

SUSTAINING PEOPLE

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Sustaining People

GRI (2-1), (2-6)

At Tanmiah, we realize the importance of our people and acknowledge that their well-being and safety is of paramount importance.

We are dedicated to establishing a safe and inclusive work setting where all colleagues are recognized for their contributions and given the tools to succeed. By supporting our workforce, we simultaneously protect their health and lay the groundwork for Tanmiah's ongoing stability and success.



UNITED NATIONS
SUSTAINABLE DEVELOPMENT GOALS

4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



Our Workforce

GRI (2-7), (2-21), (3-3), (405-1), (405-2), (406-1)

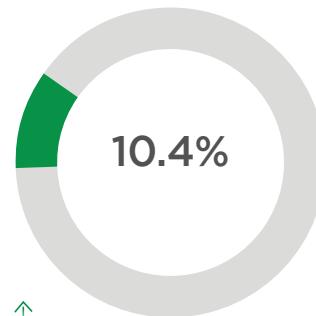
Sustainable progress starts with our people. From farm to distribution, their skills ensure humane animal care, resource efficiency, and community nourishment. Because their actions define our impact, we've built a culture where respect, inclusivity, and purpose drive everything we do.



Go to our
Diversity &
Inclusion
Policy

Diversity & Inclusion at Tanmiah

We enhance the experience at every stage—from recruitment to career growth—to attract and retain the talent that powers our ongoing progress. This process initiates with recruitment and extends to ongoing engagement and career advancement opportunities that promote long-term commitment within the organization. Our recent global expansion emphasizes the necessity of addressing the unique cultural, learning, and developmental needs of each team member, along with their distinct engagement requirements. We are in the process of developing programs specifically tailored to the unique characteristics and priorities of each market.



10.4%
increase
in number of
colleagues in
2024 compared
to 2023.



337

In 2024, we had a total of 337 female colleagues, which is an increase by 21.2% from 2023.



22

22 nationalities in our workforce.



