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Social Responsibility Policy
Abdullah Al-Othaim Markets Company

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First: definitions:

The words and phrases herein have the meanings specified below, unless the context requires others:

- **The Company:** Abdullah Al-Othaim Markets Company, “a Saudi Public Joint Stock Company”.
- **Shareholders:** Everyone who owns shares in Abdullah Al Othaim Markets Company.
- **Board of Directors:** The Board of Directors of Abdullah Al-Othaim Markets Company.

Second: Preface:

Proceeding from the company’s role in the field of social responsibility, and the vision of the Kingdom of Saudi Arabia 2030G, which placed an interest in social responsibility and quality of life, the company has paid great attention and plays a distinguished and wide role in various community service activities, through its policy of community support and offers many targeted and continuous programs in various areas, and the company believes that social responsibility has become a necessity for the company’s long-term success through various activities (charitable, cultural, scientific, health, environmental and social).

Third: Criterion of Social Responsibility:

The company’s success in carrying out its role of social responsibility depends on the community’s participation in occasions and crisis, and taking into account the three pillars of sustainable development, economic growth, social progress, and environmental protection, through its commitment to the following standards:

- 1) Respect and responsibility for the internal environment (Employees) and the external environment (community members).
- 2) Support and enhance the community through multiple channels of social action.
- 3) Supporting initiatives in the field of charitable, social and development work.
- 4) Protecting the environment by taking the initiative to provide what will serves the environment and improves environmental conditions.

Fourth: Principles:

The company works to enhance the social responsibility policy and is guided in this regard by the general principles, including:

- **Sharing Responsibility:** Through the cooperation and participation of all company employees in social responsibility.
- **Continuous improvement:** By measuring and evaluating social responsibility, improving our performance, and introducing new initiatives.
- **Commitment:** By complying with all relevant legislation and practicing in accordance with the company’s values.
- **Environment:** Contribute to taking what is necessary to protect the environment from any damages and confront environmental challenges.
- **Development of cadres and capacity building:** through the investment of the company’s employees in the implementation of several training and skills development programs.
- **Occupational health and safety:** By focusing on protecting its human cadres, preventing property losses, reducing costs, and providing a healthy and safe environment for workers.

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- **People of Determination:** By empowering and integrating them in the appropriate work for them, taking care of their needs and rehabilitating them to overcome all the challenges they face and reach their maximum potential at work.

Fifth: Partnerships:

The principles of partnership in the field of social work are based on the following:

- 1) Cooperative partnerships with government and private agencies, charitable and voluntary institutions and bodies.
- 2) Benefiting from previous experiences in the field of social responsibility and working to strengthen and develop it, in order to achieve comprehensive growth.
- 3) Encouraging teamwork in a way that serves and achieves the public interest.

Sixth: Budget:

A specific budget is allocated for the company's social responsibility activities and social work channels, which are managed by the company according to the project. Within the company's direction and overall strategy.

Seventh: Publishing of information:

The company's contribution information in this field social responsibility is published in its periodic or annual reports, on the company's website and any other means it deems appropriate.

Eighth: Validity:

This policy applies from the date of its approval by the General Assembly of the company.