attracting over 6,000 participants from around the world.



Job Creation and Empowerment



Agthia is committed to fostering economic opportunities and strengthening the agricultural sector through sustainable business models. By providing technical support, training, and innovative solutions, we help farmers and businesses thrive in an evolving marketplace.

Agrivita

The Riaya Farm Care Programme, developed by Agrivita, is designed to enhance farm productivity, improve animal health, and maximise economic returns for farmers. Traditionally, livestock farming in the UAE has faced challenges due to outdated management practices, resulting in poor animal nutrition, high mortality rates, and inefficient farm operations. Through this programme, we provide expert training and guidance, equipping farmers with the knowledge and tools to adopt modern, science-based, and sustainable farming practices. Since its launch, the Riaya Farm Care Programme has successfully supported 68 farms across the UAE. Farmers participating in the programme have reported:

- Improved meat quality, yield, and taste
- Higher fertility rates and reduced infant mortality among livestock
- Reduced expenses on veterinary treatments and medicines
- Better farm management due to trained labourers and educated farm owners
- Access to Agrivita’s balanced nutrition feed solutions and expert consultations

One of the defining successes of the programme has been the direct engagement with farmers through education and training. Agrivita’s team of experts provides hands-on support, including free veterinary visits, farm audits, and advisory on optimised feed solutions. This has led to increased confidence among farmers, positioning them as experts and advocates for safer, more responsible food production. Moreover, with the increasing digital transformation in agriculture, all Riaya farms now order their feed through the Agrivita Application, making it a more reliable and user-friendly platform for farm management. Inspired by the positive outcomes, new farmers are now actively seeking to join the programme, further strengthening Agrivita’s brand equity in the livestock industry.

Looking ahead, we plan to:

- Expand the Riaya education and training initiatives to more farms across the UAE
- Develop an Experimental Farm to serve as a knowledge hub for best practices and sustainable solutions
- Support sustainability in farming by improving cost efficiency, enhancing farm productivity, and ensuring healthier livestock, ultimately contributing to food security and sustainable food production in the UAE

Al Asimah Sheep Auction Sponsorship

Recognising the importance of genetic selection and optimised livestock breeding practices, Agrivita sponsored the Al Asimah Sheep Auction, an event that brought together 500 farmers to learn about best practices in animal farming. The auction played a pivotal role in promoting high-quality breeding stock, supporting sustainable livestock management, and educating farmers on scientific approaches to animal selection and care. Through this initiative, we reinforced our role in developing a sustainable and economically viable livestock sector.

Education & Economic Empowerment



Investing in education and career development is a fundamental pillar of Agthia’s commitment to empowering the next generation. Through scholarships, career guidance programs, and industry partnerships, we provide students and young professionals with opportunities to enhance their skills and contribute to a thriving economy.

- **Students Business City:** 5,000 students were empowered to explore higher education and career pathways through the Students Business City initiative. By providing career guidance, industry insights, and networking opportunities, we helped young learners gain practical knowledge about their future professions done by Nabil Foods.
- **Tawjihi Award:** We sponsored Jordan’s Top Tawjihi Award Ceremony, held under the patronage of Dr. Nawaf Al-Ajarmeh, to recognise the outstanding achievements of top-performing secondary students.
- **Al-Hussein School for People with Disabilities:** We extended our support around 200 children with disabilities at Al-Hussein School by organising gifting programmes, entertainment activities, and support initiatives.
- **Visit to Al Ain Water Factory:** We hosted a delegation from the Ministry of Energy and Infrastructure (MOEI) at the Al Ain Water Factory, providing university student, currently undergoing training within the ministry, with an insightful experience into sustainable water bottling and manufacturing processes.
- **Industrial Engineering Forum:** As part of our commitment to STEM education and industry exposure, we sponsored the Industrial Engineering Forum, where company engineers led discussions on careers in industrial engineering, emerging trends, and technological advancements. At the forum, 500 students were engaged.
- **Road Safety Awareness Partnership:** In a bid to enhance road safety Agthia partnered with Dubai Police and RoadSafetyUAE to organise an awareness campaign focusing on traffic rule compliance and driver training. This initiative was aimed at employees, logistics teams, and the wider community, reinforcing the importance of safe driving practices and accident prevention.
- **Sponsorship - Al Noor Family Funfair 2024:** Participation and sponsorship were instrumental in making the event a resounding success. As a part of CSR to support the education, training and rehabilitation of People of Determination (students) helping to raise essential funds that will make a meaningful difference in their lives. The event witnessed remarkable community engagement, with nearly 2,000 participants in the Al Noor Superhero Walk for Inclusion 2024, including over 30 corporates and individuals. The funfair itself welcomed over 3,500 visitors, supported by volunteers from 30+ companies.
- **Kuwait University Marathon:** To promote health and well-being among students and the broader community, we sponsored the Kuwait University (KU) Marathon, engaging over 3,000 participants.
- **Kuwait University Educational Fair:** We sponsored the KU educational fair, providing around 500 students with access to industry experts, academic institutions, and career advisors.



Social Welfare



Agthia remains committed to supporting vulnerable communities by addressing financial hardships, providing humanitarian assistance, and fostering a culture of giving. Through various social welfare programs, we extend aid to those in need and uphold our commitment to corporate social responsibility.