Full-time female colleagues

● 2024 ● 2023

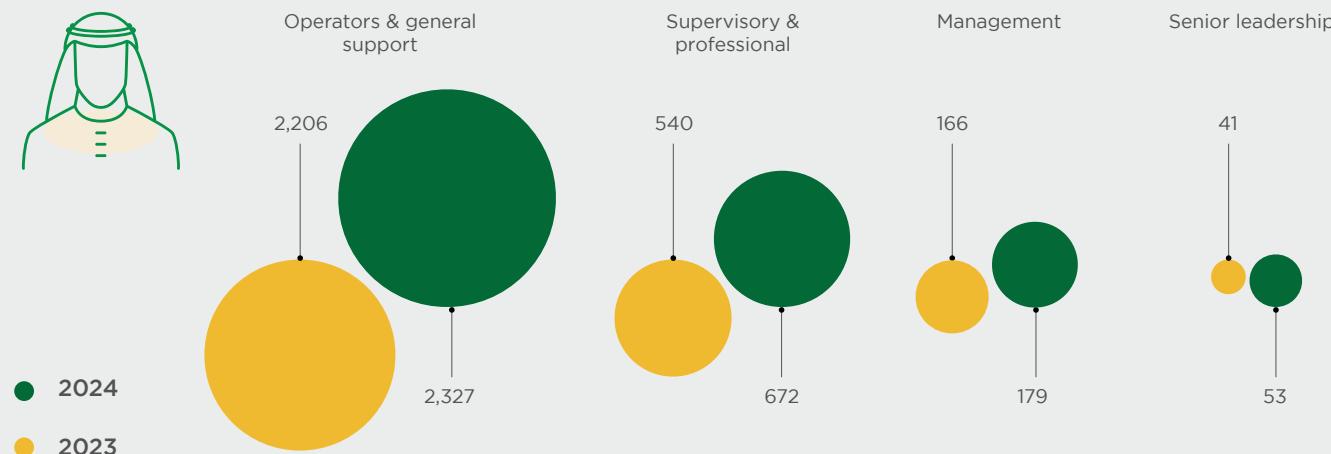

337
9.5%

Total Female full-time colleagues
2024

278
8.6%

Total Female full-time colleagues
2023

Full-time male colleagues



3,231
90.5%

Total Male full-time colleagues
2024

2,953
91.4%

Total Male full-time colleagues
2023

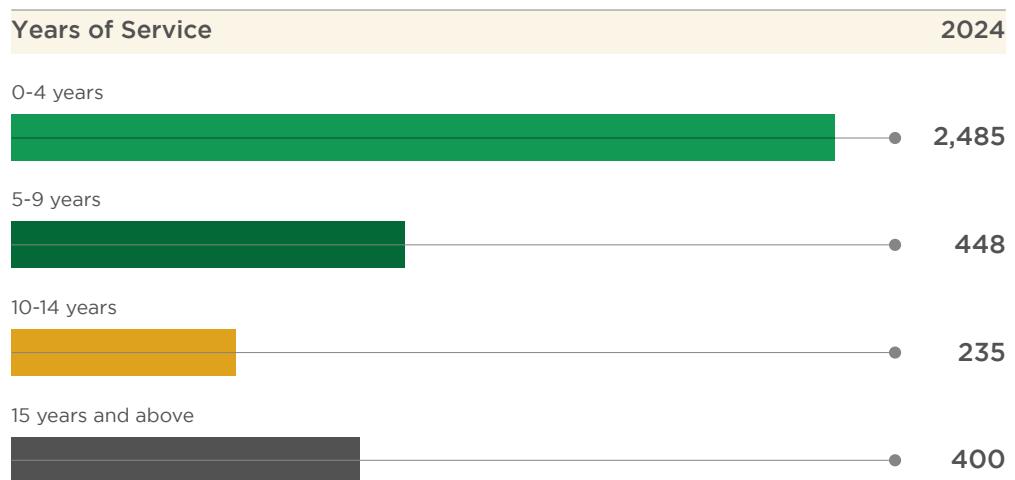
Our workforce benefits significantly from a diverse age distribution. This variety fosters a rich tapestry of perspectives, experiences, and skill sets, driving innovation and problem-solving. This blend not only cultivates a more inclusive and dynamic work environment but also enhances our ability to adapt to evolving market demands.



In 2024, Tanmiah employed a total of 3,568 colleagues, representing a 10.4% increase from the previous year. This growth serves as a testament to our commitment to both retaining our current workforce and recruiting new talent.

Ensuring that our workforce feels empowered, valued, and adequately supported is of paramount importance at Tanmiah. We have made significant strides towards fostering a more inclusive and diverse workforce compared to the previous year, with

representation from a total of 22 nationalities. The 21.2% increase in female representation within our workforce underscores our dedication to cultivating a welcoming workplace for all individuals. This is particularly significant given that we operate within an industry where women have historically been underrepresented. Over the past decade, many of these women have advanced into supervisory and managerial roles.

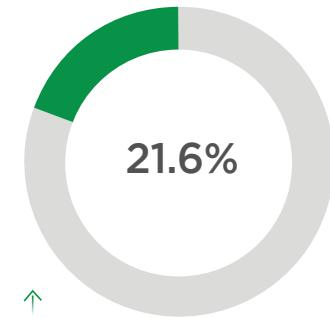


To cultivate a more equitable and welcoming work environment, Tanmiah has a Diversity & Inclusion policy focused on enhancing variety and integration among the colleagues. This policy details specific actions aimed at ensuring everyone is treated justly, starting from hiring and continuing throughout their employment at Tanmiah thus creating a space devoid of prejudice. It mandates that all colleagues, regardless of age, gender, ability, or origin, are valued and empowered to reach their maximum potential. Furthermore, it seeks to build an inclusive setting that encourages the progress and ambitions of every individual.



