



## ABOUT US

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# Who are We?

GRI (2-6)

Established in Jeddah in 1962 with a single feed mill under Agriculture Development Company, Tanmiah has grown into one of the Kingdom's leading providers of fresh halal poultry, value-added protein, animal-health solutions

and fast food franchises. With a fully integrated business model, Tanmiah handles complete farm to fork value chain with production, processing and distribution across Saudi Arabia, the UAE, Bahrain, Oman, Jordan, and Kuwait.

Driven by our distinctive homegrown philosophy of "Omnipreneurship" where sustainability is central to our strategic growth. We raise birds humanely, recycle our organic waste into fertilizer, and scale renewable energy across operations, pushing Saudi Vision 2030's target of 90% poultry self-sufficiency while shrinking our carbon footprint.

Our aspiration is to become the number one global halal, sustainable and healthy protein company by 2030. With 62 years of heritage, Tanmiah blends the reach and reliability of an established Saudi market leader with startup-style agility—delivering healthy, sustainable halal nutrition to the Kingdom and the world.

## Our Sustainability Focus Areas are aligned with



## OUR FOCUS AREAS DEFINED IN MATERIALITY ASSESSMENTS ALIGNED WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



## Key Moments and Milestones



## Creating Value as an Integrated Poultry Leader

### Tanmiah Food Company

Business Unit	Animal Feed and Veterinary Services	Parent & Feed Milling Operations	Fully Integrated Poultry Operation	Further Processed Meat Production	Quick Service Restaurant
Subsidiary / Associate	  Desert Hills For Veterinary Services Co. Ltd	  MHP Desert Hills for Poultry Co.	  شركة التنمية الزراعية المحدودة Agricultural Development Company	  شركة لتجهيز الأغذية الحيوانية المحدودة SUPREME FOODS PROCESSING COMPANY LTD	  Tanmiah Restaurant For Fast Food Company
Operating Facilities	 2 Feed Mills  2 Pharmacies  2 Warehouses	 2 Feed Mills  123 Breeder Houses	 2 Feed Mills  34 Breeder Farms  113 Broiler Farms  7 Hatcheries  5 Primary Processing Lines (PPL)  27 Sales Branches	 4 Further Processing Plants Riyadh/ Jeddah/ Dubai  2 Warehouses	 80 Stores In KSA, Bahrain, Kuwait One of the fastest growing fast food chains in the region
Main Products	<ul style="list-style-type: none"> <li>Animal Health Products</li> <li>Chicks and Hatching Eggs</li> <li>Other Farms Equipment</li> <li>Feeds</li> </ul>	<ul style="list-style-type: none"> <li>Chicks and Hatching Eggs</li> <li>Feeds</li> </ul>	<ul style="list-style-type: none"> <li>Fresh</li> <li>Marinated</li> <li>Whole</li> <li>Parts</li> </ul>	<ul style="list-style-type: none"> <li>Whole Muscle</li> <li>Formed Products</li> <li>Cooked Meat</li> <li>Other Products</li> </ul>	 <ul style="list-style-type: none"> <li>Fried Chicken</li> <li>Sandwiches</li> </ul>
Partnership to support our growth	  	 	 	 	





## Our Vision

**To become the number one global halal, sustainable and healthy protein company by 2030.**

This vision not only reflects our unwavering commitment to delivering exceptional halal products but also highlights our dedication to environmental stewardship and social responsibility. By prioritizing ecological sustainability, such as implementing innovative farming practices that minimize environmental impact, promoting the health and well-being of our colleagues through comprehensive wellness programs, and adhering to rigorous ethical business standards, we aim to redefine industry benchmarks and actively fulfill the increasing consumer demand for halal, sustainable and nutritious food options both locally and in international markets.



## Our Mission

**We are resolutely committed to providing high-quality products and services, backed by international expertise and best practices in the field.**

Our objective is to achieve the utmost levels of customer satisfaction, ensuring that we exceed expectations at every interaction. We strive to cultivate lasting value for our stakeholders, including investors, customers, and the communities we serve. Through our concentrated focus on sustainability and ethical business practices, Tanmiah is dedicated to making a positive impact on community well-being and advancing the health of our planet for future generations.