- **“For the Better” Employee Support Programme:** Assisted 48 employees in UAE, KSA, Oman, Jordan, Egypt and Kuwait with financial and medical needs. As part of Agthia’s commitment to corporate social responsibility and its dedication to employee well-being, the For the Better initiative was implemented for the second consecutive year. A total budget of AED 300,000 was allocated to support employees facing critical medical and financial challenges across the seven countries where the group operates, excluding Turkey, as no cases required support.
 - **Key Highlights:**
 - Total Supported Cases: 48 cases.
 - Geographic Coverage: UAE, KSA, OMAN, KUWAIT, JORDAN AND EGYPT
- **International Charity Organisation (ICO) Support:** Sponsored urgent medical treatments, education fees, and rent assistance for 4 families in distress.
- **Ramadan Iftar Meal Distribution:** 30,000 Meals, includes 50kg Al Foah dates and 30,000 Asateer Maamoul were distributed among underprivileged families. At our Egyptian subsidiary Abu Auf, provided 15,000 meals to support communities in need.
- **Orphan Kids Iftar:** Nabil Foods co-hosted a Ramadan iftar event at the Children’s Museum where 75 children participated.
- **Humanitarian Crisis:** In response to the humanitarian crisis in Gaza, Abu Auf partnered with the Misr El Kheir Foundation to aid 2,000 Palestinian families, offering critical food supplies and medical assistance.

Environmental Sustainability & Awareness



Environmental stewardship is at the core of Agthia’s sustainability vision. Through innovative initiatives, we are driving awareness and action toward responsible consumption, waste reduction, and climate resilience.

CSR Ramadan Campaign with RECAPP

During Ramadan, Agthia partnered with RECAPP to promote recycling awareness while supporting charitable giving. Through this initiative:

- Collected recyclables were converted into donations for the Al Jalilah Foundation.
- Encouraged households and individuals to adopt sustainable waste management practices.
- Strengthened community engagement in environmental consciousness and philanthropy.

Shared Accountability

Fostering a sense of shared responsibility strengthens partnerships among stakeholders, building a culture of accountability and trust.

Our commitment to ethical conduct guides every business decision, ensuring integrity and transparency in all our operations.

Through meaningful collaboration and strategic alliances, we strive to drive sustainable development, empower communities, and create lasting social and economic impact wherever we operate.

