

Message from our Chairman

GRI (2-14), (2-22)



Reflecting on Tanmiah's 62-year journey, we attribute a significant portion of our success to our unwavering commitment to generating value through sustainability.

Sustainability constitutes one of the three fundamental pillars of our distinctive, home-grown philosophy known as Omnipreneurship. This foundational belief in the strategic significance of sustainability is central to our aspiration of becoming the number one global halal, sustainable, and healthy protein company by 2030.

In a year characterized by global economic fluctuations and evolving regulatory frameworks, Tanmiah has steadfastly dedicated itself to the integration of Environmental, Social,

and Governance (ESG) principles into our operational and growth strategies. We acknowledge that our long-term success is intrinsically linked to the health of our planet, our workforce, and the communities we serve. This resolute commitment aligns with the ambitious objectives of Saudi Vision 2030 and the United Nations Sustainable Development Goals (SDGs), thereby ensuring prosperity for future generations.

In 2024, our focus was directed towards the implementation of innovative strategies across our environmental, social, and governance pillars. These initiatives illustrate our proactive approach to fostering measurable impact in practice, thereby ensuring that we are genuinely realizing our commitments. Our practices and pledges have been validated by various accomplishments, including being ranked first in the "Great Place to Work" in Saudi Arabia, as well as being recognized by National Sanitation Foundation (NSF), a leading authority in animal welfare standards certification, as the top-performing organization for animal welfare standards in the Middle East.

We recognize that creating meaningful impact cannot be accomplished in isolation. Consequently, we actively engage with a diverse array of stakeholders who share our ambitions for sustainable value creation. We have been fortunate to establish partnerships across both public and private sectors, collaborating to push the boundaries of what is feasible and to contribute towards the development of a sustainable world for all.

We express our profound gratitude and recognition to Tanmiah's Board of Directors for their unwavering guidance, to our leadership team for their relentless pursuit of excellence, and to our diligent colleagues for their outstanding execution. Their commitment and expertise are instrumental in shaping a successful trajectory for our company while simultaneously benefiting our broader communities.

Message from our CEO

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Chief Executive Officer
Syed Zulfiqar Hamadani

We are entering a new era in which innovation and growth must adhere to the environmental constraints of our planet. At Tanmiah, we do not merely accept this challenge; we view it as an opportunity to take a leadership role in the industry. Our objective is not to follow prevailing trends but to define what sustainable, ethical, and resilient food production entails in Saudi Arabia and beyond. This year's Sustainability Report illustrates the deliberate and concrete steps we are taking as we progress towards our 2030 vision. It serves not merely as a document but as a narrative of how we are translating our ambitious vision into practical actions aimed at becoming the world's number one halal, sustainable, and healthy protein company by 2030.

To bring this vision to fruition, we have structured our strategy around three principal engines of growth. Firstly, we are fortifying our core by expanding fresh chicken production and enhancing food security through increased self-sufficiency within the Kingdom. Secondly, we are augmenting our footprint in the global halal Quick Service Restaurant (QSR) sector, thereby creating new consumer experiences through a

diverse range of offerings. Lastly, we are exploring new frontiers by establishing international partnerships in beef processing and unlocking alternative proteins that prioritize health, innovation, and reduced environmental impact. These initiatives represent more than mere business strategies; they constitute pivotal steps towards the establishment of a future food system inspired by vision 2030 goals of food safety and security.

In 2024, we recorded significant progress across our three ESG pillars—People, Agriculture, and the Planet—which is reflected in our upgrade in MSCI rating from B to BB. Our Omega-3 enriched chicken product received the accolade of Product of the Year for the third consecutive year. This award signifies not just recognition but also the trust placed in us by consumers who demand high standards of quality, nutrition, and integrity in their food. We also introduced Tanmiah Taste Secrets, a healthy product line designed for contemporary lifestyles, featuring portioned fresh chicken that is both delicious and minimizes waste. Concurrently, we have concentrated on mitigating our environmental impact, as efficiency and sustainability

are inherently connected. We have implemented smart farming technologies, significantly reduced water consumption, and upgraded our digital systems to decrease emissions and waste. Automation is facilitating our ability to scale responsibly.

In terms of our commitment to people, our teams achieved certification in the Occupational Health and Safety Management System (OH&S) ISO 45001:2018 with zero workplace fatalities, a direct testament to our unwavering dedication to health and safety within the workplace. Together, we are crafting a future where economic prosperity and sustainability coexist harmoniously, and we are only at the beginning of this journey.