## Our Values

01

### Integrity



Upholding the highest ethical standards and transparency in everything we do. At Tanmiah, integrity is most visibly demonstrated in our commitment to ensuring product quality, safety, and compliance. We build customer trust through stringent quality controls, product safety measures, and responsible labelling. Our operations strictly comply with regulatory and industry standards, such as Saudi Good Agricultural Practices, to demonstrate our commitment to doing the right thing. By consistently delivering safe, high-quality halal products with full traceability, we reinforce our integrity and advance our sustainability goals by meeting the expectations of both our customers and stakeholders.

02

### Forward Thinking



We anticipate future challenges and proactively innovating to address them. Tanmiah drives sustainability by investing in R&D and advanced technologies to enhance efficiency and minimize its environmental impact. We focus on continuous innovation, waste-to-value projects, and modern farming practices to stay ahead of future needs. For example, we are adopting automation and renewable energy solutions to cut waste and carbon emissions. This forward-looking mindset helps us transform waste into resources and optimize our supply chain, building a resilient, future-ready business that supports long-term sustainability.

03

### Respect



Respect at Tanmiah encompasses respect for people, communities, and the environment. We foster an inclusive culture of diversity, equity, and inclusion, and invest heavily in talent management and growth. Respect extends to animal welfare and nature: we uphold high standards for animal care and use practices (e.g. sustainable feed and responsible water use) to protect ecosystems. By treating our colleagues, partners, and the environment with respect, we foster a positive workplace and contribute to building thriving communities that are central to our sustainability journey.

04

### Passion



Passion drives our commitment to excellence and continuous improvement in sustainability. Our team's dedication to producing healthy, safe, affordable food means we continually raise the bar for quality and environmental performance. Driven by passion, we have launched ambitious projects like our circular "One Million Trees" initiative, using recycled processing water for tree irrigation. This initiative exemplifies our enthusiasm for creating innovative, circular solutions – eliminating CO2 emissions and recycling waste as we plant trees. Our passion for excellence also motivates us to exceed environmental standards (through renewable energy and waste reduction) and deliver products and processes that benefit both people and the planet.

05

### Teamwork



Teamwork underscores all our sustainability efforts: complex challenges require collaboration across functions and partnerships with external stakeholders. Internally, our cross-divisional teams collaborate on sustainability projects, such as energy efficiency upgrades and waste management, reflecting our core value of teamwork. Externally, we partner closely with government and industry on large-scale programs. For example, Tanmiah joined Saudi and Bahrain authorities to plant 100,000 trees in Bahrain, aligning with the Saudi Green Initiative through collaborative afforestation efforts. By working together – across departments, industries, and borders – we amplify our sustainability impact and foster the collective progress needed for long-term success.



## Our Philosophy

GRI (2-1)



### GIVING

#### Driven by Purpose, Powered by Impact

At Tanmiah, giving is more than a value—it's a way of life. From nurturing young lives through the Makkah Kids Charity House to greening Saudi Arabia with our One Million Trees initiative, we're committed to making a lasting difference. Internally, we invest in our people with robust training and development programs that build skills, boost confidence, and foster a culture of empowerment. Because when our communities thrive, so do we.



### EARNING

#### Thriving Today, Transforming Tomorrow

At Tanmiah, earning means building a sustainable business that thrives responsibly. We harness innovation to drive long-term growth—from automating farms to enhance animal welfare and productivity, to launching a cutting-edge track-and-trace system that ensures supply chain transparency and food safety. Through responsible sourcing, smart technology, and a relentless focus on operational excellence, we're creating value today while securing the future of food sustainability of our supply chain.



### SUSTAINING

#### Investing in the Future Starts Now

At Tanmiah, sustaining means taking bold steps today to protect the planet for generations to come. We're tackling climate change head-on by boosting energy efficiency and advancing renewable energy across our operations. From planting over a million trees to recycling millions of liters of water, our resource management efforts are rooted in restoring ecosystems and preserving natural capital. Through strategic partnerships and purpose-driven action, we're building a more resilient, regenerative future.



## Materiality Assessment

**GRI** (2-6), (2-25), (2-26), (2-28), (2-29), (3-1), (3-2)

Tanmiah conducted a materiality assessment in 2022 to shape its sustainability strategy and prioritize ESG issues where it can create value for Tanmiah and its stakeholders. The assessment followed a structured three-phase process: external analysis, internal analysis, and prioritization. Each phase refined the list of issues, ensuring alignment with Tanmiah's business strategy and stakeholder expectations. A refresh of the materiality assessment is planned for 2025 to ensure continued relevance and responsiveness to evolving priorities.

