

Thriving With Purpose

SUSTAINABILITY REPORT 2023

التنمية
TANMIAH



About This Report GRI (2-2), (2-3), (2-4), (2-5)

This report outlines our progress on important environmental, social, and governance (ESG) initiatives. It demonstrates our commitment to supporting Vision 2030's sustainability goals and contributing to the efforts to positively impact climate change in accordance with the Paris Agreement. As one of the leading integrated poultry producers in the GCC, we acknowledge our crucial role in helping the industry transition to a low-carbon future. We are taking specific actions from farm to fork across three main areas: Sustaining People, Agriculture, and the Planet. From responsible sourcing and wastewater management to offering high-quality products such as Omega-3 Fortified Chicken, adhering to best practices to make a positive impact on our communities, the environment, and our colleagues.

This report is a testament to our quality, innovation, and sustainability, propelling us towards our vision of becoming the number one global halal sustainable healthy protein company by 2030. Our annual Sustainability Report illustrates our commitment to sustainability by aligning with the United Nations Sustainable Development Goals (SDGs). It highlights our progress, key activities, milestones, and showcases our sustainability initiatives, programs, and impactful work in communities.

GRI REPORTING FRAMEWORK

This report has been prepared in reference to GRI Standards. The structure of this report adheres to the GRI Reporting framework and the GRI Sector Standard for Agriculture, Aquaculture and Fishing, providing a framework for capturing, tracking, monitoring, managing, and disclosing information regarding identified material topics.

ALIGNMENTS

The report aligns with GRI Standards, GRI Sector Standard for Agriculture, Aquaculture and Fishing, United Nations SDGs, and the Saudi Stock Exchange ESG Disclosure Guidelines. The material topics derived from our materiality assessment align with UN SDGs, Saudi Green Initiative and Saudi net zero 2060.

RESTATEMENT OF INFORMATION

Most disclosures in this report cover historical data for 2021 and 2022. This report restates historic sustainability information based on financial boundary conditions, where applicable.

REPORTING BOUNDARY

The company adopted financial control approach for reporting boundaries and accounted 100% emission for the following list of subsidiaries: -

- Dessert Hills for Veterinary Services Company Limited
- Tanmiah Restaurant For Fast Food Company
- Agricultural Development Company

REPORTING BOUNDARY FOR PREVIOUS YEAR

The comparative figures for various subsidiaries of Tanmiah are reported on the basis of their equity ownership, wherever applicable.

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EXTERNAL ASSURANCE

KPMG Professional Services carried out a limited assurance for the selected quantitative indicators (Greenhouse gas scope 1 & 2 and related intensity figures, Water consumption and water consumption per revenue, Waste Water Discharge, Waste Management, Packaging Material).

See the independent limited assurance report on page 47.

Message from our Chairman
H.E. Amr Al-Dabbagh GRI (2-14), (2-22)

Over the years, Tanmiah Food Company (Tanmiah) has worked with an unwavering commitment to Environmental, Social, and Corporate Governance (ESG) principles. As the world undergoes significant environmental and social transformations, Tanmiah remains resolute in its role as a champion of sustainability.

Underpinned by our unique home-grown philosophy of Omnipreneurship, our ambitious sustainability strategy propels us towards our vision to become the number one global halal sustainable healthy protein company by 2030. This vision places us alongside global industry leaders who prioritize sustainability and innovation.

The past year has been marked by significant progress. We view sustainability as a key driver of our development and expansion, carefully considering it across our entire value chain. As a responsible entity, we have implemented our sustainability strategy through concrete measures, yielding positive results in environmental, social, and governance spheres. We persisted in advancing novel approaches to tackle some of our sector's most significant problems, such as making great strides in each of our pillars, reinforcing our commitment to the National Transformation Program and the Saudi Vision 2030.

We are excited to continue pushing boundaries and working collaboratively to create a sustainable world for all. The government's steadfast support for domestic food producers is crucial for industry expansion and achieving Vision 2030 goals for self-sufficiency and food security. We are grateful to be a part of this exciting time in the Kingdom, and to contribute to Vision 2030, ensuring our efforts are impactful and relevant.

We extend our appreciation to our global partners with whom we collaborate: together, our combined spirit of innovation creates a powerful force for positive change. A heartfelt thank also goes out to our Board of Directors, leadership team, and dedicated colleagues. Their hard work and talent are paving the way for a bright future not just for Tanmiah, but also for our communities and planet.