Tanmiah achieved Silver Mowaamah Certification for providing a safe work environment for persons with disabilities.

Nitaqat Program or Saudi Workforce Localization at Tanmiah



↑
21.6% of our workforce is comprised of Saudi nationals.



New hires by Gender

	2022	2023	2024
Total number of new hires - male	163	125	505
Total number of new hires - female	66	7	98

We also achieved a decrease in turnover rate for both male and female colleagues. This decrease is due to our efforts in ensuring that each individual

We are committed to creating equal opportunities for all Saudi locals regarding employment and hiring. In 2024, local colleagues represented 12.7% of senior leadership at Tanmiah. We remain dedicated to supporting the Saudi Arabia Vision 2030 and will continue to work towards incorporating Saudi nationals into our workforce, whilst empowering them.

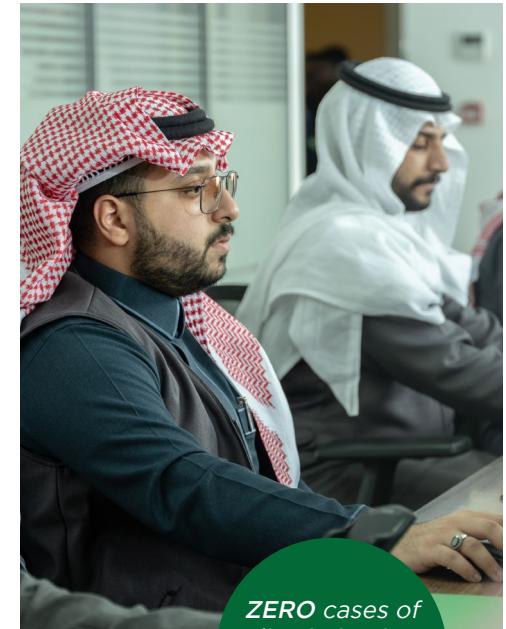
New Hires and Turnover

Tanmiah hired a total of 603 new colleagues in 2024 and saw an increase in the hiring of both males and females. This demonstrates our commitment towards ensuring that our workforce consists of new and upcoming talented individuals. The hiring rates also represent our presence in the market as a desirable employer.

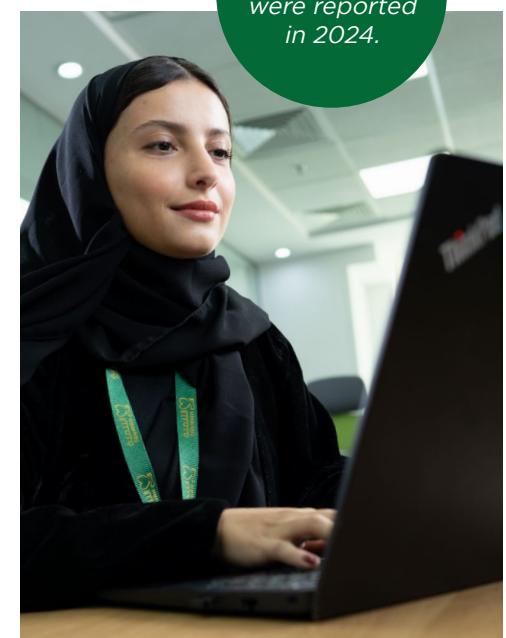
Turnover by Gender

	2022	2023	2024
Turnover Rate - male	10.0%	10.4%	7.4%
Turnover Rate - female	17.0%	17.0%	1.6%

at Tanmiah is valued and respected and receives continuous support and development from the organization.



ZERO cases of discrimination were reported in 2024.



Empowering Growth

GRI (3-3), (406-1)

At Tanmiah, we recognize that our greatest asset is our people. To ensure continued success and encourage a thriving workforce, we are deeply committed to investing in their growth and development.