### Phase 01

#### External Analysis

During the external analysis phase, Tanmiah identified 66 relevant sustainability issues through benchmarking with industry peers and review of recognized sustainability frameworks. This involved:

- Peer benchmarking: Comparing sustainability topics and risks with other companies in the sector.
- Framework review: Consulting established standards and guidelines, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), the Saudi Exchange ESG disclosure guidelines, Saudi Vision 2030, the United Nations Global Compact (UNGC), and the United Nations Sustainable Development Goals (UNSDGs).

The result of this phase was a comprehensive list of 66 material issues that could impact Tanmiah and its stakeholders.

### Phase 02

#### Internal Analysis

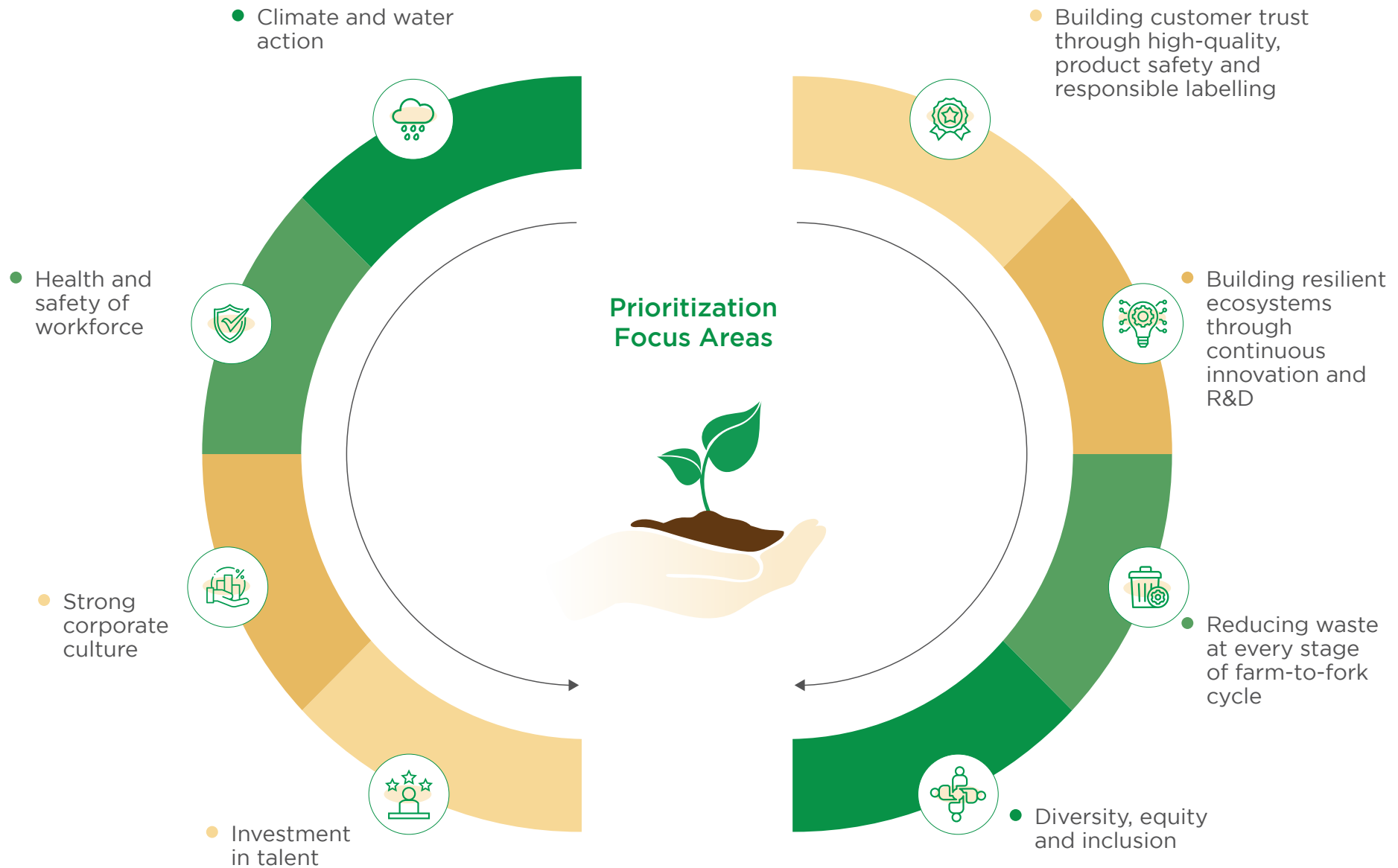
In the internal analysis phase, Tanmiah engaged key internal stakeholders to refine the list of issues. Each issue was evaluated based on criteria such as relevance to Tanmiah's business model and strategy, potential impact, time frame, and likelihood. Through this filtering process, the team narrowed the focus to 17 key issues for further consideration.