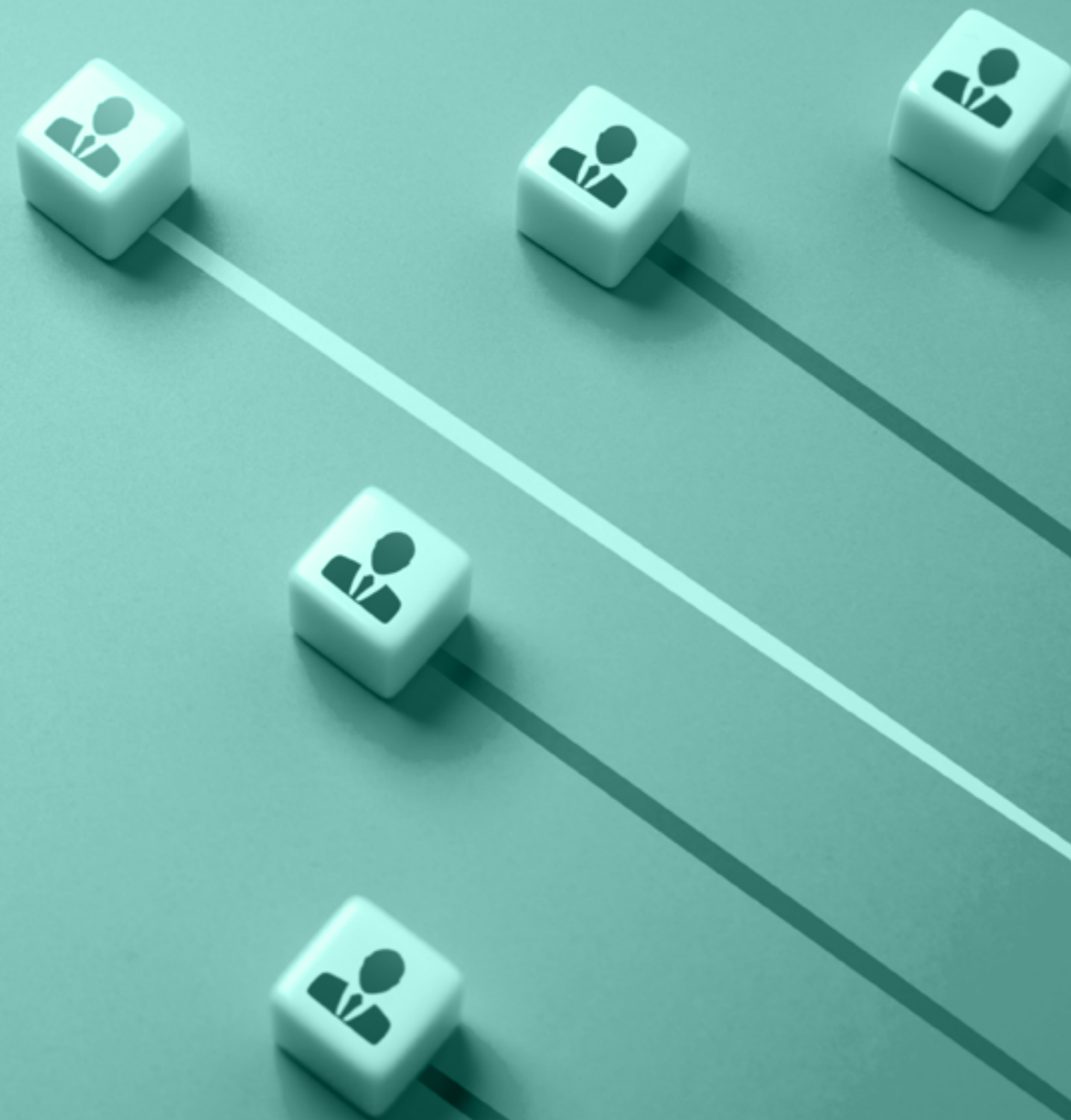


MATERIAL TOPICS

Corporate Governance

Data Privacy & Digitalisation


Responsible Growth




Corporate Governance


Agthia is committed to maintaining the highest standards of corporate governance and ethical business conduct, ensuring transparency, accountability, and responsible decision-making across all levels. Guided by a robust governance framework, our Board of Directors (BoD) and specialised committees oversee governance, risk management, compliance, and sustainability integration.

Our governance structure is built on three key pillars:





Transparency:
Clear reporting, regulatory compliance, and stakeholder communication.





Accountability:
Strong internal controls, independent oversight, and responsible leadership.





Integrity:
Ethical decision-making, zero tolerance for corruption, and fair business practices.



To strengthen corporate governance, Agthia has established key mechanisms. Conflict of interest is managed by the Compliance Function with direct oversight from the Audit and Risk Committee (ARC), requiring all board members to disclose potential conflicts annually to ensure impartiality and ethical decision-making. The Corporate Governance Department prepares the Delegation of Authority (DOA), which is reviewed by the ARC and approved by the Board to maintain clarity in roles and responsibilities. Board performance evaluations are conducted annually, including individual self-assessments and committee performance reviews, fostering continuous improvement and effective governance.

Agthia prioritises gender diversity and inclusive leadership, ensuring a well-balanced Board of Directors capable of making objective, well-informed decisions:

Governance Indicators	2022	2023	2024
Total Board Members	7	9	9
Male Members	6	6	6
Female Members	1	3	3
Percentage of Female Board Members	14%	33%	33%
Independent & Non-Executive Members	Yes	Yes	Yes
Percentage of Independent Directors	100%	100%	100%
Board Committees for Oversight	ARC & SIC	ARC & SIC	ARC & SIC

Key Governance Elements

- **Conflict of Interest:** Managed by the Compliance Function, with oversight from the Audit and Risk Committee (ARC). All board members disclose potential conflicts annually.
- **Delegation of Authority:** The Corporate Governance Department prepares the Delegation of Authority (DOA), reviewed by the ARC and approved by the Board.
- **Board Performance Evaluation:** Conducted annually, with individual self-evaluations and committee performance reviews.

Board Nomination, Selection, and Oversight

Governance Process	Description
Board Nomination	Conducted by the Nomination and Remuneration Committee (NRC), ensuring diversity, independence, and expertise. Shareholders approve nominations.
Chair of the Board	Independent and non-executive, ensuring objective oversight and avoiding conflicts of interest.
Conflict of Interest Disclosure	Annual disclosures by all board members regarding cross-board memberships, supplier relationships, and financial interests.

Risk & Compliance Oversight

The ARC and Sustainability & Impact Committee (SIIC) ensure comprehensive oversight of economic, environmental, and social risks, aligning corporate strategy with stakeholder expectations and regulatory frameworks:

Governance & Risk Oversight	2022	2023	2024
Review of ESG & Compliance Risks	Quarterly	Quarterly	Quarterly
Evaluation of Governance Performance	Annual self-assessment	Annual self-assessment	Annual self-assessment

Ethical Business Conduct & Compliance

Agthia operates under a zero-tolerance policy for corruption, bribery, and unethical business practices. Our Code of Business Ethics and Conduct (CoBEC) governs decision-making across all business units, ensuring adherence to the highest ethical standards.

Indicator	2022	2023	2024
Confirmed Cases of Corruption	0	0	1
Confirmed Bribery Cases	0	0	3
Cases of Breaches of the Code of Conduct	2	6	22
Whistleblowing Reports	1	1	58
Whistleblowing Reports Resolved	0	0	52
Employees Trained on Anti-Corruption	70%	25%	60%

The increase in actual cases is primarily due to enhanced awareness initiatives and an expanded scope beyond UAE entities.

In 2022 and 2023, our awareness efforts focused solely on white-collar employees through induction programs and online sessions. However, starting in 2024, we broadened our scope to promote a speak-up culture among blue-collar employees as well. With this expanded reach, increased initiatives, and accessible platforms for raising concerns, we are seeing a noticeable rise in reported cases in 2024.

To further support this initiative, we launched an independent third-party platform, Star Compliance, back in 2023. This platform enables employees to raise concerns either anonymously or by disclosing their identity. In addition, we offer multiple reporting channels, including hotlines and direct email communication with the compliance function. The active use of these platforms reflects a growing sense of trust and confidence in the system.

As of 2024, all reported cases are now managed through the Star Compliance platform, ensuring they receive top priority—an improvement from the previous manual case management process. This progress represents a significant step in strengthening our compliance framework and fostering a transparent, open culture at Agthia—one that empowers employees to SPEAK UP.

Addressing Workplace Discrimination

Agthia remains committed to upholding the highest standards of ethics, diversity, and governance. Discrimination incidents involving racist behaviour by supervisors were addressed through corrective actions and awareness training, reinforcing Agthia’s strict non-discrimination policy and commitment to equal opportunities at all levels. Additionally, labour rights protection was strengthened by requiring all suppliers to adhere to Agthia’s Human Rights Policy, which strictly prohibits child labour and forced labour. Key achievements in 2024 included strengthened board oversight, reinforcing independence, diversity, and ESG accountability; an improved compliance and whistleblowing framework, enhancing mechanisms for reporting and addressing ethical violations; and a zero-tolerance approach to corruption, with stricter anti-corruption policies and a 60% increase in compliance training.

