

ADVANCING AGRI-INDUSTRIAL FUTURE

ESG & SUSTAINABILITY
REPORT

2024



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Commitment to Sustainable ArgI-Industry

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01

PRODUCING THE SEED

Commitment to Sustainable Agri-Industry





**ENG. BADR BIN
HAMED AL-OJAYAN**
Chairman of the Board



MESSAGE FROM THE CHAIRMAN

Dear Stakeholders,

Peace, mercy, and blessings of Allah be upon you.

It is my pleasure to present Aljouf Agriculture Company's 2024 Sustainability Report, which reflects the Company's vision and progress in leading the agri-industrial landscape across the region. Aljouf Agriculture Company is embedding sustainability across all operations, ensuring environmental, social, and governance (ESG) considerations are central to how we create long-term value for stakeholders.

Aligned with Saudi Vision 2030 and the United Nations Sustainable Development Goals (UNSDGs), the Company is taking measured steps to support national sustainability priorities. Our initiatives focus on enhancing environmental responsibility, exploring clean energy solutions, and engaging communities in conservation efforts, reflecting a structured approach to sustainable growth and operational resilience. Water conservation remains a central element of Aljouf's environmental responsibility, with continuous monitoring and optimization of water use to ensure efficiency, sustainability, and protection of local water resources.

To shape this strategy, the Company engaged extensively with stakeholders to identify and prioritize the topics most material to them. This report outlines how the Aljouf Agriculture Company manages these topics, the impacts of our operations, and the ways we generate positive outcomes for stakeholders and the broader community. Transparency, accountability, and long-term value creation remain at the core of our approach.

These insights, combined with domestic and regional priorities, informed us of the development of the Company's Sustainability Strategy. The strategy ensures sustainability objectives are integrated across all levels of the organization, embedded in business planning, operational decision-making, and performance management. By aligning internal practices with broader national and regional goals, Aljouf is positioned to create meaningful impact across the communities and markets it serves.

I extend my sincere gratitude to all our stakeholders, board members, partners, and the entire Company team for their dedication and achievements. This report presents our first comprehensive disclosure of the Company's ESG initiatives. I invite all readers to engage with its insights, share feedback, and join Aljouf's in fostering a sustainable, resilient, and inclusive agri-industrial sector.



**ENG. MAZEN BIN
ABDULLAH BADAWOOD**
Chief Executive Officer



MESSAGE FROM THE CEO

Dear Stakeholders,

Peace, mercy, and blessings of Allah be upon you.

I am pleased to present JADCO's 2024 Sustainability Report, highlighting the Company's progress in embedding sustainability throughout the agri-industrial value chain. Guided by a vision to be a regional model for sustainable agri-industrial transformation, balancing economic progress with environmental protection and social impact, sustainability is a core principle in every decision and action.

Through vertical and horizontal integration, JADCO manages the agri-industrial lifecycle and diversifies crops, product lines, and technologies, enabling us to embed ESG principles, optimize resources, reduce waste, and broaden our positive impact across communities.

A comprehensive sustainability strategy has been developed, driving measurable ESG outcomes while supporting Saudi Vision 2030 and the UN Sustainable Development Goals. In 2024, achievements included reducing water consumption through precision irrigation, expanding renewable energy use, and strengthening employee knowledge on sustainability, demonstrating how operational excellence and environmental responsibility go hand in hand.

JADCO proactively addresses climate risks through monitoring technologies, climate-smart practices, and community-led initiatives, while investing in workforce development via the JADCO Academy and Future Leaders Program. Safety, health, and well-being remain central to operations, underpinned by a robust HSE management system.

In preparing this report, we identified material topics most relevant to our business and stakeholders, guided by the GRI Sector Standard for Agriculture, Forestry, and Fishing. These topics reflect the ESG issues with the greatest impact across our operations and value chain. Our management approach ensures they are systematically addressed, with clear responsibilities, performance indicators, and continuous monitoring to drive improvements and create long-term value.

I extend my sincere gratitude to all stakeholders, partners, and the JADCO team for their dedication. I invite readers to explore this report, engage with our initiatives, and join us in building a resilient, inclusive, and environmentally responsible agri-industrial sector. We look forward to continued prosperity, shared success, and lasting impact with all our stakeholders.

Eng. Mazen Bin Abdullah Badawood
Chief Executive Officer

GROUNDLED 
IN HERITAGE,
DRIVEN
BY INNOVATION

AL-JOUF AGRICULTURAL DEVELOPMENT COMPANY OVERVIEW

For over three decades, Al-Jouf Agricultural Development Company (JADCO) has played a pivotal role in transforming Saudi Arabia's agri-industrial landscape. Founded in 1988 with a bold vision to harness the potential of the Al-Jouf region, JADCO has grown into one of the leading agri-industrial companies in the Kingdom, where it continues to advance national food security, environmental stewardship, and rural economic development.

As a publicly listed company, JADCO operates across more than 420 million m² in Al-Jouf and is deeply aligned with the objectives of Saudi Vision 2030, specifically its pillars of economic diversification, sustainable resource use, and local food production. Our mission is grounded in sustainable innovation, driving value "from seed to shelf" through responsible farming, strategic diversification, and cutting-edge technologies.

Certified for organic production and internationally recognized for excellence, JADCO has become the benchmark for sustainable agri-industry both nationally and internationally. Our product portfolio spans wheat, potatoes, olives, fruits, and a range of value-added goods including frozen fries, and extra virgin organic olive oil.

Our journey from a traditional crop producer to a vertically integrated agri-industrial leader reflects our commitment to efficiency, innovation, and environmental responsibility. With ISO certifications in food safety (ISO 22000, BRC, GAP), environmental management (ISO 14001), and organic farming (EU and Saudi compliance), we embed sustainability and traceability throughout our operations, starting with the seed, all the way to cultivation, processing, packaging, and distribution.

As we present our inaugural Sustainability Report, covering our activities from January 1st to December 31st, 2024, we reflect on our progress and reaffirm our commitment to a future rooted in responsible growth, community upliftment, and ecological integrity. This report shares our journey, highlights our impact, and outlines the values and goals that drive us forward in service of our land, our people, and generations to come.

JADCO holds the distinction of operating the largest modern olive farm -which is also the largest organic olive farm- in the world, a milestone officially recognized by Guinness World Records. This achievement reflects our pioneering role in advancing modern, organic, and sustainable agri-industrial practices on a global scale.

VISION

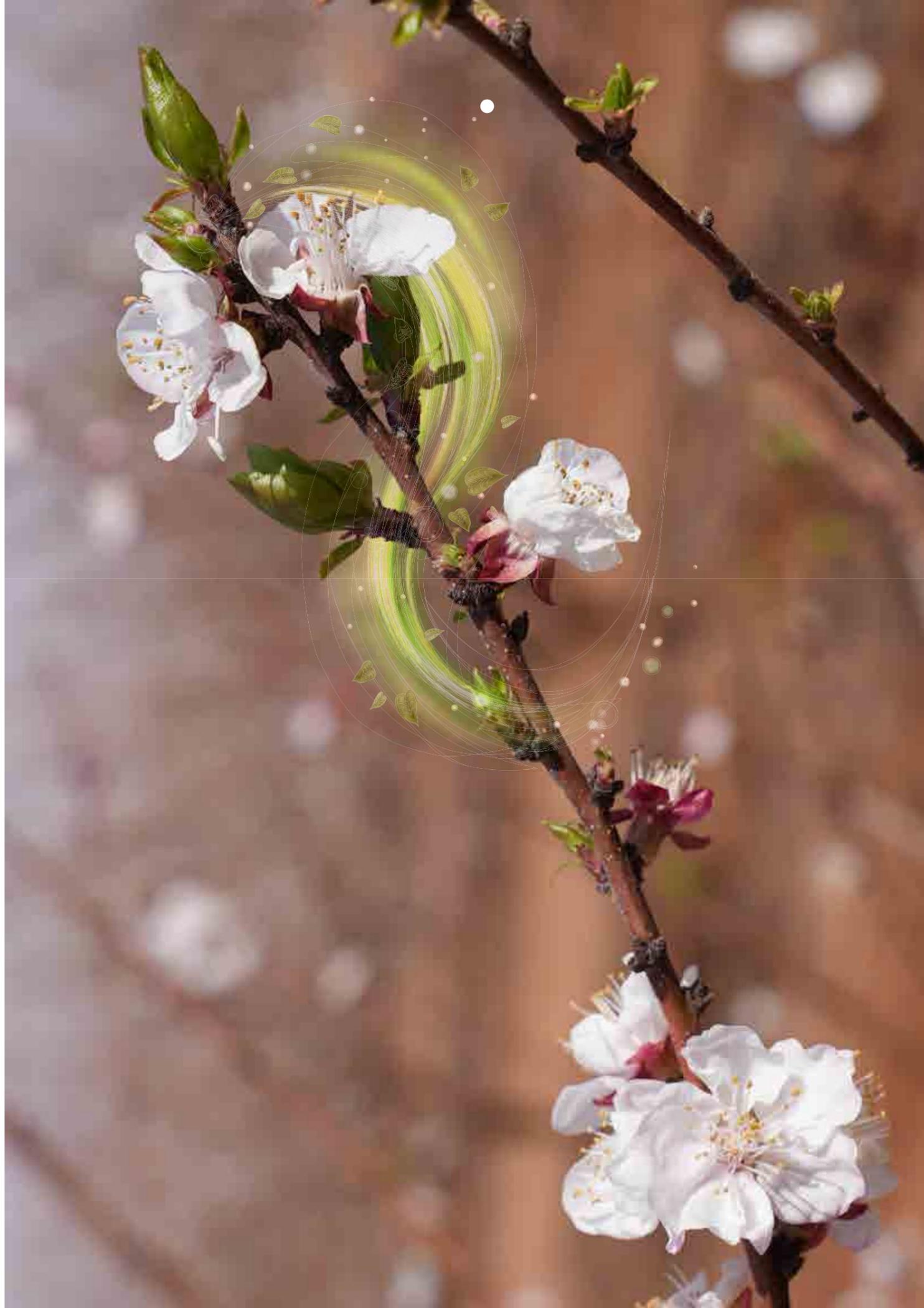
To be the leading Company for growing and manufacturing food products with high quality, and continuous investment returns that satisfy our shareholders, in addition to active participation in the sustainability of natural resources and ensuring food security in line with the Kingdom's Vision 2030.

MISSION

The Company aims to be a reliable source for providing innovative and high-quality products in the Kingdom, as it contributes effectively to realizing the provision and sustainability of food sources.

STRATEGY

Transformation from the agricultural sector to the agri-industrial sector.





OUR OPERATIONS AND PRODUCT PORTFOLIO

JADCO operates as a fully integrated agri-industrial enterprise with activities spanning the entire agri-industrial value chain - from seed development and cultivation to large-scale processing and consumer-ready packaging. Our operations are strategically located in Al-Jouf region of northern Saudi Arabia, leveraging the area's fertile soil, climate advantages, and advanced infrastructure to deliver high-quality agricultural products that serve both domestic and international markets.





OUR PRODUCTS

Every JADCO product begins with a promise: to nourish the nation, honor the land, and deliver quality at every step - from the first seed produced to the final product on a consumer's table.

PROCESS STAGE	PRODUCT CATEGORY	DESCRIPTION	KEY ESG FOCUS	RELEVANT SDGS
SEED PRODUCTION	<p>SEEDS</p> 	<p>Purified wheat seeds distributed to farmers across KSA.</p> <p>Olive Seedlings.</p>	<ul style="list-style-type: none"> Environmental Stewardship. Sector Collaboration. 	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>02</p> <p>ZERO HUNGER</p>  </div> <div style="text-align: center;"> <p>09</p> <p>INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>  </div> </div>
CULTIVATION	<p>WHEAT</p> 	<p>Large-scale wheat cultivation for food security and seed supply.</p> <p>Recognized as one of the largest agri-industrial companies in wheat production, with a capacity of over 70,000 tons/year.</p>	<ul style="list-style-type: none"> Resource Efficiency. National Food Resilience. 	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>02</p> <p>ZERO HUNGER</p>  </div> <div style="text-align: center;"> <p>12</p> <p>RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  </div> </div>
	<p>FRUITS & DATES</p> 	<p>Orchards of 150,000+ fruit trees and 15,000 Date-producing palm</p>	<ul style="list-style-type: none"> Enhancing Local Agriculture. Supporting Community Nutrition. 	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>03</p> <p>GOOD HEALTH AND WELL-BEING</p>  </div> <div style="text-align: center;"> <p>11</p> <p>SUSTAINABLE CITIES AND COMMUNITIES</p>  </div> </div>



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PROCESS STAGE	PRODUCT CATEGORY	DESCRIPTION	KEY ESG FOCUS	RELEVANT SDGS
CULTIVATION	POTATOES 	A national potato product that meets local market demand.	<ul style="list-style-type: none"> Enhancing local food security. Developing the local agri-industrial value chain. 	<div style="display: flex; justify-content: space-around;"> <div style="background-color: #28a745; color: white; padding: 10px; text-align: center;"> 03 GOOD HEALTH AND WELL-BEING  </div> <div style="background-color: #28a745; color: white; padding: 10px; text-align: center;"> 15 LIFE ON LAND  </div> </div>
	OLIVES (GREEN & BLACK) 	Organically grown, processed into various forms.	<ul style="list-style-type: none"> Investing in Organic Farming. Circular Economy. 	<div style="display: flex; justify-content: space-around;"> <div style="background-color: #fd7e14; color: white; padding: 10px; text-align: center;"> 12 RESPONSIBLE CONSUMPTION AND PRODUCTION  </div> <div style="background-color: #28a745; color: white; padding: 10px; text-align: center;"> 13 CLIMATE ACTION  </div> </div>
PROCESSING	EXTRA VIRGIN OLIVE OIL 	Cold-pressed oil from Guinness-recognized organic groves.	<ul style="list-style-type: none"> Organic Certification. Sustainable Inputs. 	<div style="display: flex; justify-content: space-around;"> <div style="background-color: #28a745; color: white; padding: 10px; text-align: center;"> 03 GOOD HEALTH AND WELL-BEING  </div> <div style="background-color: #fd7e14; color: white; padding: 10px; text-align: center;"> 12 RESPONSIBLE CONSUMPTION AND PRODUCTION  </div> </div>



OUR PRODUCTS

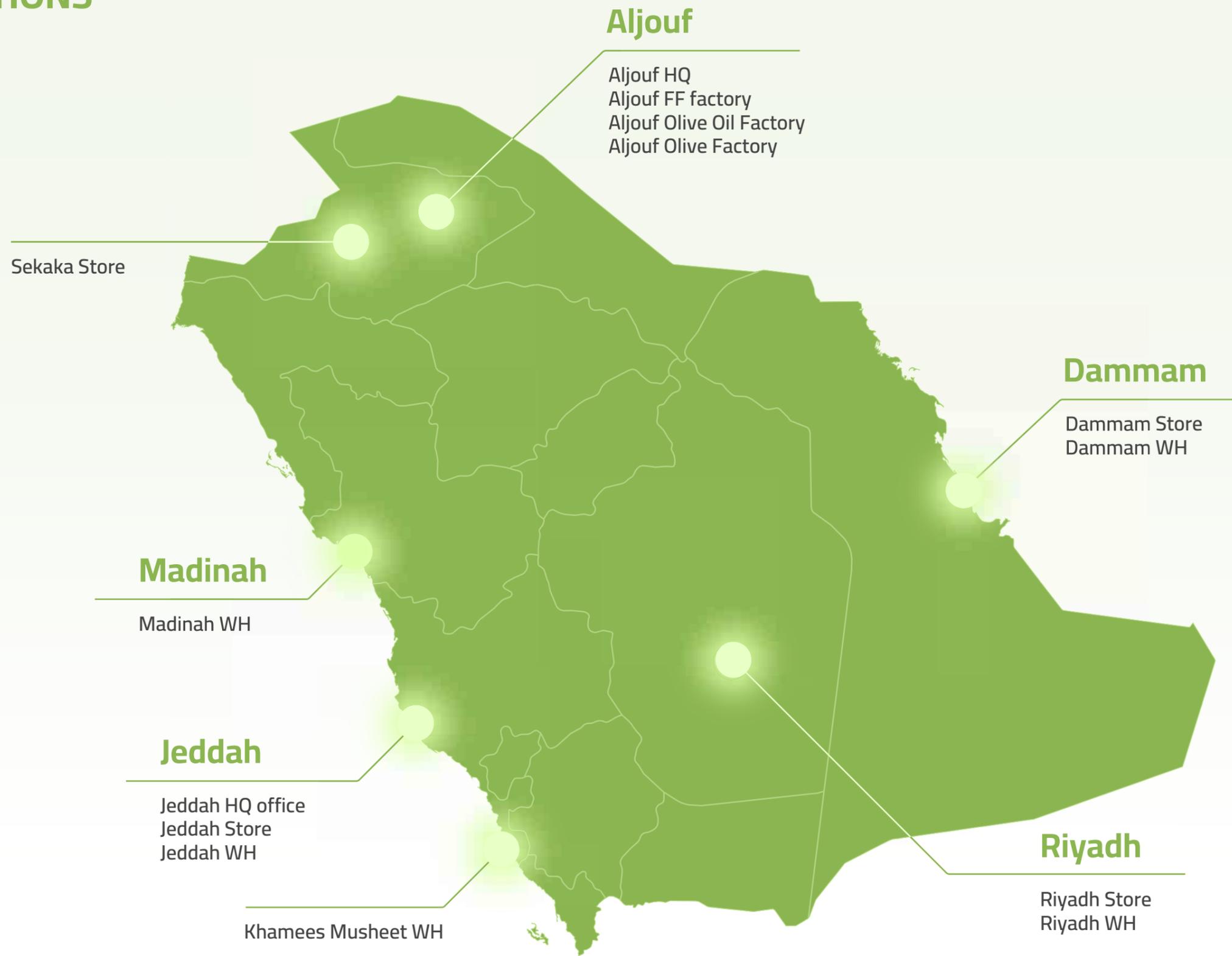
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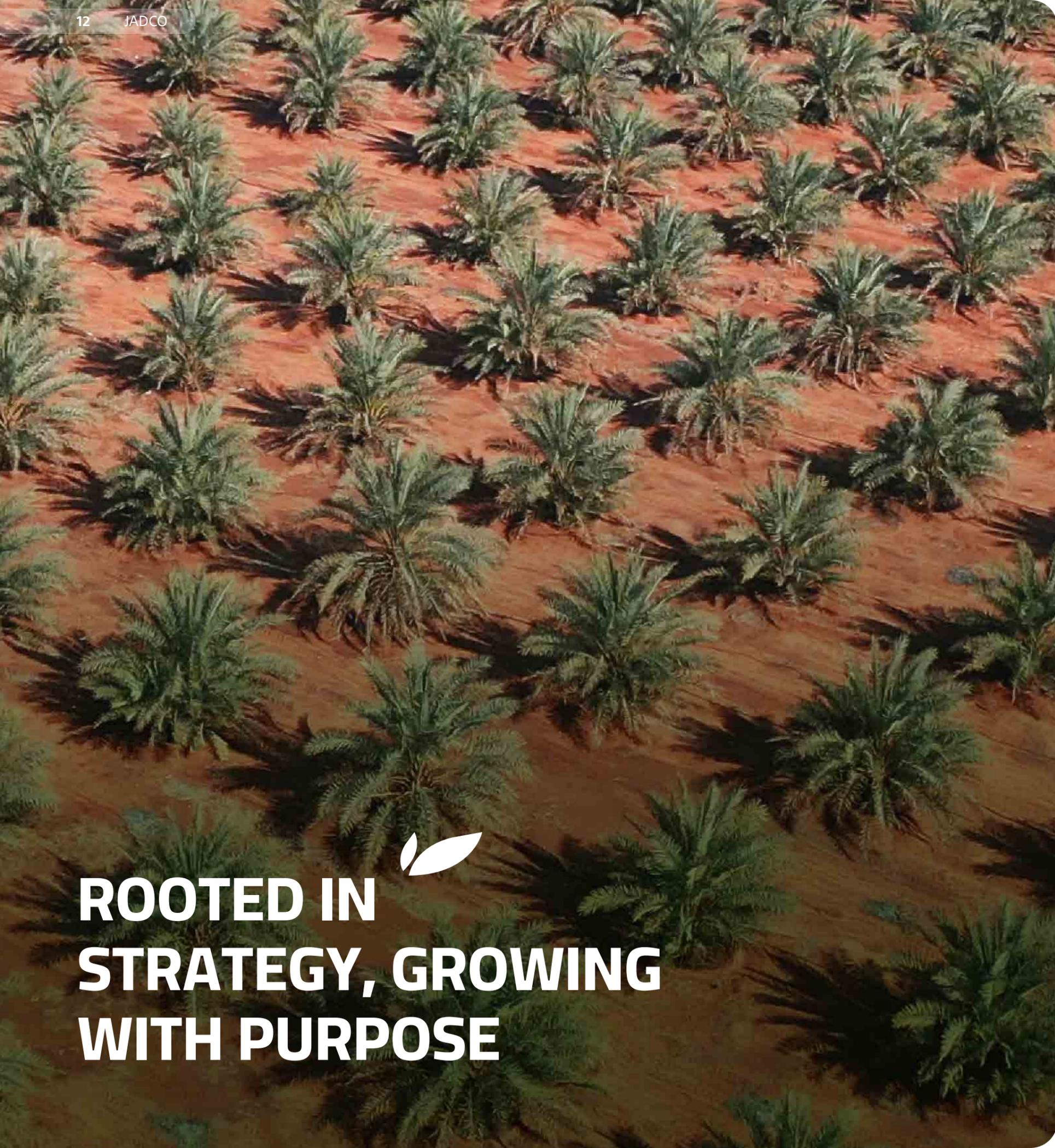
PROCESS STAGE	PRODUCT CATEGORY	DESCRIPTION	KEY ESG FOCUS	RELEVANT SDGS
PROCESSING	FROZEN FRIES 	Processed in KSA's largest fries facility using in-house crops.	<ul style="list-style-type: none"> Enhancing Industrial Efficiency. Improving Supply Chain Control. 	<div style="display: flex; justify-content: space-around;"> <div style="background-color: #800040; color: white; padding: 10px; text-align: center;"> 08 DECENT WORK AND ECONOMIC GROWTH  </div> <div style="background-color: #FF8C00; color: white; padding: 10px; text-align: center;"> 09 INDUSTRY, INNOVATION AND INFRASTRUCTURE  </div> </div>