We are steadfast in our commitment to our people by demonstrating our dedication to empowering colleagues to reach their full potential and be part of the thriving national workforce.

on continuous executive growth and capability building. This commitment to transparent tracking and reporting of training metrics not only enhances workforce development but also encourages colleagues to take an active role in their professional growth.

Our investment in professional development extended beyond senior leadership. Middle management training hours saw a remarkable

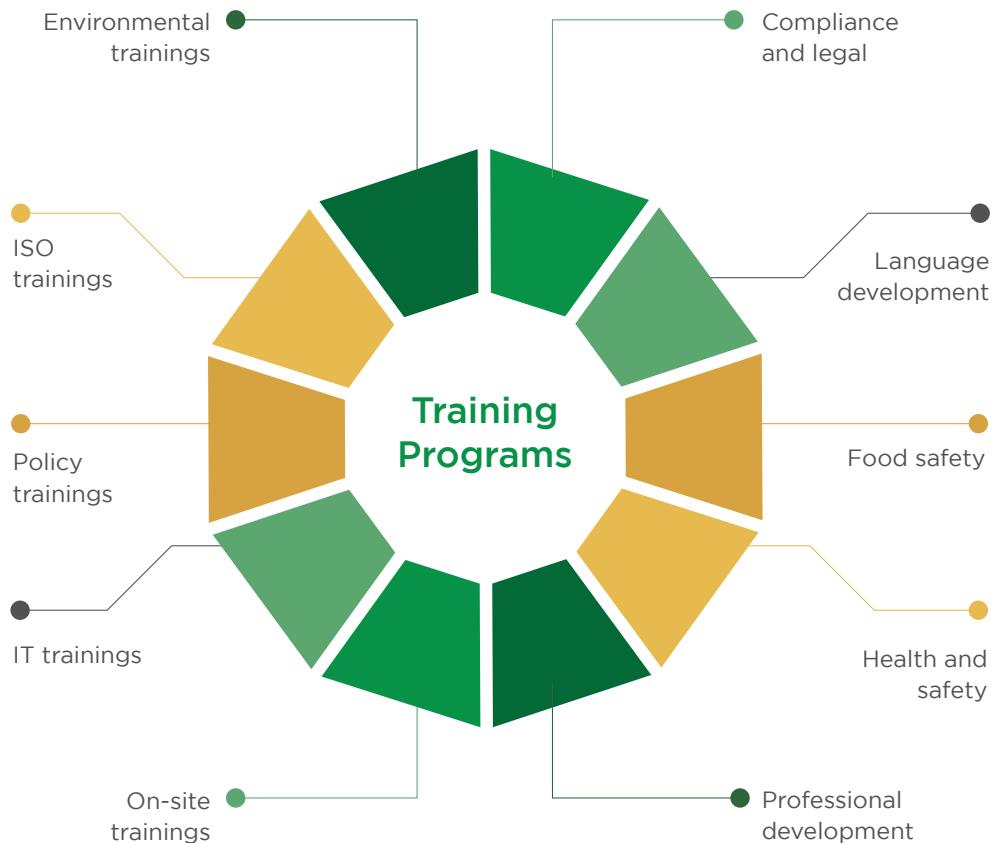
increase from 514 hours in 2023 to 5,564 hours in 2024—driven primarily by comprehensive Health, Safety, and Environment (HSE) training programs conducted across 17 major sites. This surge reflects our strong commitment to operational excellence, workforce safety, and capability enhancement across all levels of the organization.

These educational opportunities empower by equipping them with the knowledge

Training and Development

Tanmiah recognizes the critical importance of investing in its workforce, as a skilled and empowered colleague base is essential for sustainable growth and innovation. In 2024, the organization provided a total of 72,404 hours of training, averaging 20.3 hours per colleague. These training efforts encompassed a diverse range of skills, including technical expertise and leadership development, applicable

to all levels of the organization. Demonstrating our strong focus on leadership development, senior management completed 296 hours of professional training in 2023. In 2024, this commitment significantly increased, with the senior leadership team undertaking 606 hours of intensive learning programs—a more than 100% increase year-on-year—underscoring our strategic emphasis





and skills necessary for advancement in their respective roles and adapting to the evolving industry landscape. Continuous refinement of our training programs, based on colleague feedback, ensures that all staff—ranging from new hires to executives—can engage in lifelong learning and career development. This culture of continuous improvement not only fosters innovation but also strengthens organizational resilience.