Furthermore, ESG risk integration was embedded into enterprise risk management frameworks, and stakeholder engagement was strengthened through improved communication with investors, regulators, and communities on governance and ethical business practices.

Human Rights Indicator	2022	2023	2024
Child Labour Incidents	0	0	0
Forced Labour Incidents	0	0	0
Diversity & Inclusion Policy	Yes	Yes	Yes
Discrimination Incidents	0	0	3

Internal Control

Agthia follows rigorous internal control mechanisms to safeguard business operations, financial integrity, and stakeholder trust. Key compliance and governance initiatives in 2024 include:

Compliance & Internal Control Focus	2024 Progress
Internal Audit Controls	Strengthened audit mechanisms to enhance financial reporting accuracy and fraud detection.
Cybersecurity & Data Protection	Implemented advanced threat monitoring, AI-driven risk detection, and enhanced GDPR compliance.
Anti-Corruption & Ethical Compliance	Increased monitoring of high-risk transactions and expanded employee ethics training programmes.

Whistleblowing

Agthia maintains a confidential whistleblowing mechanism for reporting misconduct, ensuring transparency and accountability. The Conduct and Values Committee (CVC), a sub-committee of the Audit & Risk Committee, oversees independent investigations and corrective actions. In 2024, Employee Training on Ethics & Compliance was expanded to include blue-collar workers, further strengthening Agthia’s commitment to ethical conduct across all levels of the organisation.

Sustainability Policies

ESG Policy

In 2024, the Agthia Board approved the company’s ESG Policy, now publicly available on the Agthia website. This policy formalises Agthia’s sustainability commitments, ensuring alignment with leading ESG frameworks and international standards. The Policy aligns with the following industry initiatives:



OECD Principles of Corporate Governance:
The global standard for corporate governance, guiding businesses on legal, regulatory, and ethical practices.



United Nations Global Compact (UNGC):
A non-binding initiative promoting human rights, labour protections, environmental responsibility, and anti-corruption.



United Nations Sustainable Development Goals:
A framework supporting economic, social, and environmental sustainability.



Greenhouse Gas Protocol:
A standardised framework for measuring, managing, and reducing GHG emissions.



The Paris Agreement:
A legally binding commitment under the United Nations Framework Convention on Climate Change (UNFCCC) to limit global warming to 1.5°C above pre-industrial levels.



Abu Dhabi Economic Vision 2030:
A national strategy focusing on economic diversification, sustainability, and social cohesion.



Global Reporting Initiative (GRI) Standards:
A framework for disclosing material ESG issues, sustainability performance, and corporate transparency.



UAE Net Zero 2050:
A national initiative making the UAE the first MENA country to commit to net-zero carbon emissions by 2050.



Human Rights Policy

In 2024, the Agthia Board approved the company’s first Human Rights Policy, now published externally on the Agthia website. The policy affirms Agthia’s commitment to upholding and protecting fundamental human rights across its operations and value chain. It outlines key areas of focus, including:



Respect for Human Rights:

Ensuring all employees, suppliers, and stakeholders operate in compliance with international human rights laws.



Community & Stakeholder Engagement:

Encouraging open dialogue with communities to support social well-being.



Diversity & Inclusion:

Promoting equal opportunities, fair treatment, and workplace inclusivity.



Safe & Healthy Workplace:

Implementing strict occupational health and safety (OHS) protocols.



Workplace Security:

Strengthening measures to prevent workplace harassment, discrimination, and violence.



Forced Labour & Human Trafficking:

Prohibiting all forms of forced labour, modern slavery, and unethical recruitment practices.



Child Labour:

Ensuring no underage labour is present in any part of Agthia’s operations or supply chain.



Land Rights & Water Resources:

Protecting local communities’ access to land, water, and other natural resources.



Healthy Lifestyles:

Promoting consumer well-being through responsible marketing and product innovation.



Guidance & Reporting:

Establishing confidential reporting mechanisms for grievances related to human rights violations.

Risk Management & Internal Control



As Head of Governance, Risk and Compliance, we recognize that sustainability is not just an obligation but a strategic imperative that shapes our long-term success. As we present our Annual Sustainability Report, we reaffirm our commitment to Environmental, Social, and Governance (ESG) excellence, embedding responsible business practices into our core operations.

Over the past year, we have strengthened our governance, risk, and compliance (GRC) framework to proactively identify, assess, and mitigate ESG risks. We have made significant progress in aligning with global sustainability standards, enhancing transparency, and fostering resilience in the face of evolving regulatory and market expectations.

Key highlights of our sustainability journey include:

- Climate Action & Environmental Stewardship – Our Sustainability and operations teams are focussing on advancing our decarbonization strategies, improving energy efficiency, and optimizing resource management.
- Social Responsibility & Ethical Leadership – Strengthening workplace diversity, fostering employee well-being, and enhancing community engagement initiatives.
- Governance & Risk Management – We will focus to ensure robust compliance with ESG regulations, enhancing data-driven decision-making, and reinforcing ethical business conduct.

As part of our ESG risk assessment, we employ a structured approach that includes:

- Risk Identification & Analysis: Evaluating environmental impacts, social responsibility, and governance structures to detect potential risks and opportunities.
- Regulatory Compliance: Aligning with global ESG standards such as Global Reporting Initiative (GRI).