MAP OF OPERATIONS





**ROOTED IN
STRATEGY, GROWING
WITH PURPOSE**



OUR INTEGRATED SUSTAINABILITY MODEL

Sustainability at JADCO shapes how the organization operates, competes, and grows. It is a cross-functional, organization-wide commitment embedded into every decision, process, and partnership. It underpins our competitive edge, fuels continuous innovation, strengthens operational resilience, and builds enduring trust with stakeholders across the value chain. By aligning our environmental, social, and governance (ESG) priorities with business objectives, we ensure that growth is not only profitable but also responsible and regenerative.

As JADCO evolves from traditional agriculture into a fully integrated agri-industrial enterprise, sustainability serves as both compass and an engine for this transformation. Our investments in processing facilities, value-added production, and circular resource systems are guided by a deep commitment to environmental stewardship and inclusive development. This transition enables us to extend our impact beyond primary production, and allow for generating higher value from local crops, reducing food system inefficiencies, and supporting national food security objectives. By anchoring this industrial shift in sustainability principles, JADCO ensures that every step of our growth adds shared value across economic, ecological, and social dimensions.

OUR SUSTAINABILITY VISION

**TO BE A NATIONAL
MODEL FOR
SUSTAINABLE
AGRI-INDUSTRIAL,
BALANCING
ECONOMIC
PROGRESS WITH
ENVIRONMENTAL
PROTECTION AND
SOCIAL IMPACT.**



Integration is central to JADCO's sustainability strategy, driving long-term value and shaping every aspect of how we operate-making it a foundational principle. Through vertical integration, we manage the full agri-industrial value chain, from seed production and to agri-industrial processing, packaging, and distribution. This end-to-end control enables us to embed ESG principles throughout operations, minimize resource waste, enhance efficiency, and ensure consistent quality and traceability.

Simultaneously, horizontal integration, which involves diversifying across crops, product lines, and agricultural technologies, ensures our adaptability, enhances our resilience, and supports local ecosystem development. By broadening our portfolio and deepening community partnerships, we mitigate risk while expanding our positive impact.

These twin strategies enable JADCO to:

- Embed sustainability into every operational layer
- Drive local economic empowerment
- Achieve measurable ESG outcomes
- Advance the goals of Saudi Vision 2030 and the UN Sustainable Development Goals (SDGs)

INTEGRATED STRATEGY AND ESG ALIGNMENT

JADCO applies integrated thinking as a practical framework for decision-making, ensuring that innovation and growth align with our responsibilities across the value chain. We understand that long-term success is built on a foundation of environmental care, social inclusion, and principled governance, with each pillar reinforcing the other.

JADCO goes beyond alignment with international best practices by actively managing interdependencies across six capitals: natural, human, social, manufactured, intellectual, and financial, to create sustained value and future-ready resilience. Our sustainability strategy is shaped by a rigorous understanding of material issues, aligning stakeholder priorities with core business objectives. We identify and address our most significant impacts across the agri-industrial lifecycle, from water use and soil health to biodiversity, community well-being, and supply chain transparency, ensuring that our actions create lasting value both locally and globally. By developing in-house seed production, expanding into food processing, and investing in modern technologies, JADCO is actively working towards a transition to an agri-industrial economy. These efforts directly contribute to Vision 2030 by enhancing food security, increasing local content, creating jobs, and driving sustainable, innovation-led growth across the Kingdom's agri-industrial sector.

Our Materiality Matrix highlights the ESG topics most critical to our stakeholders and business strategy, serving as a foundation for how we integrate sustainability considerations into decision-making and performance management.

CULTIVATING ESG PERFORMANCE THROUGH VERTICAL INTEGRATION

JADCO's vertically integrated model is a sustainability enabler. By owning and managing every stage of production – from soil to shelf – we embed ESG practices at scale.

This model allows us to:

- Optimize resource use through precision irrigation and water stewardship.
- Reduce waste and emissions by utilizing surplus production to create value-added products.
- Strengthen food safety and traceability, meeting rigorous quality and certification standards.
- Support year-round employment opportunities and empowering farmers through the provision of seeds and locally sourced agricultural inputs.
- Increase our presence, hiring locally and contributing to food security in the Kingdom.

Ultimately, this integrated approach enhances JADCO's resilience, builds greater transparency, and ensures accountability, all of which are central to our ESG commitments and essential to driving sustainable growth.



JADCO 'S SEED TO TABLE VALUE CHAIN – INTEGRATION, ESG VALUE, AND SDG ALIGNMENT

AT A GLANCE: HOW INTEGRATED THINKING DRIVES SUSTAINABILITY AT JADCO

STAGE	INTEGRATION TYPE	INTEGRATED THINKING IN ACTION	KEY CAPITALS ENGAGED	KEY ACTIVITIES	SDG ALIGNMENT	ESG VALUE
SEED PRODUCTION	<ul style="list-style-type: none"> Vertical: In-house seed purification. Horizontal: Multi-crop (olive). 	<ul style="list-style-type: none"> Local seed purification station for JADCO and external farmers. Seedling production facility. 	<ul style="list-style-type: none"> Natural: Resilient seed inputs. Social/Human: Farmer empowerment. Financial: Cost and supply stability. 	Production of wheat seeds, management of the propagation unit, and production and supply of potato seeds to support national supply.		<ul style="list-style-type: none"> Self-reliance in inputs. Supports national resilience. Reduces import dependency.
SUSTAINABLE CULTIVATION	<ul style="list-style-type: none"> Vertical: 420M m² proprietary farmland. Horizontal: Diverse crops. 	Using modern irrigation methods, sustainable organic farming, and crop diversification such as olives, and wheat production.	<ul style="list-style-type: none"> Natural: Water, soil, biodiversity. Manufactured: Irrigation & farm infrastructure. Social: Rural employment. 	Climate-smart farming of olives, wheat, potatoes, fruits, dates		<ul style="list-style-type: none"> Efficient resource use. Soil and biodiversity protection. Domestic job creation.
HORIZONTAL EXPANSION	<ul style="list-style-type: none"> Horizontal: Crop, product and market diversification. 	Multi-format product offerings and risk balancing across channels.	<ul style="list-style-type: none"> Financial: Market stability. Social: Wider access. Natural: Crop diversity. 	Fresh, frozen, organic outputs; local and retail/institutional channels.		<ul style="list-style-type: none"> Income and market resilience. Climate adaptation. Broader community impact.

STAGE	INTEGRATION TYPE	INTEGRATED THINKING IN ACTION	KEY CAPITALS ENGAGED	KEY ACTIVITIES	SDG ALIGNMENT	ESG VALUE
<p>HARVESTING AND POST-HARVEST HANDLING</p>	<ul style="list-style-type: none"> ▪ Vertical: Internal harvesting, sorting, cold and dry storage. 	<p>Mechanized/manual harvest + cold chain logistics minimize spoilage.</p>	<ul style="list-style-type: none"> ▪ Social: Diverse labor cycles. ▪ Intellectual: Timing optimization. ▪ Natural: Food waste reduction. 	<p>Harvest-to-storage of fruit, olives, wheat, and potatoes.</p>		<ul style="list-style-type: none"> ▪ Post-harvest loss reduction. ▪ Product quality retention. ▪ Multi-seasonal employment.
<p>AGRI-INDUSTRIAL PROCESSING</p>	<ul style="list-style-type: none"> ▪ Vertical: Onsite processing. ▪ Horizontal: Multi-product outputs. 	<p>Field-to-factory model ensures traceability, innovation, and reduced waste.</p>	<ul style="list-style-type: none"> ▪ Manufactured: Facilities. ▪ Natural: Efficient crop use. ▪ Intellectual: Health-driven innovation. 	<p>Olive oil, frozen fries, olives.</p>		<ul style="list-style-type: none"> ▪ Food loss to value conversion. ▪ Functional food innovation. ▪ Clean, efficient production.
<p>PACKAGING AND DISTRIBUTION</p>	<ul style="list-style-type: none"> ▪ Vertical: Onsite packaging and fleet logistics. 	<p>Control over packaging, traceability, and emissions.</p>	<ul style="list-style-type: none"> ▪ Manufactured: Transport systems. ▪ Social: Product integrity. ▪ Natural: Emissions reduction. 	<p>Multi-format packaging; logistics across domestic and export markets.</p>		<ul style="list-style-type: none"> ▪ Market-specific packaging. ▪ Risk reduction in delivery.

STAGE	INTEGRATION TYPE	INTEGRATED THINKING IN ACTION	KEY CAPITALS ENGAGED	KEY ACTIVITIES	SDG ALIGNMENT	ESG VALUE
<p>R&D AND INNOVATION</p>	<ul style="list-style-type: none"> ▪ Horizontal: Cross-functional innovation and research. 	<p>Applied research in regenerative farming, product development, and digital tools.</p>	<ul style="list-style-type: none"> ▪ Intellectual: Tech and product pipeline. ▪ Financial: ROI and adaptation. ▪ Natural: Climate resilience. 	<p>Various seed trials, oil packaging, digital-enabled yield tools.</p>		<ul style="list-style-type: none"> ▪ ESG-led product pipeline. ▪ Climate-smart agriculture. ▪ Cross-capital value creation.

These initiatives reflect our use of intellectual capital to de-risk our business and deliver long-term ESG impact, consistent with GRI 2-25 and GRI 13-7 on sector innovation and climate adaptation.



EMBEDDING SUSTAINABILITY: JADCO'S FIVE-PILLAR APPROACH

JADCO is committed to integrating sustainability into the core of its operations, culture, and long-term strategy. We established a multi-dimensional sustainability model anchored in five strategic pillars:



Innovation and Technology

Modern Agricultural Technologies:

Investment in advanced irrigation (e.g., precision systems), biotechnology, and advanced farming techniques to boost efficiency and reduce environmental impact.

Renewable Energy:

Expanding the use of solar energy to reduce carbon emissions and improve energy resilience.

Environmental Preservation:

Reducing environmental impact by optimizing land, water, and energy consumption, and increasing reliance on renewable resources.



Collaboration and Partnerships

Reducing carbon emissions:

Lowering the carbon footprint resulting from conventional energy consumption.

Improving energy efficiency:

Enhancing production performance through the adoption of renewable and efficient energy solutions.

Protecting the local environment:

Contributing to pollution reduction and the conservation of natural resources.



Capability Building and Empowerment

Employee Training:

Offering continuous learning programs to build internal sustainability leadership and technical skills.

Women's Economic Empowerment and Gender Inclusion:

Promoting gender inclusion and supporting women's participation and leadership in agriculture and sustainability-focused roles. Through initiatives like its partnership with the Reef National Foundation, JADCO advances the economic empowerment of rural women.

Local Farmers:

Providing technical training, tools, and resources to farmers in Al-Jouf Province to promote sustainable agri-industrial practices.



Transparency and Accountability

Disclosure:

Publishing regular sustainability performance reports to communicate progress and build stakeholder trust.

Measurement and Impact:

Setting clear, measurable sustainability goals and indicators to track performance, identify gaps, and continuously improve.

Sustainability Culture:

Embedding sustainability principles into all levels of the organization—from strategy to daily operations.



Food Security and Economic Development

National Food Security:

Supporting the Kingdom's food security goals through the sustainable production of essential crops.

Job Creation and Investment:

Contributing to national economic growth by generating employment and fostering private and public sector investment in the agri-industrial sector.



KEY SUSTAINABILITY ACHIEVEMENTS FOR 2024

01 Reducing Water Consumption

Objective:
Minimize water use and promote efficient agri-industrial practices.

Outcomes:

Cost Savings:
Controlled water consumption reduced operational expenses.

Improved Efficiency:
Boosted resource efficiency through advanced irrigation methods.

Local Impact:
Supported domestic water conservation in Al-Jouf Province.

Reputation:
Positioned JADCO as a leader in responsible water management.



02 Expanding Renewable Energy Use

Objective:
Transition to sustainable energy sources and enhance environmental impact.

Outcomes:

Reducing carbon emissions:
Lowering the carbon footprint resulting from conventional energy consumption.

Improving energy efficiency:
Enhancing production performance through the adoption of renewable and efficient energy solutions.

Protecting the local environment:
Contributing to pollution reduction and the conservation of natural resources.



03 Employee Training on Sustainability Principles

Objective:
Build internal capacity and drive a sustainability-focused culture.

Outcomes:

Awareness Building:
Increased understanding of sustainability's value among staff.

Performance Gains:
Fostered employee-led sustainable practices on the ground.

Team Culture:
Strengthened collaboration and shared purpose around ESG values.





02

CULTIVATION

Sustainable Farming Practices
and Ecosystem Stewardship

JADCO's cultivation approach is rooted in environmental responsibility and long-term land stewardship. By integrating sustainable agri-industrial practices, JADCO not only safeguards natural resources, but also enhances productivity, soil health, and ecosystem resilience. Our various approaches, processes, and controls are exemplified below:

PRECAUTIONARY APPROACH TO CLIMATE CHANGE



JADCO adopts a precautionary approach to climate change that reflects its commitment to long-term agricultural resilience, environmental protection, and alignment with national and international sustainability priorities. Recognizing the risks posed by temperature extremes, water scarcity, and shifting weather patterns, JADCO proactively integrates climate-related considerations into its operations, investment decisions, and stakeholder engagement. Risk assessments are conducted regularly to evaluate exposure to climate events such as droughts and flooding, supported by emergency preparedness and adaptation plans. JADCO has invested in climate-resilient seed varieties, advanced irrigation systems, and regenerative agricultural trials aimed at enhancing productivity while reducing environmental impact. Furthermore, to strengthen resilience against climate-related disruptions, we have established a meteorological station equipped with advanced sensors to monitor weather patterns and wind speed in real time. This enhances our ability to anticipate and respond to extreme weather events, supporting operational efficiency and ensuring business continuity in the face of increasing climate risks.

Digital transformation, through ERP systems, automated factory workflows, and monitoring technologies, further supports efficiency and reduces emissions. Furthermore, JADCO is taking measurable steps to reduce energy use and across its value chain.

Stakeholder capacity-building, particularly with local farmers and suppliers, ensures that climate-smart practices are shared and scaled.

As part of our commitment to Saudi Vision 2030 and the Paris Agreement, JADCO actively pursues community-led conservation initiatives aimed at reducing environmental impact. Current efforts include the adoption of solar energy, participation in the Liquid Fuel Displacement Program (LFDP), and a growing shift toward energy-efficient solutions.

A study is underway to connect company facilities to the national electrical grid, enabling the transition from diesel-powered equipment to electric motors and water pumps. This will significantly enhance energy efficiency and reduce emissions across operations. While agrivoltaic systems are not yet in place, we are exploring their potential to further expand our renewable energy.