### Phase 03

#### Prioritization

In the final prioritization phase, shortlisted issues were discussed with Tanmiah's Board of Directors. Based on direction from the Board, a prioritized list of strategic issues was developed. These material issues now form the foundation of eight (8) strategic focus areas for Tanmiah's sustainability efforts, guiding Tanmiah's approach to value creation for the business and its stakeholders.





## Our Strategic Sustainability Focus

**GRI** (2-1), (2-6), (2-25), (2-26), (2-28), (2-29), (3-1), (3-2)

Our sustainability strategy is deeply rooted in each of these focus areas and is structured around three fundamental pillars, each representing a comprehensive commitment to fostering a more sustainable future:

### Sustaining People

Read more

pg.38



Our colleagues and communities are at the heart of our operations. To empower them, we have commitments towards investments in talent development, diversity, equity, and inclusion initiatives, as well as our emphasis on health, safety, and adherence to local and international regulations.

#### Key Focus Areas

- Diversity Equity Inclusion
- Forced Or Compulsory Labor
- Child Labor
- Occupational Health And Safety
- Investment In Talent
- Strong Corporate Culture

### Sustaining Agriculture

Read more

pg.52



Ensuring the highest standards of animal welfare and sustainable resource utilization is paramount to us. Our comprehensive efforts include implementing rigorous animal welfare and biosecurity measures—supported by automated monitoring systems for real-time health tracking. We also engage in afforestation initiatives, promote sustainable, precision-driven feed production, and enhance resource efficiency through automated resource management tools.

#### Key Focus Areas

- Soil Health
- Pesticide Use
- Food Security
- Animal Health And Welfare

### Sustaining Planet

Read more

pg.66



We strive to take a carbon-neutral approach across all our activities. This commitment translates into actions that address climate change by promoting energy efficiency, waste to value initiatives, and sustainable packaging solutions.