- Stakeholder Engagement: Collaborating with stakeholders to understand expectations and integrate ESG considerations into corporate strategy.
- Mitigation Strategies & Controls: Implementing risk mitigation plans, sustainability initiatives, and ethical business practices to enhance resilience.
- Monitoring & Reporting: we will focus on leveraging data analytics and ESG performance metrics to track progress and drive continuous improvement in the coming year.

By embedding ESG risk management into our corporate governance structure, we ensure that sustainability is not just a compliance requirement but a driver of innovation, operational excellence, and long-term stakeholder value.

We understand that sustainability is an ongoing journey, and we remain committed to continuous improvement through innovation, collaboration, and responsible leadership. As we move forward, we will continue to enhance our ESG performance, ensuring that we create long-term value for our stakeholders while upholding our corporate responsibility. I extend my gratitude to our teams, partners, and stakeholders who contribute to our sustainability vision. Together, we are driving meaningful change and building a resilient, sustainable future.

Amarjit Singh
Head | Governance, Risk & Compliance



Agthia’s risk management and internal control framework strengthens business resilience, regulatory compliance, and stakeholder confidence. In an increasingly complex risk landscape, Agthia ensures alignment with global standards such as the COSO Enterprise Risk Management (ERM) Framework. This strategy integrates ESG, cybersecurity, and regulatory compliance risks. By leveraging technology, strategic governance, and continuous monitoring, we ensure operational resilience and adaptability to market fluctuations, regulatory changes, and emerging threats.

Risk Management Framework

Agthia employs advanced risk assessment tools under its framework to monitor both financial and non-financial risks, ensuring that risk exposure is effectively managed across all subsidiaries and functions. To ensure international best practises are adhere to the framework aligns to: ISO 31000, Risk Management Standard, UN Global Compact: Human Rights & Anti-Corruption Frameworks, cybersecurity & Data Privacy Regulations (GDPR, UAE Data Law). In the future we plan to integrate the Principles for Responsible Investment (PRI).

Components	2024 Progress
Framework Standard	Based on COSO ERM principles we incorporated climate, social, and governance risk into our traditional risk framework.
Risk Assessment Approach	Top-Down and Bottom-Up risk assessment is embedded into business unit-specific risk insights.
Internal Control Mechanisms	Strengthened audit controls, compliance monitoring, and automation of governance processes.
Risk Appetite Strategy	Updated to reflect ESG priorities, cybersecurity vulnerabilities, and supply chain disruptions.

Risk Category	Indicators and Impact Areas	Mitigation Strategies
Financial Risks	Market volatility, credit risk, inflation impact.	Hedging strategies, financial forecasting, cost optimisation.
Regulatory Compliance	ESG regulations, anti-bribery laws, tax compliance.	Enhanced regulatory tracking, compliance audits, governance monitoring.
Operational Risks	Supply chain disruptions, production inefficiencies.	Supply chain diversification, automation, and process optimisation.
Cybersecurity Risks	Data breaches, ransomware threats, phishing.	24/7 Security Operations Centre (SOC), employee cybersecurity training, AI-driven threat detection.
Reputation and ESG Risks	Climate risks, ethical sourcing, social responsibility.	ESG integration into decision-making, sustainable sourcing programmes, and transparent ESG disclosures.

Agthia’s risk management and internal control framework strengthens business resilience, regulatory compliance, and stakeholder confidence. In an increasingly complex risk landscape, Agthia ensures alignment with global standards such as the COSO Enterprise Risk Management (ERM) Framework. This strategy integrates ESG, cybersecurity, and regulatory compliance risks. By leveraging technology, strategic governance, and continuous monitoring, we ensure operational resilience and adaptability to market fluctuations, regulatory changes, and emerging threats.

Embedding ESG into Risk Management

A key milestone in 2024 was the integration of ESG risks into Agthia’s enterprise risk framework. The ESG Risk Assessment plays a critical role in identifying, evaluating, and mitigating environmental, social, and governance risks. By successfully completing the ESG risk mapping, key risk and their respective owners and have been identified, with existing controls and mitigation plans currently in progress. As a result of the assessment, the ERM team is updating its risk appetite framework to reflect ESG parameters, ensuring alignment with long-term sustainability commitments.

This milestone strengthens Agthia’s ability to make informed, sustainable decisions, aligning with global best practices and ensuring that the company leads with responsibility and accountability in every aspect of its business.

Key ESG Risks Addressed in 2024

- **Climate Change & Resource Scarcity** | Evaluating risks associated with water scarcity, carbon emissions, and climate regulations.
- **Social & Human Rights Risks** | Ensuring supplier due diligence, fair labour practices, and community impact assessment.
- **Governance & Ethics Risks** | Strengthening anti-corruption measures, transparency, and compliance with global ESG standards.

Cyber Security, Data Privacy & Digitalisation



At Agthia we are driving sustainability, safety and governance through digital technology, by integrating cutting-edge solutions, we are driving efficiencies, reducing environmental impact, and fostering safer operations across our value chain.

Artificial intelligence (AI) and Internet of Things (IoT) devices are at the core of our current and future sustainability measures. In manufacturing, these technologies are optimising utility usage, improving yield, and reducing waste and ensuring the responsible use of resources. Refrigeration and warehousing processes are also benefiting from real-time monitoring, significantly lowering energy consumption and emissions. These efforts support our commitment to minimising our environmental footprint while delivering high-quality products.