Tanmiah's approach is explicitly aligned with global development goals. By offering extensive vocational training and lifelong learning opportunities, the organization contributes to United Nations Sustainable Development Goal 4 (Quality Education) and advances Goal 8 (Decent Work and Economic Growth). By equipping with market-relevant skills and ensuring favorable

working conditions, Tanmiah promotes full and productive employment, thus facilitating economic progress.

Through these initiatives, Tanmiah asserts that transparent reporting and a robust learning culture are integral to its sustainability objectives. The organization is committed to publicly sharing training data and outcomes, reflecting accountability to its stakeholders. Investing in colleague education is viewed as a strategic investment in empowerment, innovation, and long-term organizational growth.

Tanmiah promotes continuous learning and skills development to align its business strategy with global goals.

Training Programs Overview

Training Hours - Senior Management

2023

296



2024

606

Training Hours - Middle Management

2023

514



2024

5,564

Average Hours of Training Per Colleague

20.3

Total Training Hours

72,404



In addition to the trainings, our colleagues also receive regular career feedback and reviews. In 2024, 73.5% of our colleagues were meeting performance objectives and 23% were exceeding expectations.

Rewarding our Colleagues

We acknowledge and appreciate our colleagues' efforts and accomplishments through a combination of formal and informal acknowledgement. One of our official initiatives is the yearly Gold Coin award presentation.

This longstanding practice recognizes colleagues dedicated to the company for 10 years or more. For each additional 5-year milestone, our colleagues receive pure gold coins as a token of appreciation. In 2024, TFC presented over 4.46 million SAR worth of gold coins to 180 eligible colleagues.

Additionally, we also provide recognition and appreciation to our colleagues on our newsletter - Tanmiah SWAY.

Benefits

Our remuneration philosophy centers on providing attractive pay and comprehensive benefits, adhering strictly to regional employment. A cornerstone of our compensation structure is the yearly performance evaluation, which directly influences both base and incentive-based earnings.

We also extend a robust suite of financial advantages designed to bolster our team's overall well-being. These offerings encompass comprehensive family health coverage, life insurance provisions, educational support, commuting stipends, and travel assistance for international colleagues.



Creating a Safe Work Environment

GRI (3-3), (2-8), (403-1), (403-2), (403-3),
(403-4), (403-5), (403-6), (403-7),
(403-8), (403-9), (403-10)



Go to our
Health, Safety
and Environment
Guidelines

Occupational Health & Safety

Tanmiah prioritizes the well-being of its workforce through a robust health and safety policy. Central to this policy is our Health Safety & Environmental (HSE) Committee consisting of 8 members of our management, a cross-functional team consisting of 149 colleagues, representing all operational sites that streamlines colleagues involvement. By regularly convening representatives from Human Resources, Environment, Operations, and other key departments, we ensure continuous improvement in our safety practices and a comprehensive understanding of evolving workplace risks.

Securing the ISO 45001: Occupational Health and Safety Management System (OH&S), 2018 certification represents a key achievement in Tanmiah's ongoing efforts to create a safer and healthier

workplace, demonstrating a robust and systematic approach to safety.

Tanmiah employs a dynamic and comprehensive strategy to safeguard occupational health and safety (OH&S), prioritizing the well-being of all individuals connected to our operations. This multifaceted approach integrates rigorous oversight, thorough hazard evaluations, preventative actions, ongoing education, and transparent dialogue.