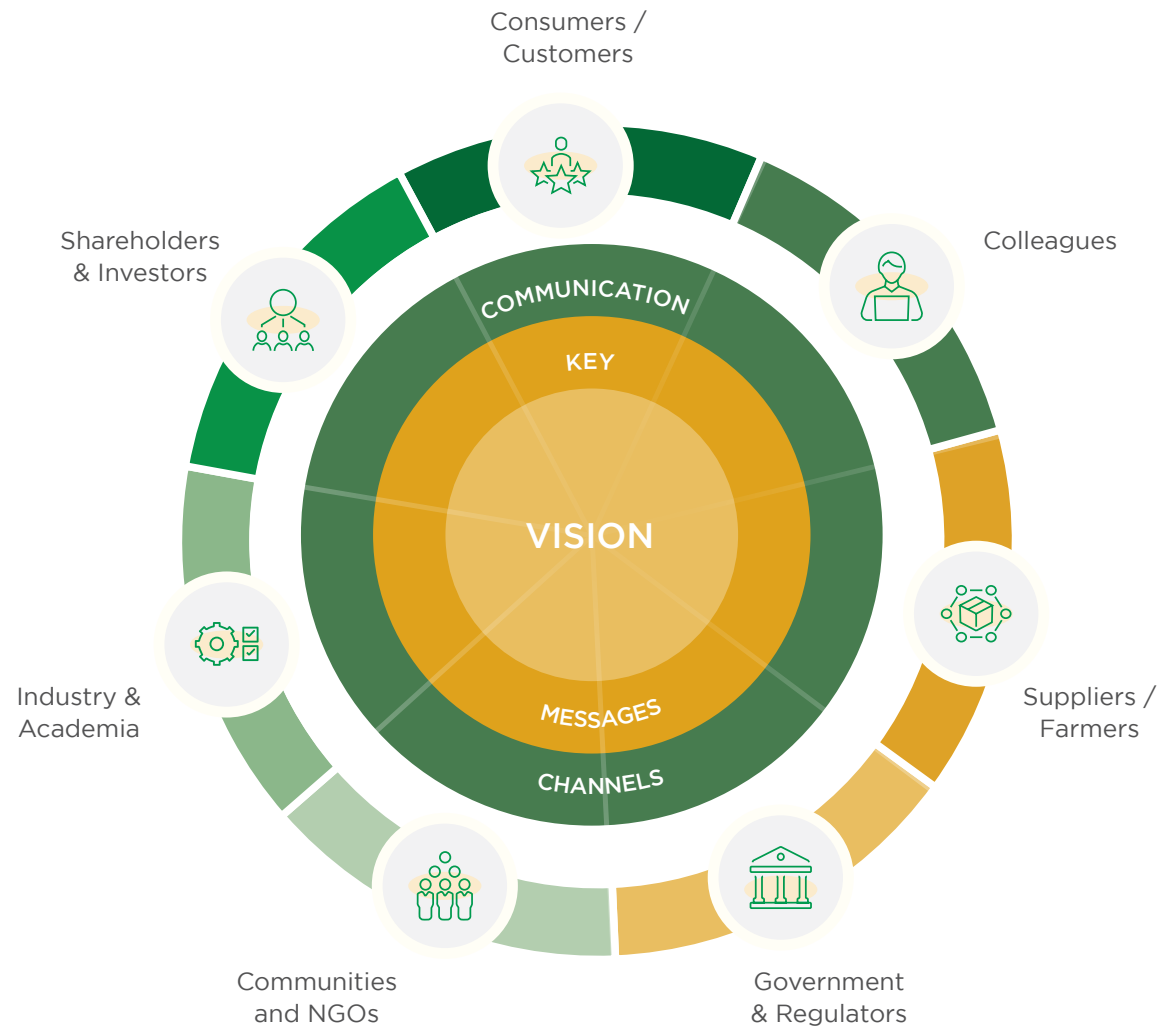
#### Key Focus Areas

- Climate And Water Action
- Energy Efficiency
- Reducing Waste
- Responsible Labeling
- Building Resilient Ecosystems

## Our Approach to Stakeholder Engagement

GRI (2-29)

We are committed to fostering meaningful engagement with all our key stakeholders to strengthen collaboration and drive shared value. We build trust, ensure transparency, and align our efforts with the needs and expectations of our shareholders, colleagues, consumers, communities, government bodies, and suppliers.