We are also implementing smarter Logistics and circular economy through the adoption of electric vehicles (EVs) and AI-driven delivery optimisation that is revolutionising our home, office, and store delivery operations. By optimising routes and reducing travel distances, we are providing customers with more sustainable options. With digital enable omni-channel water home delivery in middle east we are supporting customers to fulfil their basic water needs with more sustainable alternatives.

Safety is fundamental to our operations. AI-powered real-time image processing is transforming workplace safety, enabling instant hazard detection and generating alerts to prevent accidents. This proactive approach fosters a safer environment for employees and reinforces our culture of safety-first.

Technology also strengthens our governance framework. By leveraging data analytics and AI insights, we enhance transparency, monitor compliance, and ensure accountability in achieving our environmental, safety, and sustainability objectives.

Digital transformation is not just an enabler—it is a catalyst for positive change. By embedding innovation into our operations, we are building a more sustainable, safer, and responsible future.

Vanderlei Santos
Chief Digital Officer



In an era of digital transformation and increasing cyber threats, Agthia is committed to protecting data, ensuring responsible technology adoption, and strengthening cybersecurity resilience. With a growing reliance on digital platforms, cloud computing, AI-driven analytics, and e-commerce, Agthia has established robust cybersecurity, data protection, and digital governance policies to safeguard customer, employee, and business information.

Our **Data Privacy & Digitalisation Strategy** is designed with four key objectives:



Enhancing cybersecurity resilience through AI-driven threat detection and 24/7 monitoring.



Ensuring compliance with global data protection laws such as GDPR and the UAE Data Law.



Enabling business innovation through responsible digital transformation and secure technology adoption.



Fostering stakeholder trust by maintaining transparency in data handling and security measures.

Agthia has further accelerated its digital transformation by investing in AI, cloud computing, and advanced analytics to drive efficiency and innovation. Through its Digital & Technology Centre of Excellence, the company is deploying AI-powered analytics to optimise supply chains, enhance customer insights, and improve operational performance. Agthia is also expanding its e-commerce capabilities, integrating Shopify and implementing omnichannel retail strategies to enhance the online customer experience. Additionally, by adopting agile development methodologies, the company is streamlining the development and scaling of digital solutions, ensuring continuous innovation and adaptability in a rapidly evolving market.

Security & Digitalisation Focus Areas 2024 Progress

Security Operations & Threat Monitoring

Established a state-of-the-art Security Operations Centre (SOC) for 7/24 real-time threat detection and response.

Brand Protection & Cyber Fraud Prevention

Deployed advanced AI-based brand monitoring to prevent fraud, phishing, and impersonation attacks.

Employee Cybersecurity Training

Conducted company-wide cybersecurity awareness programmes, covering social engineering risks, phishing, and data protection.

Advanced Data Encryption & Access Controls

Implemented multi-layer encryption, zero-trust access models, and biometric authentication for sensitive data.

Incident Response & Business Continuity

Strengthened incident response capabilities, reducing response time for cyber threats by %40 compared to 2023.

ESG Smart Solution

As part of its commitment to leveraging technology for sustainability, Agthia Group has developed an innovative Smart ESG Platform in collaboration with its Digital & Technology (D&T), Sustainability, and HSE teams. This cutting-edge solution is designed to streamline ESG data management, enhance operational efficiency, and improve sustainability performance tracking.

The Smart ESG Platform centralises 10 data categories and 150+ ESG KPIs across key sustainability focus areas, ensuring accuracy, transparency, and real-time reporting. This tool enables data-driven decision-making, helping Agthia improve environmental efficiency, social impact, and governance performance while reducing resource consumption and operational costs.

As part of this digitalisation initiative, HSE & Quality audits have been digitised through Live Audit, integrated with the Smart ESG Platform mobile application. This enables Agthia HQ to access real-time audit results as the audit takes place, enhancing transparency while significantly reducing paper consumption and reducing the audits paperwork.

Ahead of its official launch in January 2025, Agthia has conducted extensive training across all manufacturing sites and business units, ensuring a smooth transition. The Smart ESG Platform strengthens Agthia’s commitment to sustainability, embedding data-driven transparency and accountability into its decision-making processes.

The Smart ESG Platform centralises 10 data categories and 150+ ESG KPIs

Key Features of the ESG Smart Solution



Environmental Integrity:

Tracks emissions, water and energy consumption, waste management, and sustainable packaging initiatives.



Scaling Health & Wellness:

Monitors food safety, quality control, product nutrition, and supplier sustainability.



Fostering Positive Potential:

Measures CSR programmes, gender diversity, employee training, and workplace safety.



Shared Accountability:

Ensures governance, compliance, and policy adherence are monitored effectively.



Data Privacy

We ensure strict compliance with data privacy laws and best practices, maintaining transparency in data handling across all data types. This includes customer and consumer data, where personal information from e-commerce platforms and mobile apps is securely managed; employee data protection, with enhanced privacy controls in HR, payroll, and internal communications; and supplier and business partner data, safeguarded through secure transaction processes and rigorous third-party risk assessments

2024 Data Privacy Highlights

- Zero reported customer data breaches across Agthia’s platforms.
- Enhanced AI-driven threat detection for real-time monitoring.
- Expanded cybersecurity awareness training, covering 86% of employees.
- Advanced phishing detection and brand monitoring to prevent fraud.

Investor Relations: Strengthening Transparency & Building Trust

At Agthia, the Investor Relations (IR) function plays a crucial role in maintaining transparency, accountability, and effective communication with the investment community. As a key pillar of our corporate governance framework, IR ensures that investors receive timely, accurate, and comprehensive insights into our financial performance, strategic direction, and market positioning.