Looking ahead, JADCO is committed to developing a baseline emissions inventory, integrating climate metrics into enterprise risk management, and establishing time-bound reduction targets aligned with Vision 2030 and the Saudi Green Initiative (SGI).





Strategic Engagement Guided by the Precautionary Principle

Aligned with the precautionary principle and our commitment to proactive environmental stewardship, JADCO engages actively with national and international platforms to shape and align its sustainability strategy. Through regular participation in conferences and stakeholder dialogues, we ensure our actions are informed by both local priorities and global best practices.

The Fuel Displacement Committee is a key initiative under Saudi Vision 2030 aimed at reducing the country's reliance on liquid fuels—primarily oil—across critical sectors such as electricity generation, desalination, manufacturing, and agriculture.

Our participation in the committee began in 2023. During this time, we engaged a specialized consulting firm to conduct a comprehensive study assessing the project's total load requirements and estimating overall costs. The study, now successfully completed, included an in-depth analysis of all technical and financial

We are currently implementing the committee's recommendations as part of our broader strategy to reduce dependence on fossil fuels. These efforts are aligned with our commitment to climate action (SDG 13) and the transition to clean energy (SDG 7). By taking early, proactive measures, we aim to lower our carbon footprint and continuously enhance our environmental performance—working in collaboration with key partners aligned with SDG 17.

Seed Production and Input Systems



JADCO has positioned itself as a national leader in seed production and purification, aligning with the Kingdom's strategic goals for agri-industrial sustainability and food security. We are proudly licensed by the Ministry of Environment, Water and Agriculture (MEWA) to produce certified wheat seeds and are one of the few entities in the Kingdom approved for this purpose.

As a member of the Seed Producers Committee, JADCO cultivates over 3,000 hectares of wheat for seed production, adhering to the highest international standards, while promoting food security and agri-industrial sustainability.

In 2024, JADCO expanded its seed portfolio by securing licensing from MEWA to produce and propagate potato seeds. We also signed a strategic memorandum of understanding (MoU) with Korea's E Green Global for the transfer of advanced potato seed technologies. These efforts are further supported by plans to operate a dedicated seed sorting and packaging station and to deploy microtuber technology, reinforcing JADCO's integrated approach to seed innovation and supply chain resilience.

Moreover, JADCO plays an active role in empowering national farmers across the Kingdom by facilitating access to high-quality agri-industrial inputs, technical training, and extension services. JADCO supplies certified wheat seeds to local farmers as part of its commitment to strengthening domestic agricultural capabilities. It also collaborates with MEWA to promote sustainable farming practices and improve yields through technology transfer and capacity building. These efforts align with national goals to increase food self-sufficiency and support rural economic development by enhancing the productivity and resilience of local farming communities.

JADCO's seed and olive seedlings production activities contribute to national food system resilience, farmer empowerment, and agribiodiversity preservation, as such we are members of the MEWA Seed Producer Committee. Through the propagation of locally adapted olive and fruit varieties and the production of certified wheat and potato seeds, JADCO safeguards genetic diversity and promotes ecosystem resilience. Furthermore, we proactively advance climate-smart agriculture and local economic development through certified wheat and potato seed programs and localized propagation initiatives.

By controlling seed production, particularly for strategic crops like wheat, potatoes, olives, olive seedlings, JADCO ensures reliable supply for its industrial facilities while reducing input costs and strengthening vertical integration. This self-sufficiency enhances operational efficiency and scalability, laying the foundation for a fully integrated, value-added agri-industrial model.



Advancing Agri-Industrial Transformation through Local Seed Innovation

As part of our commitment to sustainable agri-industrial development, JADCO operates a state-of-the-art seed purification and processing station that enhances the quality and viability of locally produced seeds. This not only improves agri-industrial efficiency, but also reduces dependency on imported inputs, strengthening national food security.

To further advance local propagation, we produce approximately 2 million fruit tree seedlings annually, primarily olives and other diverse varieties, supporting long-term agri-industrial resilience.

In the potato sector, local seed propagation now covers 70% of the seasonal requirements for spring and fall, significantly reducing import needs. This progress is reinforced by an active cooperation agreement with our business partners to enhance seed production capacity.

These initiatives reflect our broader vision for agri-industrial transformation. Our focus on local innovation, strategic partnerships, and sustainability goes hand in hand with our goal to drive inclusive growth and self-sufficiency in agriculture.

Water and Soil Management



JADCO employs advanced water and soil management practices to support sustainable agriculture and resource conservation. To that end, we use modern irrigation technologies, including precision systems designed to optimize efficient water use and reduce consumption. We leverage advanced agricultural technologies, which include soil sensors, satellite-controlled irrigation, and high-efficiency systems and center pivot irrigation to optimize water use and reduce waste across cultivation zones. These systems are further supported by the increased use of treated water, easing pressure on natural reserves. Through strategic partnerships with leaders like Tamkin, Plantae, Microtuber, ICS, and Korea's EGG Laboratory, we continue to make advancements in precision farming, seed innovation, and agricultural mechanization, reinforcing our commitment to sustainable and high-performance agri-industrial production. These practices are aligned with national priorities to preserve scarce water resources in arid regions like Al-Jouf. Furthermore, our commitment to crop diversification, agri-industrial innovation, and sustainable land use drives our proactive approach to maintaining soil health and fertility. These efforts have resulted in a 20% reduction of water use.

To protect and regenerate natural assets, we continuously monitor soil and water quality. We have subscribed to the satellite monitoring service to track crop conditions and soil moisture levels throughout each growing season. Regular soil analyses support a structured crop rotation system, while the application of organic fertilizers, bio-stimulants, improves soil health and boosts long-term productivity. Additionally, JADCO recycles pruning residues into organic compost, closing the loop on organic waste, while also enhancing soil fertility.

On degraded land, we apply targeted soil restoration techniques, including deep tillage, organic enrichment, and salinity treatments, resulting in measurable gains in arable land and output. To optimize water use, regular water quality assessments are conducted alongside the deployment of advanced filtration systems and a dedicated desalination plant, ensuring access to high-quality water for irrigation and daily use.

Furthermore, we operate a water treatment plant that processes wastewater from the fries production line. The treated water is safely reused for irrigation, supporting resource efficiency and sustainable water management.

Our groundwater supply is managed through a dedicated water bank system that stores and regulates usage in compliance with local regulations. We secure all necessary permits, monitor extraction rates, and follow strict conservation practices.

Furthermore, water use is guided by scientific precision. Crop irrigation is planned based on data from our on-site weather station, evapotranspiration measurements, and a scientifically developed irrigation program. To enhance accuracy, each well is equipped with a Hydroconta device, enabling real-time monitoring of water flow and usage data at the individual well level.

Advanced, Agri-industrial Operations for Soil and Resource Sustainability

JADCO applies a combination of climate-controlled infrastructure and biological soil enhancement to promote sustainable, high-efficiency farming. Our greenhouses are equipped with advanced environmental control systems, including cooling pads and ventilation units, to maintain optimal growing conditions and enhance productivity year-round. These facilities also provide a platform for implementing sustainable crop rotation, with ongoing assessments to determine the most effective strategies for long-term use.

To further support soil health and reduce chemical dependency, we utilize microbial bio-stimulants in olive tree cultivation. This approach enhances soil fertility, reduces reliance on synthetic nitrogen fertilizers, and supports more resilient, sustainable agri-industrial practices.



Integrated Pest and Fertilizer Management

As part of our environmental commitment, we are finalizing a comprehensive pest management plan that includes the selection criteria for pesticide use, a move toward less hazardous alternatives, and the integration of non-chemical control methods where feasible. Training programs are being developed to equip workers with knowledge on safe handling, application, and environmental risks associated with pesticide use.

We are also taking steps to monitor, reduce, and mitigate impacts related to pesticides use in alignment with best practices. Currently 35% of our lands have eliminated synthetic fertilizer and pesticide use.

Crop Diversification and Biodiversity



JADCO supports crop diversification as a core element of our agri-industrial strategy, cultivating a broad range of crops, from wheat and potatoes to olives, fruits, and vegetables, across its extensive land holdings. This diversity not only enhances food security but also contributes to agricultural biodiversity, soil health, and risk mitigation. Our large-scale olive farm and potato and wheat production demonstrate its commitment to balancing productivity with ecological variety. By diversifying its crop portfolio, JADCO helps build more resilient farming systems while aligning with sustainable land use and national food strategy objectives.

Commitment to Organic Farming

Importantly, JADCO's commitment to organic farming enhances both soil and ecosystem health and biodiversity by eliminating/reducing the use of synthetic fertilizers and pesticides, enriching the soil with natural inputs, and encouraging diverse crop cultivation.

These practices improve soil structure, support beneficial organisms, and preserve local plant varieties, fostering resilient agriecosystems. By maintaining our organic certification, and through major efforts like cultivating the world's largest organic olive farm, JADCO is promoting long-term sustainability while contributing to ecosystem balance and climate resilience.

LAND USE AND CLIMATE RESILIENCE

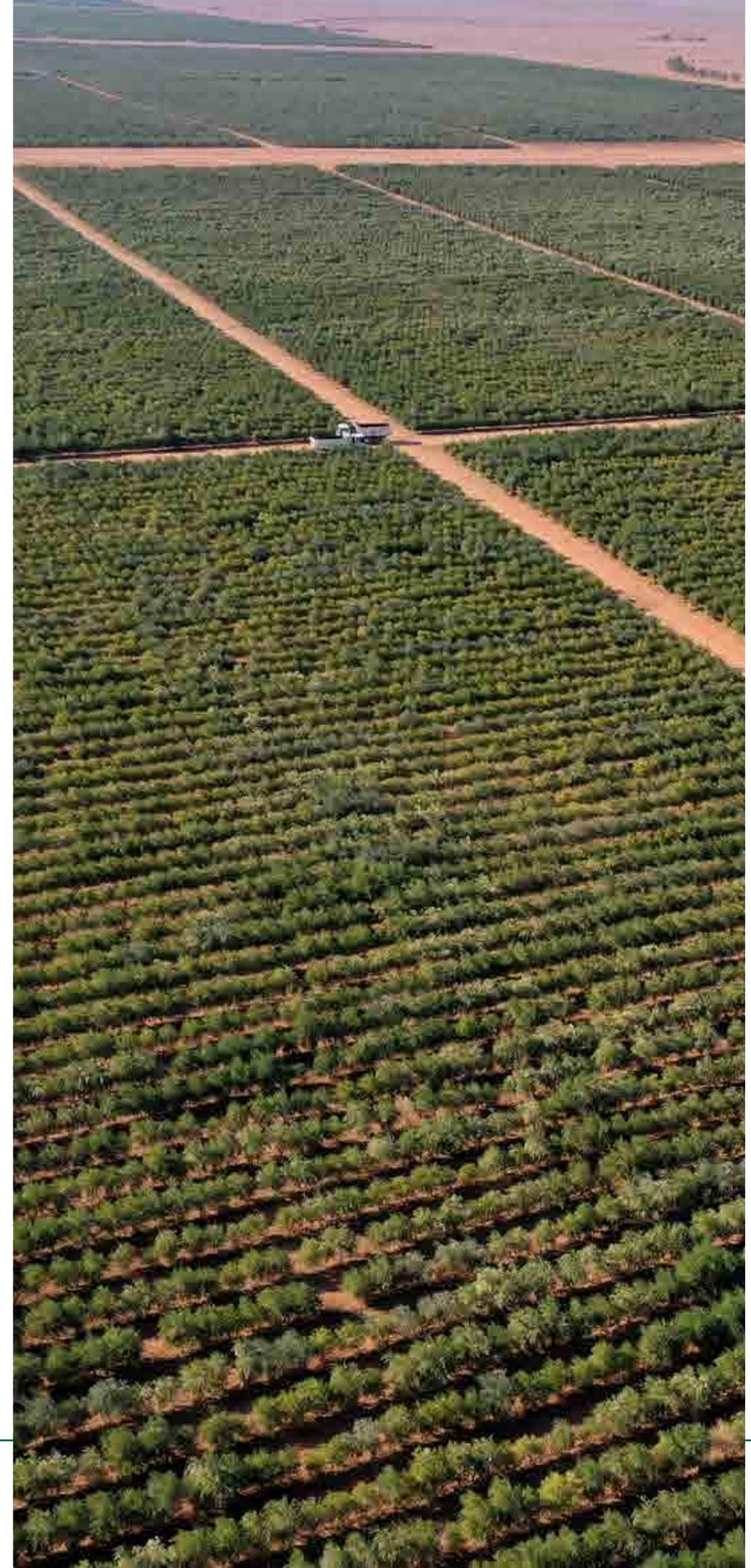


WE HAVE OPTIMIZED 420 MILLION SQUARE METERS OF FARMLAND TO IMPLEMENT ADVANCED AGRI-INDUSTRIAL PRACTICES, ENHANCING PRODUCTIVITY WHILE REDUCING ENVIRONMENTAL IMPACT.

JADCO manages substantial tracts of agricultural land as a core asset in its vertically integrated agri-industrial business model. Our focus is on optimizing land productivity through modern agricultural technologies and sustainable land use practices to maximize the efficiency of land resources while supporting national food security and sustainability goals. To that end, we align our land use planning with water conservation, soil health, and climate-smart agriculture initiatives, reflecting a holistic approach to natural capital management.

Furthermore, our approach to resource management also centers energy efficiency and renewable energy use, which we embedded into our operational strategy to reduce environmental impact and improve long-term sustainability. These include plans to expand the use of solar energy within our facilities and agri-industrial operations. To that end, a solar power purchase agreement has been signed for an 8-megawatt capacity facility to support sustainable energy consumption and reduce reliance on conventional energy sources.

These efforts contribute to national goals for sustainable resource management and reflect JADCO's broader environmental responsibility. This comes as part of our proactive stance toward mitigating environmental risks, climate change impacts, and promoting regenerative agricultural practices.



OUR ENVIRONMENTAL PERFORMANCE

Carbon Footprint

As part of our sustainability efforts, a comprehensive study was conducted to assess carbon emissions across the organization and all operational sites included in the assessment phase.

Data collection, focusing on key parameters such as electricity, water, and fuel consumption, was collected across all operations. The collected data was verified, standardized, and converted into appropriate units to apply relevant emission factors in accordance with the GHG Protocol. Where GHG-specific emission factors were unavailable, reputable alternative databases and locally published government sources-particularly for electricity and water-were utilized.

To ensure accuracy and transparency, all data inputs were documented and traceable within company records. The organizational boundary for emissions calculation was defined using the operational control approach, providing a clear and consistent framework for the analysis.

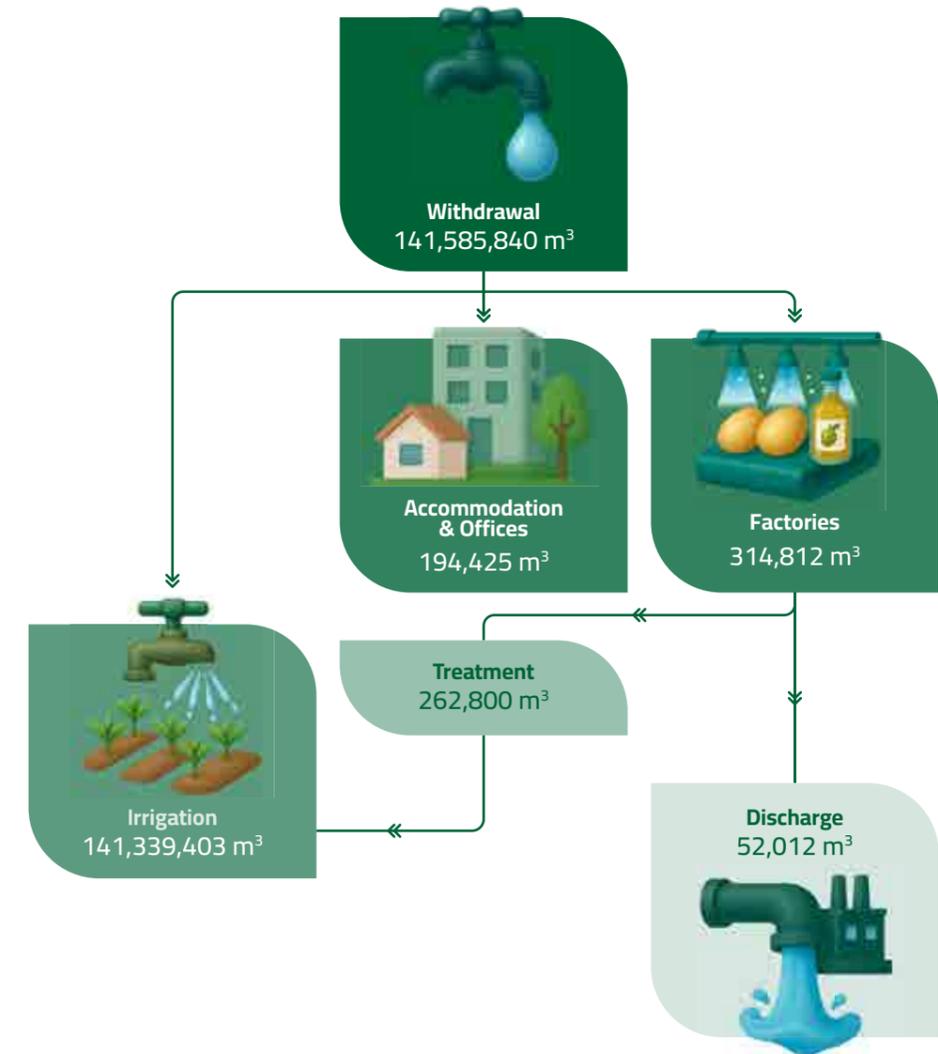
This assessment marks an important step toward understanding our environmental impact and informing future strategies to reduce our carbon footprint.

Our total carbon footprint for 2024 was 211,987 tons CO₂e.

All these emissions belong to Scope 1, as JADCO does not purchase any electricity from the grid.

The emission sources are fully integrated into the Company’s calculation methodology to ensure comprehensive and accurate reporting of Scope 1 emissions. The assessment covers all operational fuel and refrigerant inputs that contribute to direct greenhouse gas emissions, including diesel, petrol, lubricants, natural gas, fire extinguishers, and chillers. Each source is quantified based on actual consumption data and converted into carbon dioxide equivalent (CO₂e) using internationally recognized emission factors. This approach ensures full transparency, completeness, and alignment with established GHG accounting standards.