## Tanmiah Stakeholder Engagement

	Shareholders & Investors	Consumers / Customers	Colleagues	Suppliers / Farmers	Government & Regulators	Communities and NGOs	Industry & Academia
<b>Engagement Objectives</b>	<ul style="list-style-type: none"> <li>Maintain confidence</li> <li>Long term value creation</li> <li>Secure sustainable capital</li> </ul>	<ul style="list-style-type: none"> <li>Build trust and loyalty through transparency &amp; nutrition</li> </ul>	<ul style="list-style-type: none"> <li>Attract, develop, and retain purpose-driven talent</li> </ul>	<ul style="list-style-type: none"> <li>Ensure resilient and sustainable supply chain</li> </ul>	<ul style="list-style-type: none"> <li>Stay compliant and shape progressive policy</li> </ul>	<ul style="list-style-type: none"> <li>Create shared value and local impact</li> </ul>	<ul style="list-style-type: none"> <li>Drive innovation and sector standards</li> </ul>
<b>Engagement Channels</b>	<ul style="list-style-type: none"> <li>Annual General Meeting (AGM)</li> <li>Quarterly earnings calls</li> <li>Capital market forums</li> <li>Sustainability reports</li> </ul>	<ul style="list-style-type: none"> <li>Social media monitoring (daily)</li> <li>Customer surveys (quarterly)</li> <li>Multi-channel customer service</li> <li>Loyalty program</li> <li>Ecommerce platform</li> </ul>	<ul style="list-style-type: none"> <li>Monthly newsletter (Sway)</li> <li>CEO Townhalls</li> <li>Learning platform</li> <li>Monthly field visits</li> <li>Annual events</li> <li>Formal feedback process</li> </ul>	<ul style="list-style-type: none"> <li>Supplier forums</li> <li>Farm of the Year competition</li> <li>Monthly digital scorecards</li> </ul>	<ul style="list-style-type: none"> <li>Policy roundtables</li> <li>Participation in government sponsored initiatives like Shareek, SAFTA, COP16 etc.</li> <li>Poultry association meetings</li> <li>Regulatory filings</li> </ul>	<ul style="list-style-type: none"> <li>Local job creation in host communities</li> <li>Staff volunteering plan</li> <li>Building community facilities like Shaqra Park</li> </ul>	<ul style="list-style-type: none"> <li>Joint R&amp;D</li> <li>Conferences</li> <li>Internship programs</li> <li>University visits</li> <li>Panel discussions</li> </ul>
<b>Key Topics / Concerns</b>	<ul style="list-style-type: none"> <li>Financial performance</li> <li>Robust risk management</li> <li>Transparency</li> <li>Strong sustainability rating</li> </ul>	<ul style="list-style-type: none"> <li>Food safety</li> <li>Halal integrity</li> <li>Full traceability</li> <li>Fair pricing</li> <li>Environmental impact of products</li> <li>Animal welfare</li> </ul>	<ul style="list-style-type: none"> <li>Career growth</li> <li>Health &amp; safety</li> <li>Inclusion</li> <li>Female representation</li> </ul>	<ul style="list-style-type: none"> <li>Payment terms</li> <li>Sustainability practices review</li> <li>Disease management</li> <li>Halal and quality standards</li> </ul>	<ul style="list-style-type: none"> <li>National food security (domestic poultry production capacity target for 2030)</li> <li>Saudi talent and job creation</li> <li>Contribution to national climate goals and Saudi Green Initiative</li> </ul>	<ul style="list-style-type: none"> <li>Employment</li> <li>Waste-to-value</li> <li>Water stewardship</li> <li>Local communities well-being</li> </ul>	<ul style="list-style-type: none"> <li>Alternative protein research</li> <li>Animal-welfare science</li> <li>Use of AI in the food sector</li> <li>Digital transformation</li> </ul>
<b>Value Creation Levers and Indicators</b>	<ul style="list-style-type: none"> <li>Return on Equity (ROE)</li> <li>Sustainability rating</li> <li>Operational efficiency</li> <li>Geographical and category growth</li> </ul>	<ul style="list-style-type: none"> <li>Satisfaction index</li> <li>Complaint resolution time</li> <li>Zero product recall</li> <li>Product innovation</li> </ul>	<ul style="list-style-type: none"> <li>Retention rate</li> <li>Women in leadership</li> <li>Women on the Board of Directors</li> <li>Great Place To Work (GPTW) ranking</li> <li>Safety records</li> </ul>	<ul style="list-style-type: none"> <li>Suppliers audit</li> <li>Zero disease outbreak</li> <li>Supplier code of conduct compliance</li> </ul>	<ul style="list-style-type: none"> <li>Number of submissions</li> <li>Compliance findings</li> <li>Government funding</li> </ul>	<ul style="list-style-type: none"> <li>Volunteer hours</li> <li>Giving initiatives</li> <li>Donations</li> <li>No community complaints</li> </ul>	<ul style="list-style-type: none"> <li>Patents filed</li> <li>R&amp;D</li> <li>Application of industry 4.0 technologies in supply chain and farming practices</li> <li>Percentage of alternative sources of protein in feed</li> </ul>
<b>Sustainability Alignment</b>	<ul style="list-style-type: none"> <li>Contributing to Saudi Vision 2030's "Thriving Economy" via diversified sustainable growth, and Saudi Green Initiative/Net-Zero 2060 goals.</li> </ul>	<ul style="list-style-type: none"> <li>Advances Vision 2030's Quality of Life objectives by providing safe, high-quality halal food</li> </ul>	<ul style="list-style-type: none"> <li>Supports Vision 2030 goals for employment and women's empowerment fostering an inclusive, rewarding workplace.</li> </ul>	<ul style="list-style-type: none"> <li>Aligns with Vision 2030 and national Food Security program by strengthening local supply chain.</li> </ul>	<ul style="list-style-type: none"> <li>Contributes to the Saudi Green Initiative and Net Zero 2060 commitment through emissions cuts and tree-planting.</li> </ul>	<ul style="list-style-type: none"> <li>Advances Vision 2030's "Vibrant Society" goals by improving quality of life and promoting social development.</li> </ul>	<ul style="list-style-type: none"> <li>Fulfills Vision 2030's call for a knowledge-based economy and localization of know-how</li> </ul>