IR serves as a vital link between Agthia’s management, Board of Directors, and the investment community, ensuring an exchange of insights, market perception, and strategic feedback. We provide regular updates to senior leadership on investor sentiment, key market developments, and financial benchmarks, enabling data-driven decision-making. Our team also conducts in-depth market analytics to compare Agthia’s financial performance with regional and international peers, helping refine our strategic approach and maintain competitiveness.

The Role of ESG in Investor Relations

While financial performance remains a core focus for investors, there is growing interest in ESG factors as part of long-term investment decision-making. Agthia continues to integrate sustainability into its financial communications by:

- Reporting key ESG KPIs and progress on a quarterly basis.
- Addressing investor inquiries on sustainability topics, reinforcing our commitment to responsible growth.
- Strengthening and expanding our annual ESG reporting to meet the needs of the investment community.



Investor Relations is at the core of Agthia’s commitment to transparency and corporate governance. Our role is to ensure that investors have a clear and comprehensive view of the company’s performance, strategy, and our actions supporting long-term value creation. As the investment landscape evolves, we continue to enhance our engagement with the market, providing timely insights and fostering trust among our stakeholders. The growing focus on ESG factors amplifies the importance of transparent communication, as investors increasingly seek to understand how companies balance financial performance with responsible business practices.

Tatiana Vlasova

Director | [Investor Relations](#)



Key IR Achievements

2024



- **Strengthening Investor Engagement:** Agthia continued to expand its investor outreach efforts, conducting numerous meetings with institutional investors and analysts to deepen the market understanding of our strategic initiatives and participating in key investor conferences: two in the UAE and two in the UK:
 - 2024 MEIRA Annual Conference (Abu Dhabi)
 - The 18th EFG Hermes One-on-One conference (Dubai)
 - 15th Saudi Arabia and 4th MENA Conference (London)
 - HSBC GCC Exchange London Conference 2024 (London)
- **Strengthening Sell-Side Relationships:** We expanded our engagement with the sell-side community, securing an additional research coverage from Kepler Cheuvreux, reinforcing Agthia’s visibility among international investors. (please add link or QR code leading to <https://www.agthia.com/investors/analysts-coverage/>)
- **Shareholder Base Development:** Our engagement efforts have led to increased interest from long-term institutional investors, reflecting their confidence in Agthia’s growth strategy.
- **Continuous Improvement in Disclosure:** We have further refined our financial and ESG reporting to provide greater clarity on key performance indicators, strategic milestones, and market opportunities. In 2024, we developed a comprehensive engagement pack for investors outlining the company’s history, current structure, financial performance, and strategic vision. This serves as a valuable resource for potential shareholders seeking to understand and engage with Agthia. (please add link or QR code leading to <https://www.agthia.com/investors/investor-presentations/>)

GRI Content Index



Statement of use	Agthia has reported in accordance with the GRI Standards for the period 1st January 2024 to 31st December 2024
Service Statement	For the Content Index – Advanced Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI STANDARD	DISCLOSURE	PAGE	OMISSION	GRI SECTOR STANDARD REF. NO.
			Explanation	
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	4, 5		
	2-2 Entities included in the organization's sustainability reporting	5		
	2-3 Reporting period, frequency and contact point	5		
	2-4 Restatements of information	4		
	2-5 External assurance	4		
	2-6 Activities, value chain and other business relationships	4, 5		
	2-7 Employees	102, 103		
	2-8 Workers who are not employees	98, 99, 102, 103		
	2-9 Governance structure and composition	124, 125		
	2-10 Nomination and selection of the highest governance body	121		
	2-11 Chair of the highest governance body	8, 125		
	2-12 Role of the highest governance body in overseeing the management of impacts	126, 127		
	2-13 Delegation of responsibility for managing impacts	125		
	2-14 Role of the highest governance body in sustainability reporting	124		
	2-15 Conflicts of interest	125		
	2-16 Communication of critical concerns	127		
	2-17 Collective knowledge of the highest governance body	125		
	2-18 Evaluation of the performance of the highest governance body	125		

GRI 2: General Disclosures 2021	2-19 Remuneration policies	125		
	2-20 Process to determine remuneration	125		
	2-21 Annual total compensation ratio			Confidentiality Constraints: Specific details are confidential and cannot be disclosed, as the disclosure involves sensitive private information and operational matters that are not publicly shareable.
	2-22 Statement on sustainable development strategy	9, 11		
	2-23 Policy commitments	128, 129, 130		
	2-24 Embedding policy commitments	128, 129, 130		
	2-25 Processes to remediate negative impacts	131, 132, 133		
	2-26 Mechanisms for seeking advice and raising concerns	127		
	2-27 Compliance with laws and regulations	131		
	2-28 Membership associations			Not Applicable: Agthia is not a member of relevant associations.
	2-29 Approach to stakeholder engagement	21		
	2-30 Collective bargaining agreements			Not Applicable: Collective bargaining agreements are not applicable to Agthia's operations.