We go beyond meeting regulatory requirements; we cultivate a deep-seated safety ethos that permeates every facet of our work. This dedication to superior OH&S performance ensures a secure and healthy environment, not only for our colleagues but also for our contractors and wider stakeholders, reflecting our unwavering commitment to their protection.

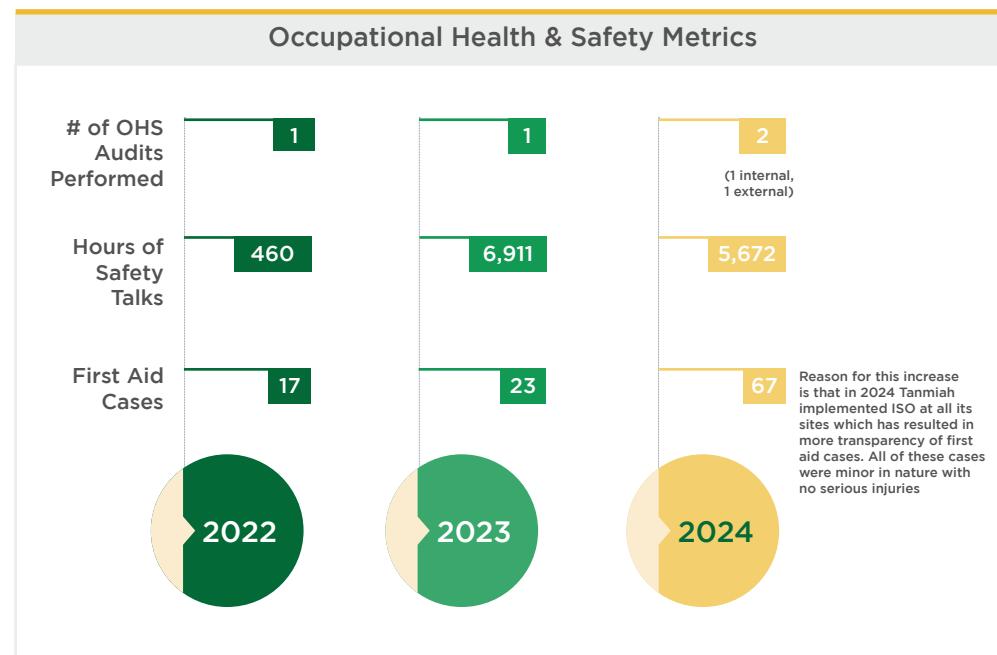
Occupational Health & Safety Indicators

	2024
Number of Lost Time Injuries (LTIs)	23
Lost Time Injury Frequency Rate (LTIFR)	1.19
Fatalities	0

In 2024, our team worked for a total of 19,348,992 hours and no fatalities were recorded. We aim to maintain and raise the standard we have set and adhere to ISO 45001:2018 requirements to further ensure the safety of our team.

In the case of any incident, we create and implement detailed improvement plans to prevent recurrence by addressing root causes through revised

procedures, enhanced training, or equipment modifications. By learning from incidents and proactively adjusting our safety measures, we cultivate a secure and confident workplace for everyone. We continuously track plan performance through data and audits to ensure safety and drive ongoing improvements.



19,348,992

Total Man Hours

0

Fatalities



HSE Trainings

At Tanmiah, we understand that the foundation of a sustainable and ethical business is a strong Health, Safety, and Environment (HSE) training program. Our dedication extends beyond compliance and includes equipping our colleagues with the expertise and skills needed to actively reduce risks and promote a safety culture.

We use rigorous standard operating procedures to identify the exact training needs of our colleagues, making sure they are prepared to handle obstacles at work. This process is motivated by several factors, such as hazard identification, collaborative feedback, and compliance requirements.

Additionally, we use performance evaluations and skill gap analysis

In 2024, the organization conducted 5,672 hours of HSE training attended by a total of 4,063 participants.

to identify areas where additional training might improve individual and team effectiveness. We use e-learning platforms to provide compelling and accessible training experiences. Furthermore, we regularly monitor and evaluate the success of our training programs to ensure that our workforce is competent and confident in their capacity to maintain a safe and healthy workplace.