Water Management and Treatment



The Company applies an integrated water management system aimed at enhancing water-use efficiency and maintaining a balanced water cycle across its operational activities. During the reporting period, total water withdrawal amounted to 141,585,840 m³, allocated across irrigation, manufacturing operations, and offices and housing. Total water used for irrigation reached 141,339,403 m³, which includes 262,800 m³ of treated water reused from internal processes, resulting in 141,076,603 m³ of freshwater irrigation use. Water consumption at manufacturing facilities totaled 314,812 m³, while offices and housing consumed 194,425 m³. Only 52,012 m³ of water was discharged, representing a very limited volume that is managed in accordance with applicable regulatory requirements. This approach reflects the Company’s responsible water stewardship through reduced withdrawal, maximized reuse, minimized losses, and sustained environmental compliance.

03

GROWTH

Empowering People & Communities





HEALTH, SAFETY, AND EMERGENCY PREPAREDNESS



For JADCO, safeguarding the health, safety, and well-being of our employees, contractors, and surrounding communities is a fundamental priority and a key pillar of our sustainability performance. We believe that sustainable growth is only possible when our people operate in a safe, secure, and supportive environment grounded in prevention, accountability, and continuous learning.

In line with our HSE Management System which has been developed in accordance with ISO 45001:2018 and ISO 14001:2015, we apply a process-based approach and risk-based thinking across all our operations. This enables us to proactively identify hazards, assess risks, and implement control measures that reduce incidents and strengthen operational resilience.

We reported 9 first aid injuries and one lost time event (LTE) for 3,943,992 hours worked in 2024, a testament to the strength of our health, safety, and environmental (HSE) culture. In addition, the occurrence of only one minor incident involving our contractors for the duration of 2024 serves as a reflection of our comprehensive HSE policies, which extend to our contractors as well. We are committed to maintaining high-performance safety practices across all operations, supported by leadership, ongoing employee training, and system-wide adherence to best practices and standards.

Our approach integrates proactive hazard identification, structured emergency preparedness, and continuous improvement, all of which is designed to safeguard our workforce, partners, and surrounding environment. JADCO has implemented an Occupational Health and Safety System and Security Safety System across all our departments and facilities. Furthermore, we have established monitoring systems and safety inspection protocols across our different operations and processes. With that, we ensure that we go beyond compliance and uphold our deep commitment to care, well-being, and hazard and incident prevention.

HSE Governance and Operational Framework

JADCO maintains a comprehensive set of policies, standard operating procedures (SOPs), and health and safety protocols that define the responsibilities, controls, and workflows necessary to manage occupational risks. These procedures cover:

- Hazard identification and risk assessment.
- Emergency preparedness and response.
- Incident management and root cause analysis.
- Corrective and preventive action protocols.
- Compliance monitoring and regulatory audit readiness.

These regularly reviewed assets are integrated into our broader management systems to ensure consistency and continuous improvement. Moreover, relevant policies and procedures are displayed prominently throughout JADCO facilities and are communicated to the employees through awareness sessions and during onboarding. Furthermore, pertinent HSE information is diligently communicated to external parties, such as contractors and visitors. JADCO also requires all contractors to fully comply with its Health, Safety, and Environmental (HSE) policies and procedures, ensuring that safety standards are consistently upheld across all worksites and activities.

Emergency Preparedness and Response

Each operational site has a tailored Emergency Response Plan (ERP) developed for potential scenarios, such as fire, chemical exposure, extreme weather, or medical emergencies. Drills are conducted regularly in coordination with the relevant authorities to ensure readiness, including the availability of first aid stations, firefighting equipment, and trained emergency response teams.

Incident and Nonconformity Management

JADCO has a comprehensive system for managing incidents, nonconformities, and complaints. When an event occurs:

- Immediate corrective action is taken to contain and mitigate the impact.
- A structured root cause analysis is conducted involving the relevant workers and stakeholders.
- Appropriate corrective or preventive measures are implemented to prevent recurrence.
- Relevant SOPs, risk registers, and planning assumptions are updated accordingly.

We retain documentation of all incidents, nonconformities, and corrective actions to ensure transparency and traceability in line with international and national best practices, regulations, and standards.

Employee Engagement and Capacity Building

Engaging employees in HSE efforts is essential to building a proactive safety culture, improving risk awareness, and ensuring shared ownership of workplace well-being. To that end, JADCO has established, implemented, and maintained processes for the consultation and participation of workers at all applicable levels and functions, and, where they exist, workers’ representatives, in the development, planning, implementation, performance evaluation and actions for improvement of the HSE Management System.

All employees undergo regular training based on job-specific risk profiles. Department heads evaluate training needs annually and coordinate programs in-house or with certified external providers. Core training areas include:

- First aid and emergency procedures
- Safe equipment handling
- Environmental hazard awareness
- HSE policy and employee rights awareness

The administration team tracks training records, while managers ensure staff understand the importance of their roles in meeting HSE objectives. Contractors and visitors are also required to comply with all HSE protocols while on-site.

Continual Improvement and Leadership Oversight

The leadership team at JADCO is actively involved in setting HSE objectives, allocating resources, and reviewing performance. We encourage all employees to propose improvements for products, processes, systems and working environments. These improvement opportunities are evaluated and prioritized by management and, where appropriate, are implemented through the system of corrective actions.

Regular internal audits and inspections are conducted to assess compliance and identify opportunities for enhancement, consistent with international best practices. Through this integrated and participatory approach, JADCO goes beyond safeguarding people and the environment by building a culture of shared responsibility and continuous progress. These efforts support our contribution to health and well-being while exemplifying our commitment to SDG 8: Decent Work and Economic Growth.

HSE plays a foundational role in JADCO’s sustainability strategy and its transition to a modern agri-industrial model. By protecting workers, minimizing environmental risks, and ensuring safe and efficient operations, HSE practices support long-term value creation and operational resilience. Our strong HSE systems help build a skilled workforce and ensure compliance with international standards while maintaining a safe and secure working environment for all.

Occupational Health and Safety Health and Safety in Numbers:

INDICATOR	VALUE	NOTES
Working Hours	3,943,992	Total safe hours worked
Total Injuries (LTI + First Aid)	10	1 Lost Time Injury + 9 First Aid Injuries
Lost Time Injuries (LTI)	1	Injuries causing time off work
Lost Time (Hours)	128	Hours lost due to 1 LTI
Injury Frequency Rate (IFR)	2.54	Injuries per 1,000,000 hours worked
Lost Time Injury Frequency Rate (LTIFR)	0.25	Lost Time Injuries per 1,000,000 hours worked
Severity Rate	32.45	Lost time hours per 1,000,000 hours worked



EMPLOYEE EMPOWERMENT

GROWTH FROM WITHIN: FOSTERING A THRIVING WORKPLACE

At JADCO, our human capital strategy is guided by fairness, transparency, and long-term value creation. In line with the Kingdom of Saudi Arabia’s labor regulations, as well as international best practices and standards, we strive to cultivate a workplace that attracts, retains, and develops top-tier talent.

Our recruitment is planned strategically based on talent needs, ensuring that the right skills are placed in the right roles. We follow a merit-based selection process, supported by clear criteria that uphold equity, diversity, and opportunity across all functions.

Every new employee at JADCO participates in a structured onboarding and induction program designed to familiarize them with our values, health and safety standards, operational systems, and growth opportunities. This ensures a smooth transition and immediate alignment with our performance culture.

We also implement a comprehensive reward and recognition system that links performance to incentives, promoting accountability, motivation, and retention. All employees receive annual performance reviews as part of our ongoing performance management process. We conduct regular engagement surveys with employees to measure the employee satisfaction. Furthermore, employees are encouraged to participate in decision-making processes that affect their work environment, supporting a culture of openness and dialogue.

To establish ourselves as the Employer of Choice, we offer competitive compensation, job security, and fair treatment for all employees, ensuring we cultivate a positive and desirable workplace culture that attracts and retains top talent. Through ongoing investment in training and development, we empower staff with the tools and skills required to grow both personally and professionally - supporting national workforce under Saudi Vision 2030.

With an annual turnover rate of 12%, our workforce stability reflects healthy retention levels in the agri-industrial sector, supporting operational continuity and local employment.

We foster an environment where employees feel secure, respected, and supported, whether on or off the job. In 2023, we expanded access to:



CULTURALLY INCLUSIVE HOUSING AND TRANSPORTATION



SOCIAL, RELIGIOUS, AND RECREATIONAL ACTIVITIES



PRODUCTION BONUSES AND INCENTIVES TO REWARD PERFORMANCE



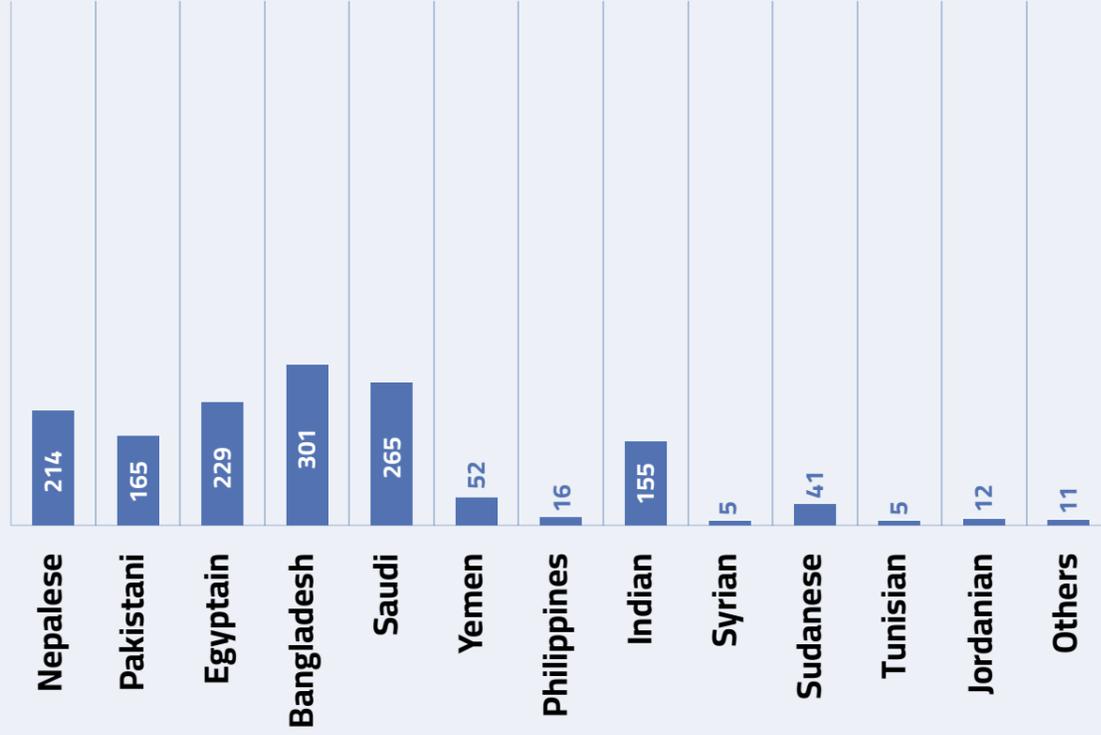
SPIRITUAL AND CULTURAL TRIPS, REINFORCING EMPLOYEE WELL-BEING AND IDENTITY

These investments have helped build a harmonious work-life community, grounded in shared values and mutual respect. Our HR and administration teams continue to lead efforts in inclusive workforce policies and capability development, reinforcing our contributions to SDG 8: Decent Work and Economic Growth.

JADCO is a proud recipient the Great Place to Work Award, for the year 2024-2025, a globally recognized certification and award program that identifies and celebrates organizations with outstanding workplace cultures.

We proudly employ a diverse workforce comprising multiple nationalities and cultures. Our 1,471 employees span 20 nationalities, representing diverse backgrounds, capabilities, and experiences.

Employees by Nationality



Gender Breakdown

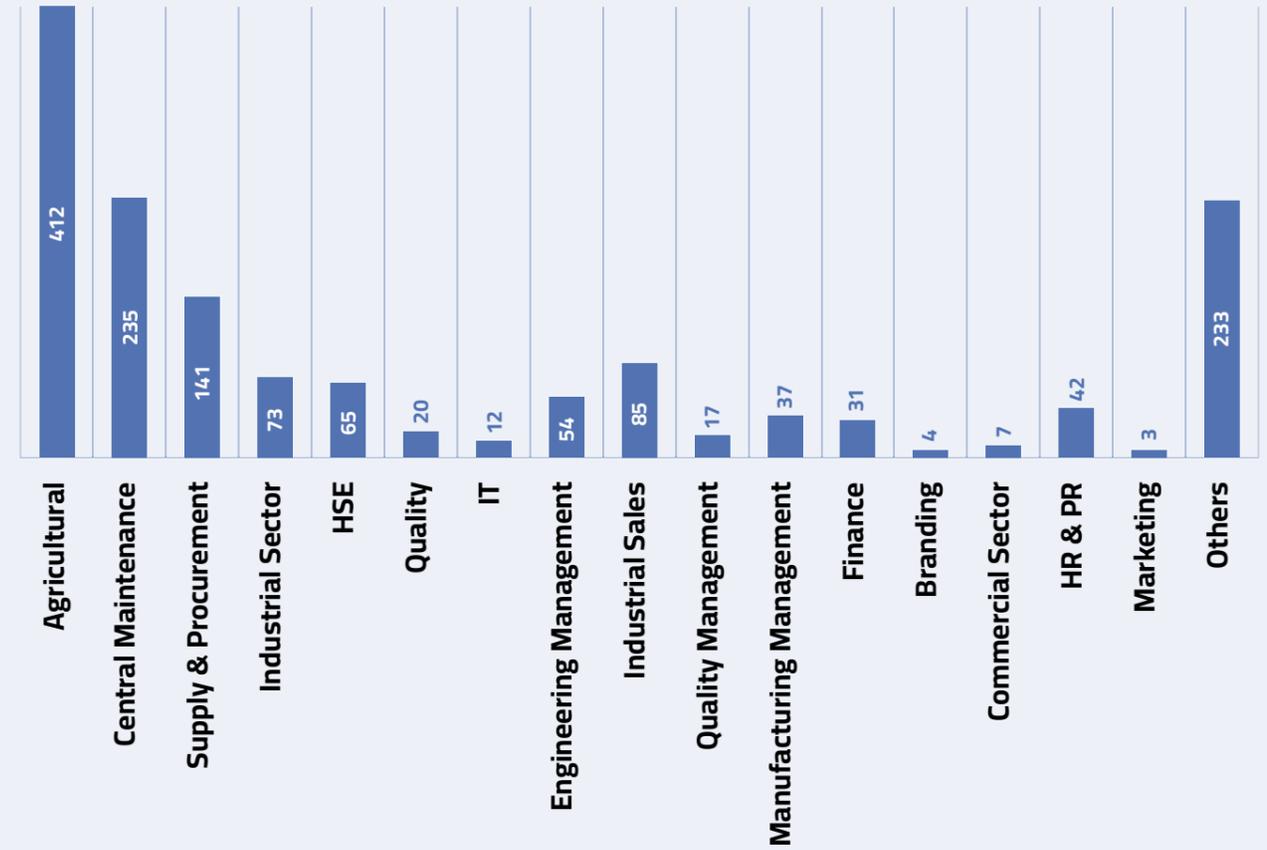
■ FEMALE: 2%
 ■ MALE: 98%



JADCO actively promotes gender diversity within the agri-industrial sector by empowering women, fostering inclusive workplace policies, and ensuring equal opportunities for all qualified candidates. To support work-life balance for our working mothers, we offer an hour of paid time daily for childcare.

The nature of agri-industrial operations, which often involves demanding fieldwork and remote site locations, has historically contributed to a lower representation of women. Recognizing this, JADCO is actively working to increase gender inclusion by expanding opportunities in technical, administrative, and quality control roles, enhancing workplace facilities, and supporting training programs designed to encourage greater female participation across the value chain.

Employees by Department



Age Distribution

Number of Employees	Age Bracket
306	Under 30
984	30–50
181	Over 50

Saudization Initiatives

In line with the Kingdom's Vision 2030 and Saudization policy goals, JADCO has adopted a robust local workforce strategy to empower Saudi talent in the food and agriculture sectors. These efforts include:

- Offering targeted job opportunities for Saudi nationals.
- Developing specialized training programs.
- Enhancing workplace conditions to attract and retain talent.
- Partnering with government and educational institutions to build local capacity.

As a result of these initiatives, JADCO exceeded regulatory Saudization benchmarks in 2024, achieving:

- Platinum category classification for our factories.
- High Green category at the corporate level under the Nitaqat Program.
- Saudization rate of 15.44%, with a target of 17% in the upcoming year.



Fostering an Inclusive Workplace Accreditation: Mowama Certification

JADCO was awarded the Mowama certificate by the Ministry of Labor and Social Development, in recognition of our efforts to create an inclusive and accessible work environment for People of Determination. This national accreditation reflects our commitment to workplace diversity, equal opportunity, and the empowerment of people of determination, in alignment with broader social inclusion goals.



HUMAN CAPITAL DEVELOPMENT & INNOVATION

Recognizing that talent development and internal capacity building are vital to sustainable growth, JADCO invests strategically in its workforce. JADCO offers continuous training in agri-industrial innovation, resource efficiency, and workplace safety to equip employees with the skills needed in a modern agri-industrial environment.

At the heart of this effort is the JADCO Academy, which provides structured learning pathways, technical upskilling, and access to industry-recognized certifications. The Academy empowers employees to pursue professional development, enhance their capabilities, and advance their careers within the organization. Its mission is not only to support individual growth, but also to strengthen organizational resilience through a highly competent and adaptable workforce. This focus on workforce development is essential to JADCO's agri-industrial transition, as it builds the technical expertise and leadership capacity required to operate complex processing systems, integrate value chains, and drive innovation across the agri-food sector.

Our approach goes beyond technical training. Through initiatives like the "Future Leaders" Program, JADCO proactively identifies high-potential individuals and prepares them to assume critical leadership roles. This fosters a culture of internal mobility and long-term retention, while also ensuring the continuity of institutional knowledge.

An integral part of our employee development strategy is succession planning, which supports long-term governance stability, mitigates leadership risk, and ensures that the Company is equipped to adapt to changing operational, environmental, and regulatory demands. On average, each employee received 20 hours of training in 2024.

JADCO enhances employee performance through a combination of in-house programs offered by its Academy and partnerships with accredited training institutions, such as Integrated Learning Training Center. These include specialized technical courses, leadership development tracks, and professional certification opportunities. Together, these programs directly contribute to JADCO's strategic objectives and ensure that a qualified, second-tier leadership team is in place across all levels.