## Our Alignment with Sustainability Targets and SDG Goals

Focus Areas	Actions By Tanmiah	SDG Targets	UNGC Principles	Tadawul ESG Index	KSA Vision 2030 / NTP*/ Saudi Green Initiative
<b>Innovation and R&amp;D</b>	Introduction of two new products: (pg61) • Tanmiah Omega-3 Chicken • Tanmiah Taste Secrets Farm Automation (pg 65) Track and Trace for Tanmiah logistics Spent 1.27% of annual revenue on R&D.	Target 9.5: Enhancing scientific research and upgrading technological capabilities, encouraging innovation and increasing research and development (R&D) investments.	Principle 8: Undertake initiatives to promote greater environmental responsibility.	Social Opportunities • Opportunities in nutrition and health	KSA Vision 2030: Promotion of a data and AI-driven economy
<b>Investment in Talent</b>	Increase in total number of colleagues in 2024 by 10.4%, compared to 2023.	Target 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	Not applicable	Human Capital • Human capital development	KSA Vision 2030: Job creation and Saudization
<b>Diversity, Equity, and Inclusion</b>	Increased female colleagues in 2024 by 21.2%, compared to 2023.  Popeyes strengthened hiring of Special Needs colleagues, aligning with Saudi's Mowamah Certification.  21.6% of our workforce is comprised of Saudi nationals.  Diversity and Inclusion policy implemented  Zero cases of forced labour and child labor.	Target 5.1: End all forms of discrimination against all women and girls everywhere.  Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.  Target 8.7: Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2030 end child labour in all its forms.	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights  Principle 2: Make sure that they are not complicit in human rights Abuses  Principle 4: The elimination of all forms of forced and compulsory Labor  Principle 5: The effective abolition of child labor  Principle 6: The elimination of discrimination in respect of employment and occupation.	Human Capital • Labor management	KSA Vision 2030 Target: To increase women's participation in the workforce from 22% to 30%  NTP 4.2.2: Increase women participation in the labour market  NTP 4.2.4: Enable integration of people with disabilities in the labour market

\*NTP – National Transformation Program

Focus Areas	Actions By Tanmiah	SDG Targets	UNGC Principles	Tadawul ESG Index	KSA Vision 2030 / NTP/ Saudi Green Initiative
Health & Safety	Achieved zero fatalities in 2024.  Conducted 5,672 hours of HSE training.	Target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	Not applicable	Human Capital • Health & Safety	Not applicable
Climate & Water Action	Reduced Scope 1 emissions by 3.3% compared to 2023.  Increased wastewater recycled by 3.1% in 2024, compared to 2023.  Reducing water consumption by adopting new initiatives like the Moringa trial (pg 63)	Target 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.  Target 6.3: By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse.  Target 6.4: By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.	Principle 7: Businesses should support a precautionary approach to environmental challenges.  Principle 8: Undertake initiatives to promote greater environmental responsibility.  Principle 9: Encourage the development and diffusion of environmentally friendly technologies. Innovation in renewable energy, water reuse, and low-impact technologies.	Natural Resources • Water stress	NTP 2.4.1: Reduce all types of Pollution  NTP 5.4.2: Ensure sustainable use of water resources
Reducing Waste	12.73% reduction in the amount of waste directed to landfill, compared to 2023.  Popeye's reduced food waste to 0.6% by implementing waste management protocols.	Target 12.4: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	Principle 7: Businesses should support a precautionary approach to environmental Challenges.  Principle 8: Undertake initiatives to promote greater environmental responsibility.	Pollution and Waste • Toxic emissions and waste.	NTP 2.4.1: Reduce all types of pollution.