Responsibility as a Corporate Citizen – Community Relations

Tanmiah is a major employer and a vital contributor to the local economies of the communities where our facilities are located. We recognize that our success is intrinsically interconnected with the well-being of these communities; therefore, we strive to be more than just a business entity. Our objective is to function as a responsible and engaged partner, enhancing the social and economic vitality of the regions we serve.

We are committed to cultivating a culture of philanthropy among Tanmiah's team members, which benefits our communities through donations, volunteer work, and advocacy. Our team members, alongside their families and our organization, rely on the vibrancy and health of these communities, and we are committed to facilitating their growth and prosperity. This philosophy is the foundation of our corporate community engagement strategy, which primarily focuses on alleviating hunger.

Each of our local facilities independently manages its own community outreach initiatives. Local giving committees establish partnerships with nearby nonprofit organizations, provide financial assistance to community groups, and present volunteer opportunities for team members.

As part of its Corporate Social Responsibility (CSR) efforts, Tanmiah Food Company successfully delivered a large-scale community enhancement project in Shaqra Governorate, spanning more than 13,500 square meters. The completed park was officially presented as a gift to the Governor of Shaqra and its residents, reinforcing Tanmiah's role as a responsible corporate citizen committed to sustainable community upliftment and regional development.

As part of Tanmiah Food Company's ongoing commitment to empowering people and supporting the communities in which we operate, we are proud to announce a strategic partnership with Majmaah University. This collaboration aims to strengthen joint efforts in education and workforce development, aligning with our broader talent development agenda and the national objectives of Saudi Vision 2030.

Through this partnership, Tanmiah will provide training and internship opportunities for students, helping to bridge the gap between academic learning and practical experience. By nurturing emerging talent, we contribute to building a more capable and future-ready workforce—supporting sustainable development both within our company and across the wider economy.



↑ Shaqra park was officially presented as a gift to the Governor of Shaqra

In 2024, we invested SAR 4.1 million in various CSR initiatives



Responsibility as a Corporate Citizen – Community Relations

41st
EDITION

41st Saudi Agriculture Show: Held under the patronage of the Ministry of Environment, Water, and Agriculture (MEWA). Tanmiah represented by its subsidiary, DHV, had the opportunity to showcase a range of innovative solutions in animal health products and livestock equipment. We also presented our commitment to sustainable practices and the high-quality standards that define our offerings.