TRAINING AND DEVELOPMENT

Through JADCO Academy, we offer continuous education in fields like artificial intelligence and data analysis to boost employee performance and digital fluency.

TECHNOLOGY ADOPTION AND INNOVATION

JADCO actively embraces new technologies to increase service quality and operational productivity, while fostering a culture of creativity and innovation in problem-solving and process enhancement.

INTERNAL COMMUNICATION

Our extensive communication channels strengthen corporate performance by enhancing cross-departmental communication and alignment.

PERFORMANCE MONITORING

JADCO proactively utilizes performance analysis tools to assess team progress and identify improvement opportunities.

Employee Engagement and Capacity Building

Furthermore, we make sure to foster a healthy, supportive, and inclusive environment for temporary workers, enhancing productivity and retention. JADCO also provides initiatives for all workers which include Ramadan programs, educational courses, and free annual Umrah trips, alongside access to sports and recreational facilities that promote well-being and community.

Our employee training and development initiatives align with the goals of the Human Capability Development Program, one of the strategic programs under Vision 2030. By investing in education, skills development, and workforce readiness, we aim to build a high-performing, future-ready team. Our focus on training Saudi youth, promoting diversity and inclusion, and enabling continuous learning supports both national priorities and our internal ESG commitments. These efforts ensure that our workforce is equipped with the capabilities needed to drive innovation, improve operational excellence, and contribute to the sustainable growth of the agri-industrial sector.

Social Impact and Human Capital Development Highlights in 2024

Workforce Empowerment and Saudization

- Increased Saudization rate from “Low Green” to “High Green” under the Nitaqat Mutawar Program.
- Implemented institutional development initiatives covering:
 - Organizational structure.
 - Job levels and families.
 - Career paths and job descriptions.
 - Salary scale optimization.

Employee Wellbeing and Services

- Refurbished multiple staff housing units to improve living conditions.
- Contracted with a specialized healthcare company to manage the Company’s Medical Care Center, offering services to employees, residents, and nearby organizations.

Digital Transformation in HR

- Fully digitized all human resources transactions through a “Smart HR” system, shifting from paper-based to integrated digital systems.

Operational Excellence and Strategic Alignment

- Continued technological innovation and modernization aligned with Saudi Vision 2030.
- Expanded strategic partnerships and customer base, enhancing the Company’s national presence.
- Initiated the institutional development project to strengthen governance, performance standards, and organizational transparency.





FROM WORKPLACE TO COMMUNITY: A SHARED SPACE FOR FAMILIES

As part of the employee benefits program, 48 fully equipped housing units are provided on-site, accommodating families ranging from two to seven members and supporting a total of 192 individuals. This initiative reflects the Company's broader commitment to employee well-being by fostering a balanced environment that closely links work with family and social life.

By integrating housing with access to essential services such as healthcare clinics, a sports club, educational resources, and shared community spaces, the Company strengthens employees' sense of belonging and stability. The clinic provides primary medical care and promotes preventive health, while the sports club offers employees various physical activities that enhance overall well-being and quality of life. This integrated approach improves living standards, deepens community ties, and supports long-term personal and professional growth.

GROWING TOGETHER: SOCIAL RESPONSIBILITY AND IMPACT

At JADCO, our community engagement initiatives go beyond social responsibility, representing a cornerstone of our sustainability strategy and a catalyst for domestic transformation and value creation. Through purposeful investment, strategic partnerships, and culturally resonant initiatives, we strengthen the roots of local climate resilience, community empowerment, and inclusive economic growth, while planting the seeds for an innovative and sustainable future in agri-industrial sector.

Furthermore, we actively support local development through close collaboration with Al-Jouf Province, sports and social clubs, and various government entities to ensure meaningful participation in community events. A dedicated budget is allocated annually to fund these initiatives, reinforcing our commitment to inclusive growth and sustainable development.

Our social and community initiatives underscore our commitment to Saudi Vision 2030 and our promise to engage with our local communities through knowledge-sharing, rural empowerment, and social investment.

Highlights of our 2024 social and community programs include:

International Al-Jouf Agricultural Forum

Held in Sakaka under the patronage of His Royal Highness Prince Faisal bin Nawaf bin Abdulaziz, and in the presence of the Minister of Environment, Water, and Agriculture, this first-of-its-kind agricultural forum brought together global scholars, policymakers, and agri-industrial innovators. As a key sponsor, JADCO reinforced its leadership in sustainable farming and sectoral collaboration. The event's focus on optimizing water consumption and boosting crop yields directly aligns with our on-ground practices, particularly in drip irrigation, soil health management, and the responsible use of natural inputs. These principles are embedded in our operations and echo our contributions to a sustainable agri-industrial transition.

Furthermore, our participation in knowledge-sharing around seed systems, land optimization, and climate-resilient farming at the event both supports national food security goals and strengthens our alignment with SDGs 2, 9, and 13.



Gold Sponsorship of the 15th Al-Jouf Olive Festival

As the largest modern organic olive farm in the world, JADCO's sponsorship of this prestigious festival was both symbolic and strategic. With participation from regional and international stakeholders, the festival celebrated the Al-Jouf region's agricultural heritage and elevated the Kingdom of Saudi Arabia's standing in olive production. This platform allowed us to highlight our leadership in crop diversification, organic farming, and biodiversity protection - values embedded in our cultivation of olives, fruits, dates, and pollinator-friendly ecosystems. Through initiatives like these, we actively promote biodiversity, exemplifying our commitment to SDG 15 in action.

In addition to our participation in national initiatives, we support farmers in the Al-Jouf region by providing technical services related to seed quality and agri-industrial practices, as well as offering reliable products and stable pricing. These efforts help improve productivity and encourage the adoption of more sustainable farming practices.

JADCO supports economic empowerment in Al-Jouf province by contracting directly with local farmers, purchasing their olives and potatoes at competitive prices, and offering affordable wheat seeds. Through hands-on training in advanced farming, harvesting, and olive oil pressing, we strengthen farmers' skills and productivity. In 2024, we provided 30 hours of training benefitting 30 local farmers. Trainings covered themes such as Quality of food, food safety, and ISO alignment. These efforts not only boost local income, but also align with broader community development goals and the sustainable development of rural communities.

To deepen this impact, JADCO is a proud partner and official sponsor of the Reef National Foundation to support rural women's economic empowerment through training programs, which have laid the groundwork for long-term community resilience and inclusive growth.

We also recognize that empowering youth is key to building the future of agriculture. In collaboration with local universities and technical institutes, JADCO has signed memoranda of understanding (MoUs) with Al-Jouf University Technical Institutes in Al-Jouf, and the Human Resources Development Fund (HRDF). The MoUs aim to align academic training with real-world agri-industrial needs and provide employment opportunities for young graduates in Al-Jouf Province. These efforts not only ease graduates' transition into meaningful employment, but also support broader workforce localization and knowledge retention in the region.

JADCO was also a proud sponsor of the first Regional Social Responsibility Forum, where we joined forces with Al-Jouf Province to promote cross-sector collaboration for sustainable development.

Our social investments extend to cultural and athletic initiatives, including our sponsorship of Al-Orobah FC, academic excellence awards, and youth sporting events like the NEOM Titan Desert Bike Race.

Furthermore, JADCO's core products: wheat, olives, potatoes, and fruits, contribute directly to food security and nutritional wellbeing. By producing high-quality, locally grown staples, we aim to reduce dependence on imports, support price stability, and ensure year-round availability of essential food items. This local production model strengthens national resilience and fosters healthier communities through access to safe, traceable, and sustainably grown food.

Across every initiative, we maintain a focus on partnership. Whether with government entities, academic institutions, or local organizations, our collaborations are designed to generate lasting social value and align with our commitment to sustainable development and community well-being.

These engagements represent a model for integrated, people-centered development. As we continue to expand our 420 million m² footprint and transition to an agri-industrial model, we do so not in isolation, but in active dialogue with the communities, cultures, and ecosystems that surround us.





GOVERNANCE, RISK, AND COMPLIANCE FRAMEWORK

Governance Structure and Oversight



JADCO adheres to a robust governance system grounded in Saudi Arabia's Companies Law and the Corporate Governance Regulations issued by the Capital Market Authority (CMA). The governance framework is designed to ensure accountability, fairness, transparency, and independence.

The JADCO Board of Directors holds ultimate responsibility for the oversight and strategic direction of the Company. It is tasked with supervising executive functions, identifying, and managing risks, and ensuring effective implementation of internal controls and sustainable business practices. The Board consists of seven members, each elected for a three-year term via cumulative voting. Board members bring diverse technical, administrative, and academic competencies.



The Board operates with the support of three specialized committees:

Executive Committee:

The committee consists of three board members and holds meetings regularly with active participation from all members. It supports decision-making on strategic investments, project oversight, MoU signoffs, budget planning, and governance enhancement. The committee also monitors company performance, reviews governance and corporate social responsibility policies, and evaluates socio-economic initiatives. It assists the CEO and the Board in following up on the Company's financial status, executing capital projects, implementing internal audit recommendations, and managing reputational risks.

Audit Committee:

Comprising four members (including one external member and two independent members), this committee met six times in 2024, with an average of 83.3% attendance. It oversees internal and external audits, financial statement accuracy, internal control systems, and regulatory compliance. The committee also ensures the Company's adherence to ISO 9001, ISO 22000, and Saudi Food and Drug Authority (SFDA) standards. It reviews internal audit plans and results, evaluates auditor independence, oversees risk and compliance audits, and manages the whistleblowing system for confidential reporting of financial misconduct or ethical breaches.

Nomination and Remuneration Committee:

Comprising three Board members, this committee reviews Board composition, succession planning, and independence. It also develops and monitors executive remuneration policies, ensuring regulatory alignment and competitive positioning. The Nomination and Remuneration committee met three times in 2024 with 100% attendance.

Remuneration and Governance Instruments

The Company's remuneration policy is aligned with the Capital Market Authority's Corporate Governance Regulations and the Companies Law.

Key elements include:

- Transparent alignment with legal frameworks.
- Attraction of high-caliber executives and Board members.
- Incentivization tied to Company goals and governance outcomes.

The Board periodically updates key governance documents to ensure compliance and performance, including:

- Charters for the Audit, Executive, and Nomination and Remuneration Committees.
- Board and Senior Executives' Remuneration Policy.
- CSR Policy and Competition Standards Policy.
- Board Member Nomination Policy.

JADCO's Bylaws, which are publicly available via its website and Tadawul, govern its legal structure, responsibilities, and operations.

Governance Documents and Charters

In 2024, JADCO updated key governance instruments to ensure compliance and alignment with evolving legal standards and ESG expectations, including:

- Audit Committee Charter.
- Executive Committee Charter.
- Nomination and Remuneration Committee Charter.
- CSR Policy.
- Competition Standards Policy.
- Board and Senior Executives' Remuneration Policy.
- Board Member Nomination Policy.





RISK GOVERNANCE

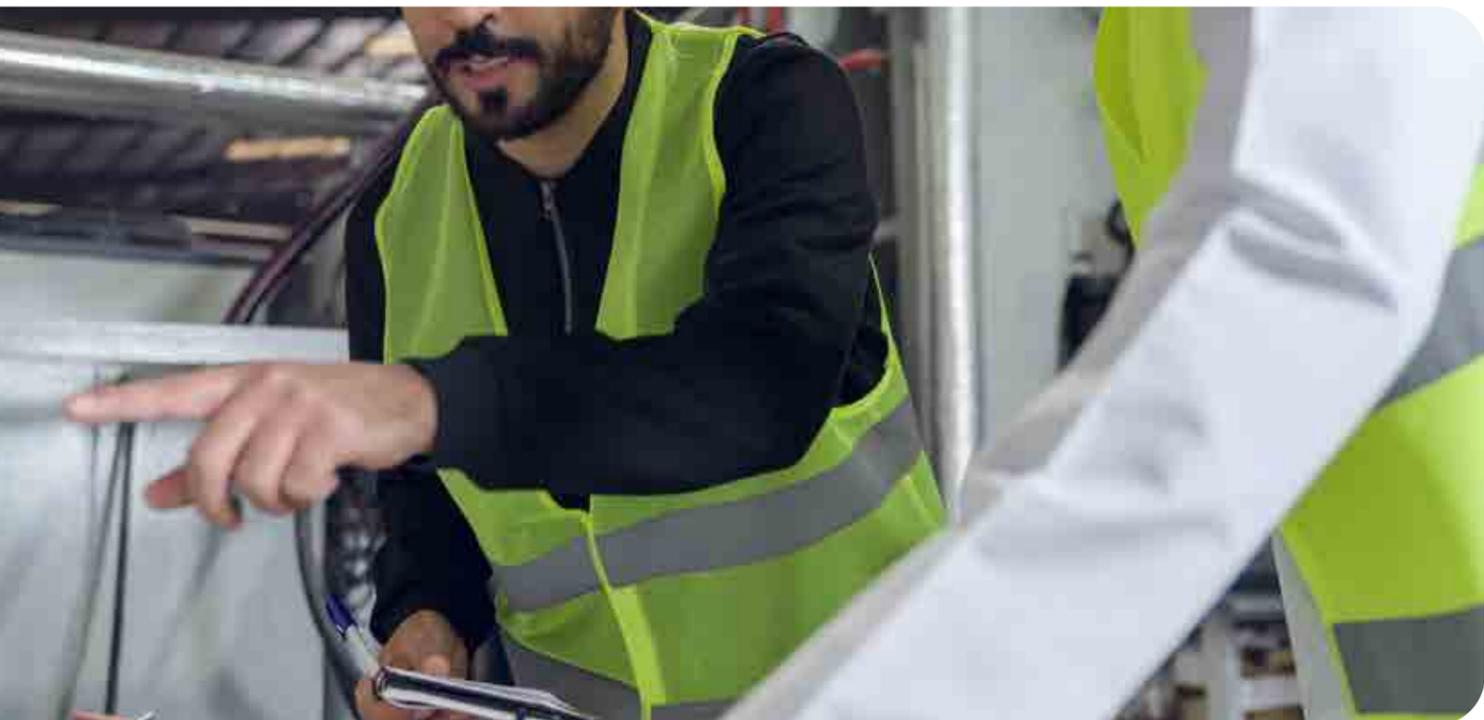
JADCO maintains an integrated risk management framework developed to reflect global best-in-class approaches in governance, risk, and compliance. The system identifies, assesses, and mitigates risks across operational, environmental, social, and financial domains.

Oversight and Risk Governance:

Risk governance is managed by the Board and implemented by the CEO, with operational monitoring by the Governance, Risk, and Compliance (GRC) unit. Risk assessments occur weekly, monthly, and quarterly. A structured prioritization process evaluates risks based on potential impact and likelihood, aligning resources to address the most material threats.

Risk Framework and Response:

Risks are identified through analysis of internal operations, regulatory landscapes, and external environments. JADCO applies a tiered approach, with risk responsibility embedded across business units. A regularly updated risk register ensures all risks are tracked and addressed.



Key Risks Identified and Mitigation Approaches:

Environmental and Climate Risks:

- Natural disasters, climate change events, and extreme weather: Mitigated through emergency response plans, possible floods and rainfall strategies, and scenario-based planning.

Technical and Operational Risks:

- Equipment malfunctions: Addressed via predictive maintenance and advanced systems.
- Occupational safety concerns: Compliant with health and safety laws; training manuals and protocols deployed.
- Production defects: Quality control protocols and technical training implemented.
- Stock mismanagement: Inventory optimization and training programs in place.

Supply Chain Risks:

- Disruptions due to supplier issues: Mitigated through diversification and proactive coordination with local and international partners.

Financial and Market Risks:

- Currency exchange fluctuations: Managed via monitoring and hedging strategies.
- Liquidity constraints: Maintained reserves and planning to cover short-term obligations.
- Fair value uncertainties: Close monitoring of asset valuations and exposure to fluctuations.
- Rising costs: Periodic cost reviews and efficiency improvements.

Regulatory and Legal Risks:

- Taxation, Zakat, licensing, and legal updates are monitored by a dedicated team.
- Compliance audits and periodic reporting reduce exposure to penalties.

Operational and Management Risks:

- **Resources Management:**
Managing operational resources in line with market fluctuations to ensure business continuity.
- **Cybersecurity:**
Enhanced infrastructure, data backup, and incident response planning.
- **Licensing:**
Regular renewal protocols for permits.
- **Laws and regulations:**
Regular reviews and legal updates by internal specialists.

Human Capital Risks:

- **Talent retention:**
Leadership development and internal promotions.
- **Workforce disruptions:**
Succession planning and Saudization strategies.

Market and Strategic Risks:

- **Competitiveness:**
Market intelligence, promotional campaigns, and innovation.
- **Consumption shifts:**
Ongoing consumer research and product adaptation.
- **Global volatility:**
Economic impact studies and macro risk evaluations.

Public Health and Pandemic Risks:

Contingency plans to manage future pandemics based on COVID-19 response.





COMPLIANCE AND POLICY GOVERNANCE



JADCO operates under a comprehensive compliance framework that upholds legal integrity, regulatory alignment, and ethical accountability across its operations. JADCO adheres to all relevant regulations, including those issued by the Capital Market Authority (CMA), Saudi Arabia's Companies Law, and sectoral regulators such as the Saudi Food and Drug Authority (SFDA). Oversight is shared across the Board of Directors, the Governance and Compliance Department, and specialized committees, ensuring a culture of continuous compliance and transparency.

To maintain high governance standards, JADCO has developed and periodically revised a suite of formal policies and charters. These include the Audit Committee Charter, Executive Committee Charter, Nomination and Remuneration Committee Charter, CSR Policy, Competition Standards Policy, Remuneration Policy for Board and Executive Members, and the Board Member Nomination Policy. These instruments serve as foundational tools to align decision-making with regulatory expectations and good governance practices.

JADCO demonstrates proactive compliance through a structured audit and internal control system. The Audit Committee, supported by an empowered internal audit function, ensures regular reviews of legal adherence and policy implementation. In 2024, no material deficiencies were found in the Company's control systems. Compliance reports emphasized operational enhancements, not regulatory breaches, and confirmed alignment with ISO 9001, ISO 22000, and SFDA standards.

JADCO has established clear channels for disclosure and accountability. All material developments are communicated through 29 disclosures published on Tadawul and the Investor Relations platform. JADCO also engages shareholders at the General Assembly, where decisions regarding executive remuneration and governance matters are presented for approval.

To strengthen the principles of integrity and transparency within the company, a system has been implemented to enable reporting of any violations or practices that do not align with corporate values. Internally, periodic updates from a legal team ensure alignment with evolving legislation, particularly concerning taxation (Zakat and VAT), licensing, and corporate reporting. A dedicated team manages the renewal of operational permits, while executive oversight ensures no lapses in regulatory obligations.