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	20, 21		
	3-2 List of material topics	22		

Climate Change Mitigation & Adaptation

GRI 3: Material Topics 2021	3-3 Management of material topics	31, 32, 33		13.1.1, 13.2.1, 13.22.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	33		13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions	33		13.1.3
	305-3 Other indirect (Scope 3) GHG emissions	27, 38		13.1.4
	305-4 GHG emissions intensity	33		13.1.5
	305-5 Reduction of GHG emissions	32, 33		13.1.6
	305-6 Emissions of ozone-depleting substances (ODS)	33		13.1.7
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	33		13.1.8
GRI 302: Energy 2016	302-1 Energy consumption within the organization	33		
	302-3 Energy intensity	33		
	302-4 Reduction of energy consumption	32, 33, 35		
	302-5 Reductions in energy requirements of products and services	32, 35		



GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	34, 36		13.22.2
	201-2 Financial implications and other risks and opportunities due to climate change	34, 36		13.2.2
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	8, 9, 15		13.22.3
	203-2 Significant indirect economic impacts	8, 9, 15		13.22.4

Water Stewardship & Biodiversity

GRI 3: Material Topics 2021	3-3 Management of material topics	45		13.7.1, 13.3.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	45		13.7.2
	303-2 Management of water discharge-related impacts	45		13.7.3
	303-3 Water withdrawal	45		13.7.4
	303-4 Water discharge	45		13.7.5
	303-5 Water consumption	45		13.7.6
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	24		13.3.2
	304-2 Significant impacts of activities, products and services on biodiversity	24		13.3.3
	304-3 Habitats protected or restored	24		13.3.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	24		13.3.5

Waste Management & Sustainable Agriculture

GRI 3: Material Topics 2021	3-3 Management of material topics	46		13.8.1, 13.9.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	46		13.8.2
	306-2 Management of significant waste-related impacts	46		13.8.3
	306-3 Waste generated	46		13.8.4
	306-4 Waste diverted from disposal	46		13.8.5
	306-5 Waste directed to disposal	46		13.8.6

Product Safety & Labelling

GRI 3: Material Topics 2021	3-3 Management of material topics	64		13.10.1
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	64, 66		13.10.2
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	64		13.10.3

Community Engagement & Access

GRI 3: Material Topics 2021	3-3 Management of material topics	117		13.12.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	118, 119, 120, 121		13.12.2
	413-2 Operations with significant actual and potential negative impacts on local communities		Not applicable: No negative impacts identified.	13.12.3

Workplace Diversity & Human Rights

GRI 3: Material Topics 2021	3-3 Management of material topics	102		13.15.1, 13.16.1, 13.17.1, 13.26.1
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	102, 125		13.15.2
	405-2 Ratio of basic salary and remuneration of women to men		Information unavailable/incomplete: Gender salary ratio data is not fully available.	13.15.3
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	127		13.15.4
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	76		13.16.2
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	76		13.17.2

Employee Development & Well-being

GRI 3: Material Topics 2021	3-3 Management of material topics	106, 107		13.19.1, 13.20.1
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	91		
	404-2 Programs for upgrading employee skills and transition assistance programs	92, 94, 95		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	108		13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation	107		13.19.3
	403-3 Occupational health services	110, 111		13.19.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	110		13.19.5
	403-5 Worker training on occupational health and safety	110, 111		13.19.6
	403-6 Promotion of worker health	107		13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	112, 113		13.19.8
	403-8 Workers covered by an occupational health and safety management system	107		13.19.9
	403-9 Work-related injuries	109		13.19.10
	403-10 Work-related ill health	109		13.19.11

GRI 401: Employment 2016	401-1 New employee hires and employee turnover	104		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	100, 101		
	401-3 Parental leave	104		

Responsible Supply Chain Management

GRI 3: Material Topics 2021	3-3 Management of material topics	74, 75		13.23.1
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	74, 76		
	308-2 Negative environmental impacts in the supply chain and actions taken	74, 76		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	74, 76		
	414-2 Negative social impacts in the supply chain and actions taken	74, 76		

Corporate Governance

GRI 3: Material Topics 2021	3-3 Management of material topics	124		13.25.1, 13.26.1
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	127		13.25.2
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	127, 133		13.26.2
	205-2 Communication and training about anti-corruption policies and procedures	127		13.26.3
	205-3 Confirmed incidents of corruption and actions taken	133		13.26.4
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	135		

Sustainable Materials and Circular Packaging

GRI 3: Material Topics 2021	3-3 Management of material topics	41, 42		
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Animal Welfare

GRI 3: Material Topics 2021	3-3 Management of material topics	119		13.11.1
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Data Privacy & Digitalisation

GRI 3: Material Topics 2021	3-3 Management of material topics	134, 135		
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Consumer Health & Awareness

GRI 3: Material Topics 2021	3-3 Management of material topics	62, 63		
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Responsible Growth

GRI 3: Material Topics 2021	3-3 Management of material topics	77		
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Topics in the applicable GRI Sector Standards determined as not material

GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

Topic	Explanation
13.4 Natural ecosystem conversion	It does not represent our most significant impacts at present. We may consider it in our next materiality assessment.
13.5 Soil health	It does not represent our most significant impacts at present. We may consider it in our next materiality assessment.
13.6 Pesticides use	It is covered under our Sustainability Strategy and will be implemented in the upcoming years.
13.13 Land and resource rights	It does not represent our most significant impacts at present. We may consider it in our next materiality assessment.
13.14 Rights of indigenous peoples	It does not represent our most significant impact at present. We may consider it in our next materiality assessment.
13.18 Freedom of association and collective bargaining	It does not represent our most significant impacts. Additionally, collective bargaining is not permitted in the UAE.
13.21 Living income and living wage	It does not represent our most significant impacts. Additionally, the UAE does not have a national minimum wage.
13.24 Public Policy	It does not represent our most significant impacts as Agthia has no political relations and does not contribute directly or indirectly to political matters.





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