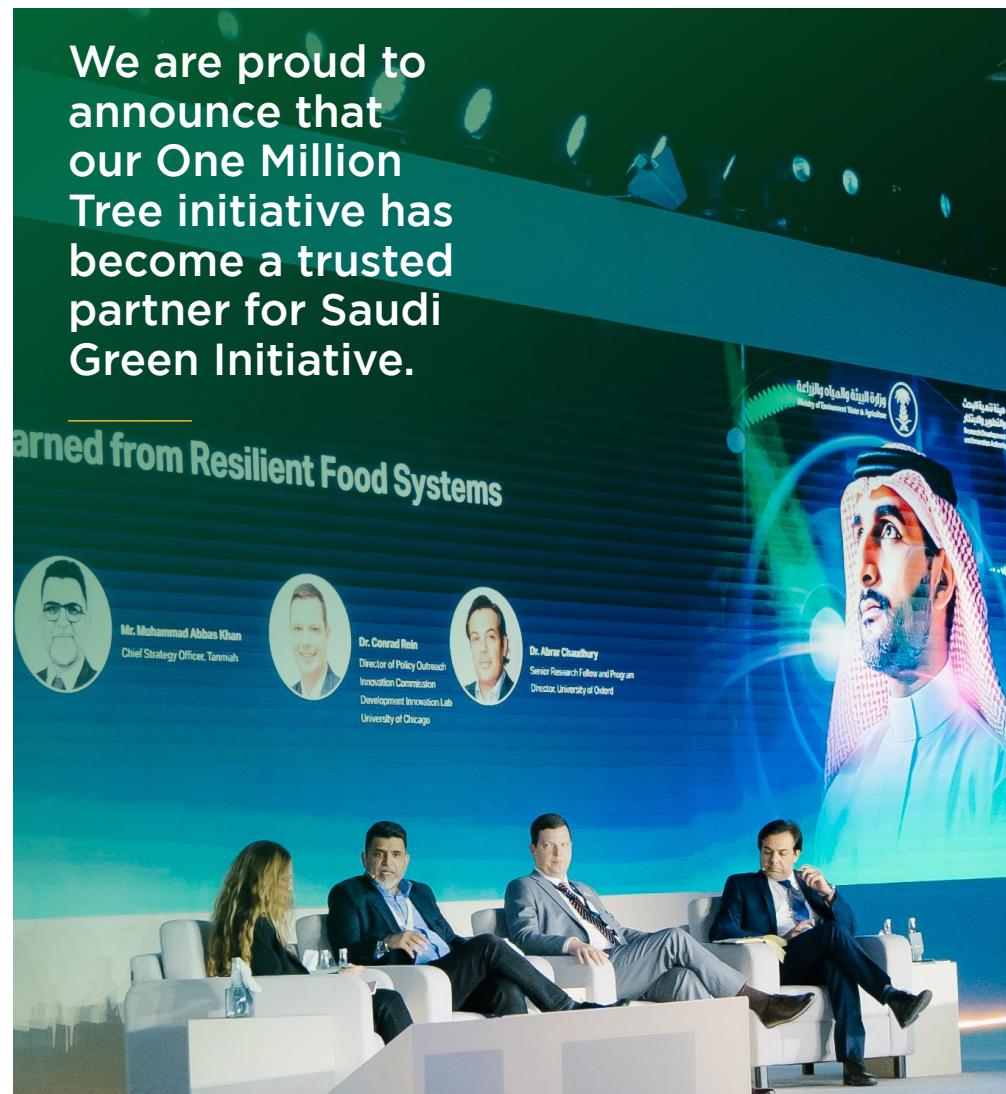
Gold Sponsor at the Makkah Halal Forum: Tanmiah proudly served as a Gold Sponsor at the Makkah Halal Forum, themed "Development and Transformations of the Halal Industry: Visions and Challenges." Held under the patronage of Dr. Majid bin Abdullah Al Qasabi, Minister of Commerce, the event provided a platform to showcase the latest innovations and advancements in the halal industry.



COP 16 & World Economic Forum: In 2024 Tanmiah took part in COP 16, adding its voice to global discussions on climate-smart food systems. It also joined the World Economic Forum to share lessons on balancing growth with environmental care. Across both stages the company signaled its intent to keep working with international partners on shared climate and development goals.



Saudi Green Initiative Forum: We take great pride in seeing the 'One Million Tree' initiative recognized as one of the key initiatives playing a pivotal role in the Saudi Green Initiative, with Tanmiah selected as a trusted partner. Our ongoing commitment to sustainability plays an essential role in accelerating afforestation efforts, supporting Saudi Arabia's vision to combat the impacts of global warming and climate change.



WORLD
ECONOMIC
FORUM

UNCCD
COP16
Riyadh | 2024

Key CSR Activities

Official Partner of
Saudi Green Initiative



Middle East Green
Initiative Project- Bahrain
-100,000 trees donated



Agreement to plant
100,000 trees at Al-
Soudah Company in Asir



Tanmiah signed an agreement
with Majmaah University for
talent development



200k SAR sponsorship for Qassim
University from DHV which will
focus on knowledge sharing and
technology



Tanmiah sponsored the "Zero
Waste" competition at the Saudi
Food Show 2024