While JADCO's current framework demonstrates strong foundational compliance, opportunities remain for greater integration of ESG-specific compliance indicators, especially related to climate risk, sustainability disclosures, and human rights due diligence – core to emerging global reporting standards. Strengthening compliance monitoring in these areas will ensure the Company remains resilient and competitive amid evolving stakeholder expectations and regulatory landscapes.





Disclosure Practices



Remuneration Compliance



Whistleblowing



Compliance Summary

Disclosure Practices:

- Timely and accurate dissemination of material developments.
- Proactive investor engagement and information accessibility.
- Structured communication with shareholders, including at the General Assembly.

Remuneration Compliance:

- Performance-linked Board and executive remuneration.
- Annual shareholder approval process.

Whistleblowing:

- Secure and confidential reporting channels are maintained to promote integrity and ethical accountability.

Compliance Summary:

Regulatory Compliance Oversight

- Supervisory Bodies: JADCO operates under the legal framework of the Capital Market Authority (CMA) and Saudi Arabia's Companies Law.
- Audit Committee Role: Ensures adherence to ISO 9001, ISO 22000, and SFDA (Saudi Food and Drug Authority) regulations. It oversees internal audits, financial statements, and compliance with national and international standards.

Internal Audit Compliance Functions

- Legal and Regulatory Compliance: Part of the internal audit department's mandate includes ensuring full adherence to applicable laws and industry-specific regulations.
- Audit Committee Assurance: Found no material weaknesses in internal control or compliance systems; audit findings focused on efficiency improvements and risk mitigation.

Disclosure and Transparency Mechanisms:

- JADCO made 29 investor disclosures in 2024, all in compliance with Tadawul and Investor Relations guidelines.
- Emphasizes timely, accurate, and accessible disclosures to shareholders and the public. Structured communication includes updates through:
 - General Assembly Meetings.
 - IR Website.
 - Tadawul Announcements.

Whistleblower System

- Confidential Reporting Channels.

Board and Remuneration Compliance

- Board remuneration complies with CMA and Companies Law and is subject to shareholder approval.
- Components include:
 - Fixed salaries.
 - Attendance allowances.
 - Fringe benefits.
 - Profit-sharing options.
- No violations reported in 2024 regarding remuneration conflicts or rejected recommendations.

Licensing and Regulatory Compliance

- Dedicated teams manage:
 - Renewal of operational permits and licenses.
 - Monitoring of regulatory developments (e.g., Zakat, VAT, labor laws).
- A legal compliance team provides periodic updates to management on legislative changes and implementation requirements.

Audit Policy Manual and Controls

- A comprehensive internal audit policy and procedures manual is in place to support consistent, documented compliance with international standards and internal regulations.

Risk Register and Reporting

- Risks related to compliance (e.g., regulatory fines, license expiration, tax updates) are continuously monitored.
- Updates are reported to senior management and included in weekly, monthly, and quarterly reviews.

INTERNAL AUDIT AND CONTROL EFFECTIVENESS

JADCO maintains a robust internal audit and control system that is continuously enhanced to ensure operational integrity, risk mitigation, and regulatory compliance. The Company's internal audit function plays a pivotal role in strengthening governance, safeguarding assets, and driving continuous improvement across all departments.

OVERSIGHT AND AUDIT COMMITTEE INDEPENDENCE

The Audit Committee, composed of a majority of independent directors, plays an instrumental role in ensuring the integrity of financial reporting and the effectiveness of internal controls. In 2024, the Committee reported no material weaknesses in the internal control environment. Observations were focused on enhancing departmental performance, boosting operational efficiency, and optimizing resource use. Importantly, there were no instances in which the Board rejected any of the Committee's recommendations, and no conflicts arose between the Committee's decisions and those of the Board.



Through the adoption of TeamMate+ and TeamMate Analytics, our audit process has been transformed into a fully digitized, data-driven system. This shift enables 100% transaction analysis, faster audit cycles, and stronger risk detection, while reducing manual effort and human error. The result is greater transparency, efficiency, and assurance in our governance practices.

COMPREHENSIVE INTERNAL AUDIT STRATEGY

In line with global best practices and IIA standards, JADCO's 2024 internal audit strategy focused on building capacity, leveraging digital tools, and fostering a culture of accountability. Key pillars included:

Building a Qualified Audit Team:

Recruitment of highly skilled professionals to lead audits aligned with business strategy.

Value-Oriented Auditing:

Emphasizing audits that enhance operational efficiency, regulatory compliance, and strategic alignment.

Automation and Digitization:

Full deployment of TeamMate+ for audit process automation, complemented by TeamMate Analytics to enhance financial data insights.

Stakeholder Engagement:

Regular coordination with departments to ensure implementation of audit findings and strengthen internal partnerships.

Compliance with Standards:

Collaborated with the Saudi Institute of Internal Auditors to conduct a quality assurance review of internal audit practices, scheduled for Q1 2025.

Internal Control Strengthening:

Routine assessments and periodic reporting to identify and address control gaps.

Governance Documentation:

Development of a detailed Internal Audit Policies and Procedures Manual to standardize practices and improve transparency.

Risk Awareness and Integration:

Maintaining an up-to-date risk register and embedding risk awareness across departments.

DEPARTMENTAL RESPONSIBILITIES

The Internal Audit Department executes a broad mandate across the organization, with responsibilities that include:

- Raising awareness of internal control and compliance risks.
- Evaluating internal control and governance effectiveness.
- Ensuring adherence to laws, regulations, and internal policies.
- Reviewing administrative, financial, IT, and operational processes.
- Submitting detailed audit reports with actionable recommendations.
- Monitoring and following up on corrective actions.
- Supporting continuous engagement with departments to foster accountability.

ASSESSMENT AND IMPACT

Based on the 2024 internal audit cycle, the Audit Committee concluded that JADCO's internal control and financial oversight systems are effective and reasonably designed to address the Company's risk profile. The integration of advanced technologies, coupled with a data-driven and participatory audit model, positions JADCO to proactively manage compliance obligations and operational risks.



GOVERNANCE-SUSTAINABILITY NEXUS



JADCO actively demonstrates a solid foundation in aligning sustainability principles with our broader governance and compliance frameworks. To that end, we embedded sustainability considerations across multiple levels of strategic and operational decision-making. This positions JADCO on strong footing to deepen its ESG integration moving forward.

Governance bodies, such as the Board of Directors, Executive Committee, and Audit Committee, are already actively engaged with ESG-relevant matters. These include oversight of environmental risk mitigation strategies, stakeholder engagement through CSR programs, and compliance with national sustainability initiatives, such as Saudi Arabia's Vision 2030. Through this multi-tiered governance structure, JADCO ensures that environmental efficiency, resource rationalization, and community impact are regularly addressed at the highest levels of corporate decision-making.

The Audit Committee, in particular, plays a central role in risk-based governance by integrating sustainability-linked risks, such as water scarcity, rising energy costs, and supply chain reliability, into the Company's internal control and oversight processes. Meanwhile, the Executive Committee evaluates and monitors strategic investments, including those related to climate-resilient agricultural infrastructure, renewable energy partnerships, and advanced irrigation technologies. These discussions help anchor ESG performance within broader capital planning and business continuity assessments. These efforts are supported by transparent disclosure practices, active stakeholder communication via General Assemblies and Tadawul announcements, and the integration of sustainability into its brand narrative and operational identity.

Additionally, enterprise risk management (ERM) frameworks at JADCO capture multiple ESG-related risks, from climate volatility to occupational safety, reinforcing our commitment to long-term sustainability. The risk register is continuously updated, and ESG-relevant risks are reviewed during regular departmental and executive meetings, ensuring they are part of day-to-day governance and risk deliberation. While formal ESG institutionalization remains a future priority, JADCO's current model already reflects a deep interconnection between governance structures, risk oversight, and sustainable development goals.

Looking ahead, we plan to strengthen these foundations through tangible measures such as the establishment of a formal ESG governance function, the introduction of Board-level training on ESG and climate risks, and the development of key performance indicators and stakeholder-informed materiality assessments. These steps will not only enhance transparency and performance accountability but will also leverage our position as a leading sustainable agri-industrial enterprise, remove, add fulstop after enterprise.



04

HARVESTING & TRANSFORMATION

Processing, Packaging,
and Innovation

03 GOOD HEALTH AND WELL-BEING 	09 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 
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As JADCO continues its evolution from traditional agriculture to a fully integrated agri-industrial model, the Company's transformation strategy is driven by investment in advanced processing, sustainable packaging, digital modernization, and research-led innovation. This holistic approach supports national food security, economic diversification, and climate resilience in alignment with Vision 2030 and global sustainability standards.

SUSTAINABLE AND INNOVATIVE HARVESTING

JADCO's harvesting operations are strategically designed to align with its broader sustainability and innovation objectives, reinforcing its leadership in agri-tech advancement and resource efficiency. JADCO emphasizes precision, scale, and quality preservation throughout its harvesting process, supporting both its agri-industrial transformation and national food security goals.

A hallmark of this approach is the deployment of record-breaking mechanized wheat harvesters, recognized by the Guinness World Records for their ability to harvest up to 100 hectares per day. This not only boosts operational efficiency, but also significantly reduces manual labor requirements and accelerates time-to-processing, reducing the risk of post-harvest losses and preserving nutritional integrity.

Harvesting in the potato sector is complemented by new, high-yield varieties, ensuring optimized input-output ratios, and supporting the scaling of downstream processing facilities, such as the French fry plants. These efforts underscore the JADCO's commitment to climate-resilient crops and sustainable intensification.

Furthermore, JADCO integrates mechanization in olive harvesting and pruning to enhance operational efficiency, reduce labor intensity, and support large-scale, high-quality production. These efforts reflect our commitment to agri-industrial transformation, ensuring consistent quality from tree to bottle. Through these integrated and technologically progressive harvesting systems, we minimize waste, maximize yield, and support our long-term vision of agri-industrial innovation rooted in environmental responsibility and operational excellence.

Post-harvest, we have adopted cold chain logistics and surplus conversion practices, demonstrating JADCO's focus on circularity and food loss prevention, all of which are key tenets of sustainable agriculture.



ADVANCING AGRI-INDUSTRIAL INTEGRATION AND VALUE CREATION

JADCO has fully internalized value creation through the vertical integration of its farming operations with in-house agri-industrial processing facilities. By using our own crops to produce olive oil, frozen fries, we ensure full traceability, consistently high product quality, and local economic value retention. These efforts contribute directly to food self-sufficiency in the Kingdom.

In the olive oil segment, JADCO leverages mechanization in harvesting and pruning to support large-scale, high-integrity production. The use of advanced pressing lines and modern olive presses ensures maximum oil extraction, supported by continuous process control, equipment performance monitoring, and operator training. These technologies maintain product quality and operational efficiency, critical for meeting the standards of organic and premium olive oil certification.

Further enhancing resource efficiency, olive seeds separated during pressing are utilized or sold as organic fuel, while the remaining olive pomace is repurposed as animal feed, capturing added value from by-products and promoting circular economy principles.

Key milestones in JADCO's agri-industrial transformation include:

- Launch of a French fry factory with a 35,000 tons/year capacity, supported by an additional SAR 87 million investment for expansion.
- Installation of cutting-edge olive oil pressing technology, reinforcing JADCO's global leadership in organic olive oil.
- Receipt of multiple international awards for product excellence, along with Guinness World Record recognition for operating the world's most productive wheat harvesters.

These integrated advancements reflect JADCO's strategic commitment to sustainable agri-industrialization, economic resilience, and high-quality food production rooted in local resources.

Our ongoing efforts in logistics optimization and agri-industrial transformation are aligned with the objectives of the National Industrial Development and Logistics Program (NIDLP)-a key pillar of Vision 2030.

Packaging

JADCO has adopted a packaging strategy that emphasizes sustainability, food safety, and domestic efficiency. Products are packaged using sustainable materials, with efforts underway to adopt biodegradable alternatives and reduce environmental impact. Products carry their nutritional information in line with brand guidelines and local and international regulations.

We are working to reduce the use of raw materials in packaging through more efficient designs and environmentally friendly alternatives to support a lower environmental impact and more sustainable packaging practices.





QUALITY ASSURANCE AND QUALITY CONTROL

At JADCO, quality assurance and control form an essential part of every stage of the value chain, from sourcing, cultivation, and harvesting to production, packaging, and distribution. The Company operates within systematic quality management frameworks that include ISO 9001, ISO 22000, and the BRC Global Standard for Food Safety, reflecting its proactive and structured approach to ensuring the production of safe, high-quality products in line with local and international standards.

Integrated Quality Systems:

JADCO maintains compliance with international quality standards such as ISO 9001 (Quality Management Systems) and ISO 22000 (Food Safety Management). These systems are central to ensuring consistent product quality and safety throughout the supply chain.

Laboratory Oversight:

JADCO operates top-tier laboratories staffed with skilled professionals to monitor product quality and ensure adherence to specifications.

Supplier Evaluation:

QA/QC is embedded in procurement through rigorous supplier audits, documentation checks, and quality certifications. All inputs must meet strict technical standards.

Production Monitoring:

JADCO implements systematic testing and technical protocols to reduce product defects, improve operational efficiency, and guarantee the delivery of high-quality goods.

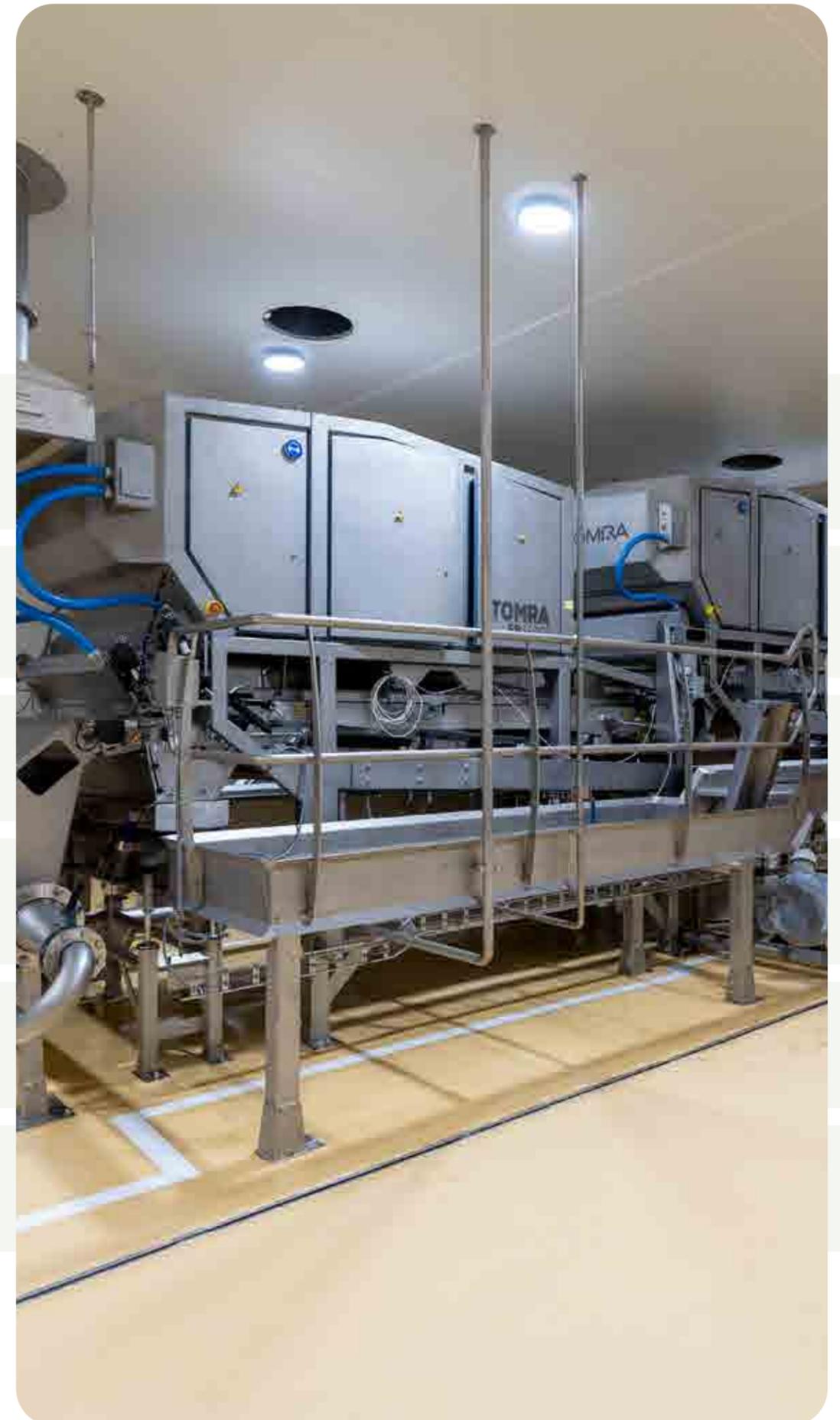
Traceability Systems:

Inputs like seeds, packaging, and processing aids are subject to traceability requirements, ensuring quality is maintained from source to final product.

Training and Awareness:

Regular training is provided to workers on safety, technical standards, and operational protocols to minimize errors and uphold QA/QC benchmarks.

Furthermore, the JADCO olive oil laboratory is accredited by the International Olive Council, ensuring globally recognized standards in quality control and test accuracy, and strengthening the credibility of its olive oil production. By embedding quality at the core of its operations, JADCO affirms its commitment to consumer trust, regulatory excellence, and long-term sustainability.





INNOVATION AND R&D

In line with SDGs 9 and 13, innovation plays a central role in JADCO's operational and environmental strategy. Our R&D efforts include:

- Climate-resilient seeds and water-saving irrigation techniques, tailored to Kingdom of Saudi Arabia's arid climate.
- Regenerative agriculture trials, including cover cropping and no-till farming, designed to restore soil health and reduce dependence on chemical inputs.
- New health-oriented product lines, responding to rising consumer demand for clean-label and nutritious foods.
- Using new irrigation technologies to enhance water efficiency and improve industrial productivity.

Digital Transformation and Operational Modernization:

Recognizing that digitization is critical to future competitiveness and sustainability, JADCO has implemented a comprehensive digital transformation strategy. Furthermore, we have fully integrated our ERP system, Dynamics 365, with workflow automation, digital documentation, and e-signature capabilities, significantly streamlining internal processes and reducing manual workload. Leveraging Artificial Intelligence and Machine Learning, the system also automates stock replenishment with precision and efficiency, enhancing operational agility and data-driven decision-making.

Further reinforcing our leadership, JADCO was selected to represent Saudi Arabia in the International Olive Council's Subcommittee on Statistics, where we contribute to global standards through specialized research on olive quality and production metrics.

Other efforts include:

Factory Digitization:

Automation across factory lines has increased productivity, reduced waste, and enhanced product consistency.

IT Governance and Cybersecurity:

Strategic IT planning includes a robust cybersecurity program covering data protection, incident response, change management, and business continuity.

Performance Monitoring:

Continuous assessment of system performance supports agile decision-making and proactive adaptation to new technologies.

Workforce Enablement:

Employees are trained in digital competencies, ensuring seamless adoption of new systems, and sustaining a digitally literate workforce.

Economic Performance and Innovation Outcomes:

JADCO's transformation strategy has translated into measurable outcomes, including:

- 37% year-on-year growth in sales volume and value.
- Launch of a new potatoes product line and R&D trials for enhanced potato varieties.
- Highest market share in organic olive oil within the Kingdom and a national leadership position in premium agri-food production.
- Rebranding and launch of a new corporate identity and digital presence (<http://www.aljouf.com.sa/>), supporting market expansion and brand recognition.



OUR CERTIFICATIONS



ISO 45001



ISO 9001



ISO 14001



ISO 22000



GUINNESS LARGEST MODERN ORGANIC OLIVE FARM



GUINNESS LARGEST MODERN OLIVE FARM



ORGANIC EURO



ORGANIC KSA



SILVER INTER.



SILVER JENEVA



GOLD MEDAL USA



GOLD MEDAL TURKEY



GOLD MEDAL BERLIN



GOLD MEDAL OSLO



GOLD MEDAL ITALY



GOLD MEDAL JAPAN



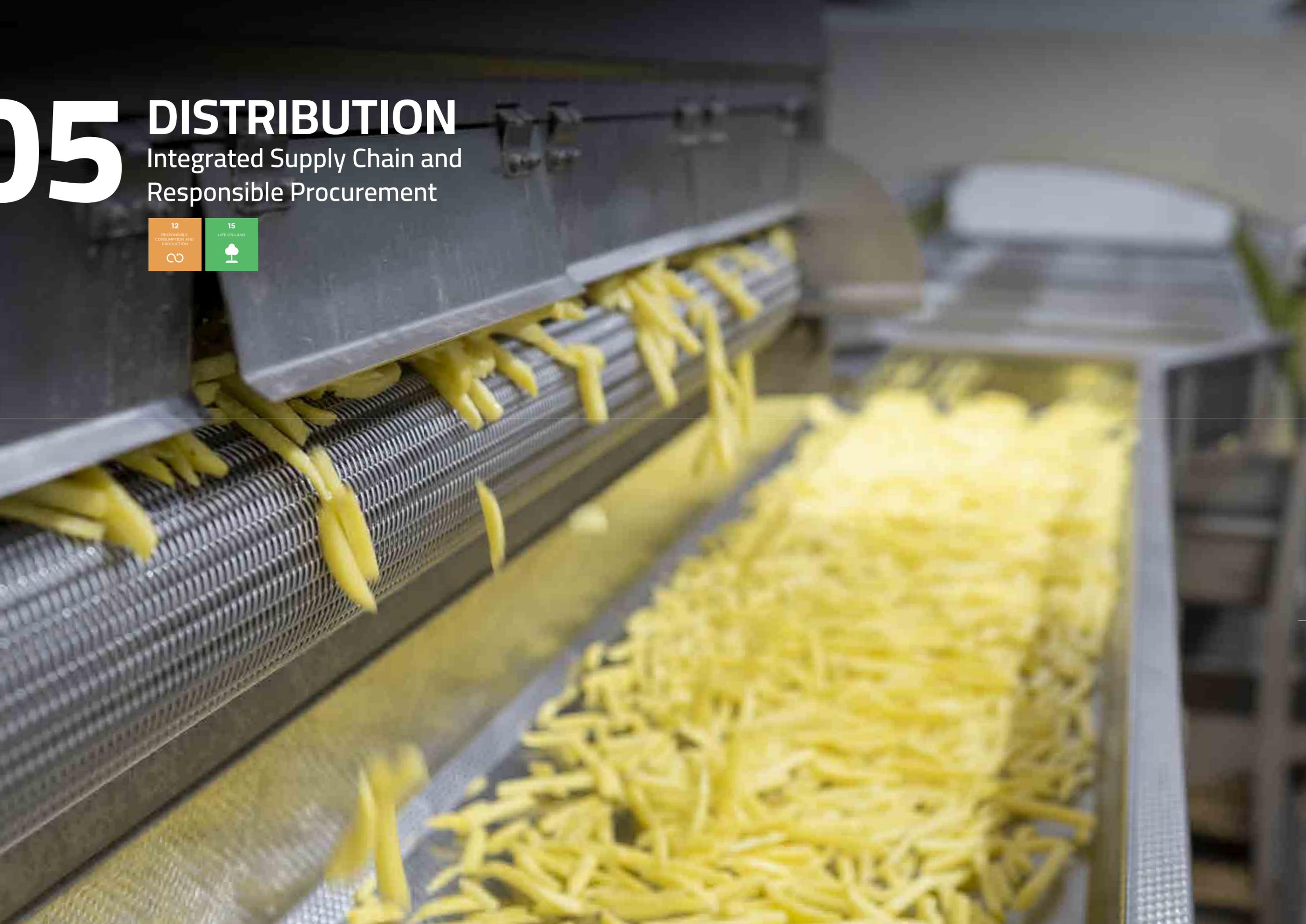
GOLD MEDAL LONDON



SILVER 2 ATHENA

05 DISTRIBUTION

Integrated Supply Chain and
Responsible Procurement



JADCO operates a fully integrated supply chain that spans the entire agri-food value chain, starting with seed procurement and spanning cultivation, harvesting, processing, packaging, and distribution. This vertically and horizontally integrated model strengthens resilience, enhances ESG oversight, and ensures end-to-end quality and traceability.

JADCO's robust transportation fleet and warehousing system enable efficient product distribution beyond manufacturing sites, ensuring reliable delivery across the Kingdom of Saudi Arabia, and reinforcing supply chain stability. In addition, traceability systems are embedded across procurement and production stages, supporting compliance with ISO 22000 (food safety) and ISO 14001 (environmental management) standards.

Machinery operations and product transport contribute to greenhouse gas emissions. JADCO addresses this by continuously improving energy efficiency on farms and in transportation, while shifting toward renewable energy sources to lower emissions.



Eco-Driving and Emissions Reduction

To support our environmental sustainability goals, we conduct regular training programs for drivers focused on safe, fuel-efficient, and eco-friendly driving practices. These sessions emphasize techniques such as smooth acceleration, maintaining moderate speeds, and reducing idling to lower fuel consumption and emissions. Drivers are also trained in routine vehicle maintenance to ensure optimal engine performance and minimize environmental impact. Together, these practices contribute to reducing our carbon footprint and improving overall fleet efficiency.

Marketing, Brand Development and Consumer Communication



As a leader in sustainable agri-food innovation, JADCO is transforming its marketing strategy to reflect its growing role in the agri-industrial landscape. JADCO's updated brand identity, digital presence, and product innovation portfolio are anchored in consumer trust, transparency, and quality.

JADCO leverages ERP-integrated ordering systems and digital engagement platforms to streamline customer interactions and enhance service responsiveness. Our marketing campaigns emphasize the superior quality and sustainability credentials of its products, particularly award-winning organic olive oil.

Through targeted campaigns and an updated website, JADCO communicates our value proposition to a broader audience while increasing awareness of sustainable agri-industrial practices. Branding efforts also highlight JADCO's adherence to food safety and environmental standards, reinforcing consumer confidence in both domestic and export markets.

In this way, marketing serves not only a commercial purpose but also communicates JADCO's role in supporting healthier diets, national food security, and agricultural innovation.

Responsible Procurement and Supplier Engagement



JADCO's procurement strategy is designed to ensure resilience, compliance, and sustainability across every tier of its supply chain. Recognizing suppliers as essential partners in delivering safe, high-quality, and ethically sourced products, the Company maintains a robust framework for evaluating and monitoring supplier performance aligned with national regulations and international best practices.

As such, JADCO views its suppliers as critical partners in advancing sustainable agriculture. All procurement is guided by transparency, merit, quality, and integrity. Supplier selection and retention follow a rigorous process.

Strategic Procurement Governance

Procurement at JADCO is governed by principles of transparency, merit-based selection, and ethical conduct. We apply proactive supplier due diligence protocols that include:

- Pre-audit questionnaires to assess qualifications and standards adherence.
- Verification of ISO certifications (e.g., ISO 22000 for food safety, ISO 14001 for environmental compliance).
- Evaluation of environmental, social, and labor practices.
- Periodic performance reviews and on-site audits.
- Traceability controls to ensure every material, seed, packaging, and additive meets internal specifications and safety criteria.
- Continuous monitoring through periodic reviews and audits ensures alignment with both national regulations and international best practices.

Sustainability and Local Sourcing

In alignment with Saudi Vision 2030, JADCO actively promotes local sourcing to strengthen domestic supply chains and stimulate rural economic development. In 2024, we allocated 75% of our procurement budget to local suppliers, reinforcing our commitment to community economic development. By prioritizing local suppliers, we create shared value, reduce environmental impacts from long-distance transportation, and improve responsiveness to market demands.

In support of the Local Content and Government Procurement Authority (LCGPA) and our commitment to national economic growth, JADCO is committed to sourcing locally when possible, across key sectors including agriculture, manufacturing, logistics, and services.

This strategy not only enhances supply chain resilience and reduces reliance on imports, but also contributes to job creation, knowledge transfer, and capacity building within the Kingdom. We maintain a strong focus on engaging local businesses wherever feasible, aligning our operations with national objectives for economic diversification and local value generation.

To ensure accountability and transparency, we have implemented traceability systems and ESG controls across our procurement processes, reinforcing our commitment to responsible sourcing and sustainable growth.

Vertical and horizontal integration allows JADCO to maintain visibility and control over much of its production cycle, from raw inputs to packaged goods. This structure enables:

Rapid identification of supply chain risks.

Better assurance that human rights, labor, and environmental performance standards are met.

Faster implementation of corrective actions or supplier disengagement in case of violations.

The Company's sourcing policies explicitly address environmental protection, including ecosystem conversion risks. JADCO works to ensure suppliers avoid deforestation and destructive land-use change by requiring compliance through contracts and third-party verifications. We are exploring participation in sectoral and landscape-level initiatives to support nature-positive production.



Circular Economy and Waste Reduction

As part of its forward-looking sustainability roadmap, JADCO is committed to integrating circular economy principles across its operations and supply chain. While the current waste management framework focuses on traceability and compliance with ISO 14001 environmental standards, JADCO recognizes the importance of closing resource loops, minimizing waste, and promoting reuse and recycling across product lifecycles.

Key initiatives include:

Material Reuse and Recycling:

Some of our wooden pallets are recovered and reused after undergoing recycling processes, reducing raw material demand, and extending product life cycles.

Irrigation System Control:

Modern technologies have been adopted to manage irrigation systems, aiming to improve water use efficiency and reduce waste, thereby enhancing agri-industrial operations and supporting sustainability.

Biodiversity Conservation:

The Company implements an integrated biological control program to reduce pesticide use and promote natural predators, with organic farming practices adopted in olive cultivation to support sustainable agriculture.

Reuse:

The Company uses modern machines to separate olive pits from the pressing process for sale as organic fuel, while the remaining pomace is used as animal feed, maximizing the utilization of agricultural waste. The Company also makes use of baby potatoes by redirecting them to food processing instead of disposal.

Sustainable Packaging in Processing:

The potato processing plant uses organic compostable bags, supporting waste reduction and reinforcing the Company's commitment to environmentally responsible packaging.

These efforts reflect our strategic approach to environmental stewardship, where innovation in waste management drives sustainable industrialization and long-term resilience.

To further enhance our waste reduction and circular economy efforts, JADCO will:

- Map material flows across processing facilities (olives, potatoes) to identify opportunities for waste valorization.
- Develop pilot programs for by-product reuse (e.g., olive pomace for bioenergy or compost).
- Explore eco-friendly packaging innovations using biodegradable or recyclable inputs.
- Strengthen partnerships with suppliers who share commitments to circular sourcing and regenerative practices.
- Report circular economy progress in future disclosures.

These initiatives will support waste reduction, resource efficiency, and climate resilience, reinforcing JADCO's alignment with Vision 2030 and sustainable agri-industrial leadership.





FUTURE OUTLOOK GROWING FORWARD

FUTURE OBJECTIVES

- Achieving Higher Production Efficiency
- Diversifying Products & Ensuring their Quality
- Controlling & Rationalizing Costs
- Updating Tools & Technologies
- Communicating Effectively to Ensure Effort Integration
- Increasing Revenues & Profit Margins
- Sustainable Environment
- Encouraging Flexibility & Adaptability
- Monitoring & Analyzing Performance Continuously
- Acquiring Skilled Professionals & Expertise
- Enhancing Training & Developing the Workforce
- Encouraging & Fostering Innovation in Workplace
- Strengthening Occupational Health, Safety, & Security



ASPIRATIONS AND PLANS

Short-term and long-term ESG commitments.

In general, the Company's future aspirations are «Our Limit is the Sky», and the future will be much better thanks to the current expansions, which provide greater strength and leadership considering the Board of Directors' strategic plans, and new technologies adopted in the implementation of various new projects, as well as launching modern production lines operated by skilled and trained employees. These efforts contribute to creating diverse revenue streams, driving business expansion, and ensuring profit growth.

1. Agri-industrial

Olives

- Continuous enhancement in organic olive oil production.
- Reduce olive oil pressing losses by improving pressing machine performance.
- Enhance the added value of by-products from olive pressing operations.
- Increase storage capacity for olive oil. Acquire a new automated production line to produce new packages according to market needs.

Potatoes

- Expanding the French fries product brand and its market presence.
- Improve and advance automated harvesting processes for industrial potatoes.
- Expand potato farming in various regions to supply the french fries factory.

Other Crops

- Operate a seed sorting and packaging station.
- Cultivation of new economically viable crops, such as wheat, to enhance national food security.

2. Water & Irrigation

- Focus on water rationalization per Hectare.
- Adopting the latest irrigation technology.
- Establish a committee to evaluate irrigation efficiency.

3. Energy & Productivity

- **Maximize the utilization of product storage capacity.**
- **Fully activate occupational health and safety models.**
- **launch a clean energy transformation project.**
- **Introduce electricity and replace diesel as part of the liquid fuel displacement initiative.**
- **Optimize fuel procurement and usage efficiency across operations to reduce consumption-related costs.**

4. Systems

- Develop as ISO 17025 system.
- Maintain BRC certification.
- Implement the new Microsoft AX system.
- Integrate the quality system within the AX software.
- Transition to the new financial accounting software.
- Activate auditing programs and renew certifications for ISO systems.
- Apply ISO 45001 and ISO 9001 across the entire Company.

5. Customers & Suppliers

- Expand the customer base.
- Improve time efficiency of the procurement cycle and reduce number of days required.
- Attract new suppliers and ensure provision of required quantities.
- Increase the number of approved suppliers and deal with them via the deferred payment system.

6. Training & Development

- Promote professional skills.
- Conduct training sessions for teams.
- Develop a career succession program.
- Design annual onboarding programs for new employees.

7. Competitiveness

- Maximize the market share.
- Enhance production efficiency and improve product quality.
- Establish pricing policies that accommodate a range of preferences.
- Expand sales outlets across cities to showcase the Company's products and services.

CHALLENGES & OPPORTUNITIES

In 2024, JADCO faced major external pressures, including rising diesel costs, raw material inflation, climate-related risks, and intensified local market competition. Despite these hurdles, JADCO maintained its leadership by leveraging its world-class organic olive farm, advanced irrigation systems, and extensive logistics network. Investment in quality control, robust transportation, and decentralized warehousing allowed us to mitigate operational risks and improve market responsiveness. By aligning strategies with evolving consumer preferences, advancing infrastructure, and pursuing innovation, JADCO turned obstacles into growth opportunities, reinforcing its market position, sustainability goals, and long-term value creation.

Reporting Process and Methodology



01 Purpose and Scope of Reporting

This report has been prepared in accordance with the GRI Standards and presents JADCO'S ESG performance for the 2024 reporting year. The identification of material topics was informed by relevant GRI Topic Standards and guided by selected elements of GRI 13: Agriculture, Aquaculture and Fishing Sectors (2022), taking into account the company's operational context. As this is JADCO's first sustainability report, the Company has applied a phased approach to sector alignment, with the intention to align more fully with the GRI 13 Sector Standard in future reporting cycles. The material topics covered in this report are relevant to the agri-industrial sector and aligned with the Kingdom of Saudi Arabia's Vision 2030 objectives and the United Nations Sustainable Development Goals (SDGs).

Scope:

Reporting Entity:

Al-Jouf Agricultural Development Company (JADCO)

Geographical Scope:

Primarily operations within the Kingdom of Saudi Arabia

Reporting Period:

January 1st to December 31st

Reporting Cycle:

Annual

02 Reporting Standards and Frameworks

The report is prepared in accordance with the GRI Standards (2021), and considers sectoral material topics such as:

- Soil health, water use, natural ecosystem conversion, seed innovation, and responsible procurement
- Sector disclosures on agricultural inputs, biodiversity, and labor practices in rural areas

The report also includes JADCO's carbon emissions measured and calculated based on the GHG Protocol Methodology, based on an operational control boundary. Data was collected based on key parameters such as: electricity, water, and fuel consumption. Emission factors from the GHG Protocol were applied; where unavailable, reputable alternative databases and local government sources were used. All data was standardized, verified, and supported by internal records to ensure accuracy and traceability.

03 Materiality Assessment

JADCO conducted a stakeholder-informed materiality assessment aligned with GRI 3:

Material Topics to identify issues most significant to our stakeholders and business continuity.

04 Stakeholder Engagement

JADCO recognizes that proactive and inclusive stakeholder engagement is fundamental to responsible business conduct and value creation. Our engagement process is designed to be continuous, transparent, and responsive to evolving stakeholder expectations.

We seek to build trust, identify emerging risks and opportunities, and ensure our strategy reflects the priorities of those affected by our operations and decisions.

The stakeholder engagement process includes:

Stakeholder Mapping:

Identifying individuals and groups with direct or indirect interest in our activities, such as local farmers, regulatory bodies, employees, customers, suppliers, and community organizations.

Materiality-Driven Dialogue:

Engaging stakeholders through methods such as surveys, interviews, workshops, and meetings to assess the significance of economic, environmental, and social topics.

Inclusive Participation:

Ensuring the representation of internal and external stakeholders, including employees, suppliers, regulators, and customers.

Feedback Loop:

Collecting input, analyzing feedback, and integrating insights into company strategies, risk assessments, and disclosures, followed by transparent communication of decisions taken or changes made.

Alignment with Global Frameworks:

Engagements are guided by international standards, including GRI, the UN SDGs, and Vision 2030, ensuring relevance, comparability, and accountability.

05 Data Collection and Quality Assurance

Data presented in this report is sourced from JADCO's internal systems and digital tools, audit reports, and operational departments. All data undergoes internal validation by the Governance, Risk, and Compliance Unit.

06 Reporting Boundaries and Limitations

The report focuses on JADCO's operational boundaries and does not currently include value-chain emissions or impact unless specifically noted.



MATERIALITY ASSESSMENT AND KEY TOPICS

As part of our sustainability strategy, we conducted a comprehensive materiality assessment to identify the ESG topics most relevant to our operations and stakeholders. This process, as well as the topics, were guided by (GRI) Universal Standards and GRI 13: Agriculture, Aquaculture and Fishing Sectors (2022).

The assessment involved engaging internal and external stakeholders through surveys, which included internal stakeholders (including employees and managers) and external stakeholders (such as suppliers). Each group was asked to evaluate the significance and potential impact of sustainability issues across our value chain.

The resulting materiality matrix below highlights the issues deemed most critical to our long-term performance and stakeholder expectations. These include:

Environmental topics:

Emissions, Water and Effluents, Waste, Biodiversity, Soil Health, Pesticide Use.

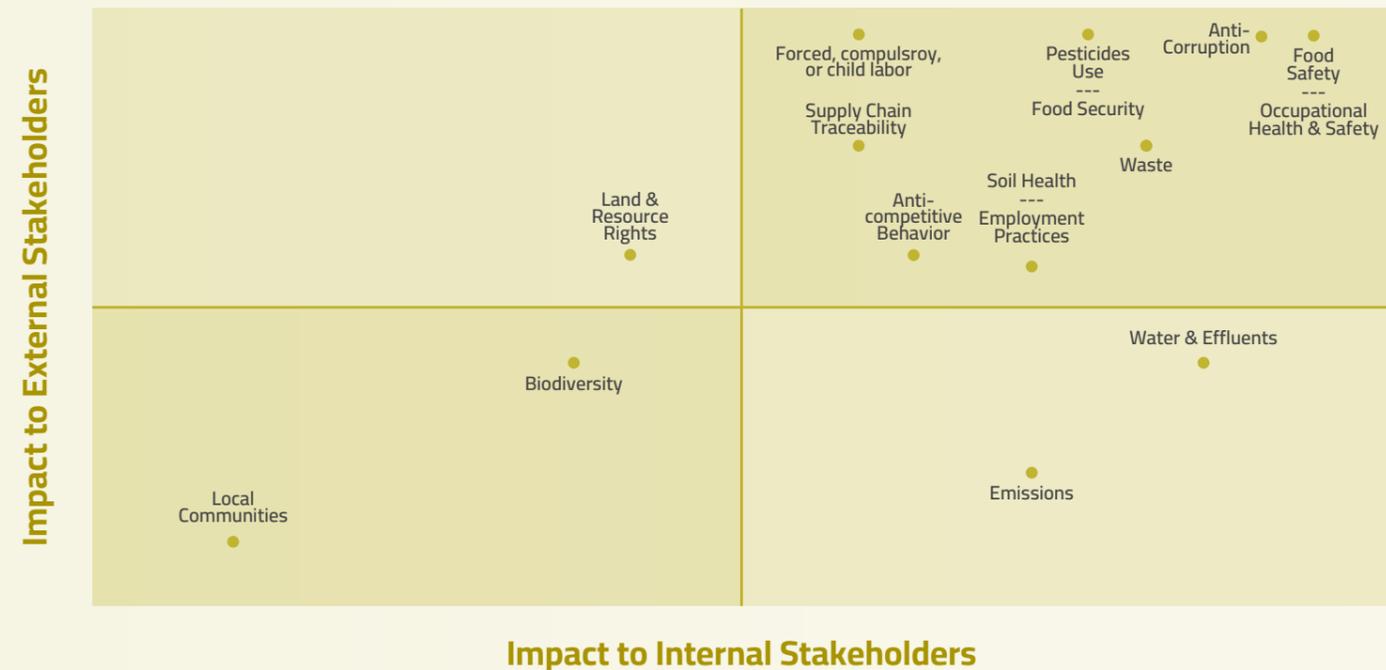
Social topics:

Occupational Health and Safety, Employment Practices, Forced, Compulsory or Child Labor, Local Communities.

Governance topics:

Supply Chain Traceability, Food Safety, Anti-Corruption, Anti-Competitive Behavior, Land and Resource Rights.

Materiality Matrix



These topics reflect the intersection of business impact and stakeholder concern, particularly in the agri-industrial sector where resource use, labor conditions, and food system resilience are interlinked. The emphasis on topics like food safety, pesticide use, emissions, and land rights were guided by GRI 13, which recognizes these as sectoral priorities with significant impact on ecosystems, communities, and long-term food security.

The insights gained from this materiality assessment inform our reporting, risk management, and sustainability strategy, ensuring we remain responsive, transparent, and accountable to the issues that matter most.

While all topics were assessed for relevance and impact, some ranked lower in priority based on our operational context and stakeholder feedback. Local Communities received a lower materiality score relative to other topics, reflecting stakeholder views that the Company's direct impact in this area is more limited compared to issues such as employment practices, occupational health and safety, and land and resource rights, which have a more direct influence on community well-being and overall ESG outcomes.

GRI CONTENT INDEX

For the Content Index – Essentials 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.

Statement of use

Al-Jouf Agricultural Development Company has reported in accordance with the GRI Standards for the period 1/1/2024 to 31/12/2024.

GRI 1 used

GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Company Overview: pages 5-17, Employee Empowerment: Pages 32-36		
	2-2 Entities included in the organization's sustainability reporting	Map of Operations: Page 11		
	2-3 Reporting period, frequency and contact point	Reporting Process and Methodology: Page 60, Closing Statement Page 71		
	2-4 Restatements of information	No restatements in the reporting year		
	2-5 External assurance	No external assurance was provided on this report		
	2-6 Activities, value chain and other business relationships	Our operations and product portfolio: Pages 7-11		
	2-7 Employees	Employee Empowerment: Pages 32-36		
	2-8 Workers who are not employees	All workforce data presented in this report refers exclusively to full-time employees.		
	2-9 Governance structure and composition	Refer to 2024 annual report: Governance and Sustainability: Pages 96-125 https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf		
	2-10 Nomination and selection of the highest governance body	Compliance and Policy Governance: Page 43, Refer to 2024 annual report: Governance and Sustainability: Pages 95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Refer to 2024 annual report: Governance and Sustainability: Pages95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance and Sustainability Nexus: Page 46, Refer to 2024 annual report: Governance and Sustainability: Pages95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-13 Delegation of responsibility for managing impacts	Refer to 2024 annual report: Governance and Sustainability: Pages 95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-14 Role of the highest governance body in sustainability reporting	Governance and Sustainability Nexus: Page 46, Refer to 2024 annual report: Governance and Sustainability: Pages95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-15 Conflicts of interest	Refer to 2024 annual report: Governance and Sustainability: Pages95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-16 Communication of critical concerns	Refer to 2024 annual report: Governance and Sustainability: Pages 95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-17 Collective knowledge of the highest governance body	Refer to 2024 annual report: Governance and Sustainability: Pages 95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-18 Evaluation of the performance of the highest governance body	Refer to 2024 annual report: Governance and Sustainability: Pages 95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-19 Remuneration policies	Refer to 2024 annual report: Governance and Sustainability: Pages 95-125, Financial Statements- Page 206-207 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-20 Process to determine remuneration	Refer to 2024 annual report: Governance and Sustainability: Pages 95-125, Financial Statements- Page 206-207 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Omitted	Confidentiality Constraints	The total compensation ratio is considered sensitive information and is not disclosed publicly due to confidentiality and internal policy constraints.
	2-22 Statement on sustainable development strategy	Our Sustainability Vision: Pages 13-20		
	2-23 Policy commitments	Governance, Risk, and Compliance Framework: Pages 39-46, Refer to 2024 annual report: Governance and Sustainability: Pages 95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-24 Embedding policy commitments	Governance, Risk, and Compliance Framework: Pages 39-46, Refer to 2024 annual report: Governance and Sustainability: Pages 95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-25 Processes to remediate negative impacts	Our Sustainability Vision: Pages 13-20, Refer to 2024 annual report: Governance and Sustainability: Pages 95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-26 Mechanisms for seeking advice and raising concerns	Refer to 2024 annual report: Governance and Sustainability: Pages 95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-27 Compliance with laws and regulations	Governance, Risk, and Compliance Framework: Pages 39-46, Refer to 2024 annual report: Governance and Sustainability: Pages 95-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-28 Membership associations	Refer to 2024 annual report: Certifications pages 32-35 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-29 Approach to stakeholder engagement	Stakeholder Engagement: Pages Page 60, Refer to annual report: Stakeholders and Related Parties Engagement: Pages 88-89 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	2-30 Collective bargaining agreements	Omitted	Legal Prohibitions	Collective bargaining agreements are not legally allowed in Saudi Arabia.
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment and Key Topics: Pages 60-61		
	3-2 List of material topics	Materiality Assessment and Key Topics: Pages 60-61		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Sustainable Farming Practices and Ecosystem Stewardship: Pages 22-28		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Our Environmental Performance: Page 28		
	305-2 Energy indirect (Scope 2) GHG emissions	Omitted	Not Applicable	JADCO does not purchase any electricity from the grid.
	305-3 Other indirect (Scope 3) GHG emissions	Omitted	Information unavailable/incomplete	The Company did not calculate Scope 3 for this period because the supporting activity indicators are not yet fully defined. Work is underway to establish a basis for future reporting.
	305-4 GHG emissions intensity	Omitted	Information unavailable/incomplete	The Company did not calculate emissions intensity for this period because the supporting activity indicators are not yet fully defined. Work is underway to establish a basis for future reporting.
	305-5 Reduction of GHG emissions	Sustainable Farming Practices and Ecosystem Stewardship: Pages 22-28, Our Environmental Performance: Page 28		
	305-6 Emissions of ozone-depleting substances (ODS)	Omitted	Information unavailable/incomplete	ODS emissions were not calculated for this reporting year due to the absence of complete activity data; the Company is working to establish the required datasets for future reporting.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Omitted	Information unavailable/incomplete	NOx, SOx, and other significant air emissions were not calculated this year, as monitoring data is not yet available; the Company is developing the systems needed for future disclosure.
Water and Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Water and Soil Management: Pages 25-28		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Soil Management: Pages 25-28		
	303-2 Management of water discharge-related impacts	Water and Soil Management: Pages 25-28		
	303-3 Water withdrawal	Water and Soil Management: Pages 25-28, Water Footprint: Page 28		
	303-4 Water discharge	Water and Soil Management: Pages 25-28, Water Footprint: Page 28		
	303-5 Water consumption	Water and Soil Management: Pages 25-28, Water Footprint: Page 28		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Circular Economy and Waste Reduction: Pages 56		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Economy and Waste Reduction: Pages 56		
	306-2 Management of significant waste-related impacts	Circular Economy and Waste Reduction: Pages 56		
	306-3 Waste generated	Omitted	Information unavailable/incomplete	Waste generation data was not calculated for this reporting year; the Company is establishing the required tracking processes for future reporting.
	306-4 Waste diverted from disposal	Omitted	Information unavailable/incomplete	Data on waste diverted from disposal was not calculated this year due to limited measurement systems; work is underway to enable future disclosure.
	306-5 Waste directed to disposal	Omitted	Information unavailable/incomplete	Waste directed to disposal was not calculated for this cycle, with plans to develop the necessary monitoring mechanisms for inclusion in upcoming reports.
Food Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Company Overview: Page 5-17, Quality Assurance and Quality Control: Page 50, Integrated Supply Chain and Responsible Procurement: Pages 54-56. All food products assessed under ISO 22000		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents reported in 2024		
	Production volume from sites certified to internationally recognized food safety standards, and list these standards.	Company Overview: Page 5-17, Quality Assurance and Quality Control: Page 50. All food produced certified under ISO 22000		
	Number of recalls issued for food safety reasons and the total volume of products recalled.	No such recalls in 2024		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Employment Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Employee Empowerment: Pages 32-36, Human Capital Development and Innovation: Pages 35-38		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Omitted	Information unavailable/incomplete	There are multiple training programs that have been implemented in the reporting year including technical, soft, and HSE trainings. The average hours is planned to be calculated accurately during the next reporting years.
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Empowerment: Pages 32-36, Human Capital Development and Innovation: Pages 35-38		
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Empowerment: Page 32-36; all reported full-time employees receive regular performance and career development reviews.		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No such incidents reported in 2024		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Empowerment: Page 32-36		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Omitted	Not Applicable	All workforce data presented in this report refers exclusively to full-time employees.
	401-3 Parental leave	Applicable as per the Kingdom of Saudi Labor Law		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Risk Governance: Pages 41-42, Health, Safety, and Emergency Preparedness Pages 30-31		
Local Communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Growing Together: Social Responsibility and Impact: Pages:37-38		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Growing Together: Social Responsibility and Impact: Pages:37-38		
	413-2 Operations with significant actual and potential negative impacts on local communities	Growing Together: Social Responsibility and Impact: Pages:37-38		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Procurement and Supplier Engagement: Page 55		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Anti-corruption; Land and Resource Rights				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Governance, Risk, and Compliance Framework Pages: 39-46		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Compliance and Policy Governance: Pages 43-46, Refer to Governance and Sustainability: Pages 96-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	205-2 Communication and training about anti-corruption policies and procedures	Compliance and Policy Governance: Pages 43-46, Governance and Sustainability: Pages 96-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	205-3 Confirmed incidents of corruption and actions taken	No such incidents reported in 2024		
	Locations of operations where land and resource rights may be affected	JADCO has no operations where land or resource rights are violated.		
	Operations with land/resource rights violations (hectares, location, groups affected)	JADCO has no operations where land or resource rights are violated.		
Anti-competitive behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Compliance and Policy Governance: Pages 43-46, Refer to Governance and Sustainability: Pages 96-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
GRI 206: Anticompetitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance and Policy Governance: Pages 43-46, Refer to Governance and Sustainability: Pages 96-125 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Forced, compulsory, or child labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Compliance and Policy Governance: Pages 43-46		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	All major operations and suppliers are assessed as per the applicable laws and regulations. No major incidents of forced or compulsory labor were reported in 2024.		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	All major operations and suppliers are assessed as per the applicable laws and regulations. No major incidents of forced or compulsory labor were reported in 2024.		
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Sustainable Farming Practices and Ecosystem Stewardship: 22-28		
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	Omitted	Not Applicable	JADCO does not operate within or near protected or high biodiversity areas.
	304-2 Significant impacts of activities, products, and services on biodiversity	Sustainable Farming Practices and Ecosystem Stewardship: 22-28		
	304-3 Habitats protected or restored	Omitted	Not Applicable	JADCO has no operations involving habitat protection or restoration.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omitted	Not Applicable	JADCO's operations do not affect habitats of IUCN Red List or nationally listed species.
Soil Health				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Water and Soil Management: Pages 25-28		
Pesticides Use				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Sustainable Farming Practices and Ecosystem Stewardship: 22-28		
	Pesticide hazard levels	Sustainable Farming Practices and Ecosystem Stewardship: 22-28		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Supply chain traceability				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61, Advancing Agri-Industrial Integration and Value Creation: Pages 49-52, Integrated Supply Chain and Responsible Procurement: Page: 54-57		
	Traceability level of each product (national, regional, local, point of origin)	Advancing Agri-Industrial Integration and Value Creation: Pages 49-52, Integrated Supply Chain and Responsible Procurement: Page: 54-57		
	Percent of sourced volume certified to traceability standards (by product, list standards)	Advancing Agri-Industrial Integration and Value Creation: Pages 49-52, Integrated Supply Chain and Responsible Procurement: Page: 55, Refer to 2024 annual report: Certifications pages 32-35 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
	Projects to help suppliers gain traceability certification	Advancing Agri-Industrial Integration and Value Creation: Pages 49-52, Integrated Supply Chain and Responsible Procurement: Page: 55, Refer to 2024 annual report: Certifications pages 32-35 (https://www.saudiexchange.sa/Resources/fsPdf/477_0_2025-03-25_15-13-46_En.pdf)		
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61		
GRI 403: Occupational Health and Safety 2018	Management of Material Topics	Materiality Assessment and Key Topics: Pages 60-61		
	Occupational health and safety management system	Risk Governance: Page 41, Health, Safety, and Emergency Preparedness Pages 30-31		
	Hazard identification, risk assessment, and incident investigation	Risk Governance: Page 41, Health, Safety, and Emergency Preparedness Pages 30-31		
	Occupational health services	Human Capital Development & Innovation: Pages 35-38, Health, Safety, and Emergency Preparedness Pages 30-31		
	Worker participation, consultation, and communication on occupational health and safety	Human Capital Development & Innovation: Pages 35-38, Health, Safety, and Emergency Preparedness Pages 30-31		
	Worker training on occupational health and safety Promotion of worker health	Human Capital Development & Innovation: Pages 35-38, Health, Safety, and Emergency Preparedness Pages 30-31		
	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human Capital Development & Innovation: Pages 35-38, Health, Safety, and Emergency Preparedness Pages 30-31		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	Workers covered by an occupational health and safety	Human Capital Development & Innovation: Pages 35-38, Health, Safety, and Emergency Preparedness Pages 30-31		
	Workers covered by an occupational health and safety management system	Human Capital Development & Innovation: Pages 35-38, Health, Safety, and Emergency Preparedness Pages 30-31		
	Work-related injuries	Health, Safety, and Emergency Preparedness Pages 30-31		
	Work-related ill health	No work-related ill health reported in 2024		
Food Security				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment and Key Topics: Pages 60-61; Our operations and product portfolio: Pages 7-11; Our Sustainability Vision: Pages 13-20		



For feedback or inquiries regarding this report, please connect with us through the communication channels provided on our official website. Your perspectives are valued as they support our ongoing efforts to enhance transparency and sustainability performance.

www.aljouf.com.sa