Amr Al Dabbagh
Chairman



Message from our CEO
Zulfiqar Hamadani GRI (2-14), (2-22)

In the ever-evolving world of food, innovation, tradition, and a profound reverence for our planet intertwine to shape the future. At Tanmiah, we aren't merely envisioning that future – we are actively crafting it, one step at a time. Our second Sustainability Report is a testament to our continuous journey, documenting the strides we've made driven by a unified vision and unwavering commitment to forging a more sustainable tomorrow. Tanmiah holds a bold and ambitious vision – To become the number one global halal sustainable healthy protein company by 2030. Our relentless pursuit of this goal, in harmony with our comprehensive sustainability strategy, aligns seamlessly with the goals of Vision 2030. This vision not only propels us but also ignites our pursuit of excellence.

Last year, our first report set the foundation for our ambitious journey. It focused on three key pillars – Sustaining People, Agriculture, and the Planet. This integrated approach outlined our commitment to environmental stewardship and social responsibility. This year, we have seen significant progress across all three pillars, demonstrating the transformative impact of our sustainability strategy. This progress not only validates our efforts but also instills optimism about the future of Tanmiah.

In this report, we are sharing the story of our innovative approach to reducing our environmental impact. This includes pioneering a circular economic model that minimizes waste and maximizes resource efficiency. We are constantly seeking solutions, such as using wood shavings from our trees and converting poultry waste into biochar, to create a closed-loop system that benefits our business and the planet.

Moreover, we are committed to ethically treating animals. We take pride in being the sole company in the MENA region certified for National Sanitation Foundation (NSF) animal welfare standards, which enables us to supply our products to the most well-known fast-food chains worldwide.

Tanmiah has always been at the forefront of innovation, and our latest venture, Tanmiah Life, embodies our commitment to providing healthy choices for consumers. As a sub-brand, Tanmiah Life focuses on offering high-quality products, marking a significant milestone in the Saudi Arabian market. Through extensive research and international studies, we developed this new product line with the aim of nourishing consumers' lives with wholesome options. Our efforts have been acknowledged through various accolades, such as the Product of the Year 2023 award in the Fresh Chicken Eco-Friendly category for our Oxo-degradable packaging. This recognition not only underscores our dedication to excellence in product development and customer satisfaction but also reassures stakeholders of our credibility. Additionally, being recognized as one of the Top 10 Saudi Arabian firms for environmental stewardship and sustainable business practices by Forbes fills us with immense pride.

Throughout 2023, we focused on integrating automation into our supply chain and farming operations. This move has significantly enhanced our commitment to sustainability by embracing advanced technologies such as the Internet of Things (IoT) and Big Data in our farming operations and supply chain. By leveraging IoT, we have monitored and optimized every aspect of our broiler operations in real-time, from maintaining optimal living conditions for our poultry to ensuring efficient resource usage. Additionally, Big Data analytics allows us to make data-driven decisions, enhancing our ability to predict trends, manage supply chains more effectively, and reduce waste. These innovations improve our operational efficiency and align with our core value of promoting sustainability, ensuring we contribute positively to the environment while delivering high-quality products to our customers.

Looking ahead, our commitment to sustainability remains unwavering. We are dedicated to creating a more sustainable future for generations to come by fostering collaboration, investing in innovation, and prioritizing environmental well-being. We express our heartfelt gratitude to the entire Tanmiah team. Your dedication, loyalty, and hard work serve as the backbone of our company, allowing us to produce groundbreaking solutions and achieve new milestones. Together, we are building a brighter, more sustainable future that nourishes bodies, the planet, and the communities we call home.

Zulfiqar Hamadani
Chief Executive Officer



Highlights from 2023

FEBRUARY

Launched a new product line, Tanmiah Life, the first of its kind in the Middle East

Product innovation continues, with a nutritious new fresh poultry line enriched with Omega-3.

MoU with Agricultural Development Fund to launch the "10miah farmers initiative"

This project contributes to the Kingdom's target of 80% local poultry meat production to enhance the Kingdom's food security.

MoU with the Saudi Investment Recycling Company (SIRC)

This is aimed at developing a framework for enhanced cooperation and integration to recycle agricultural waste from the poultry industry to preserve our environment, increase greenery and support carbon reduction.

MoU with National Center to enhance the Kingdom's food security (part of Istedama)

To work together on green infrastructure in Riyadh.

MARCH

Awarded Product of the Year Gulf 2023

Tanmiah has successfully won Product of the Year in the Fresh Chicken Eco-Friendly category for our Oxo-degradable packaging.

JUNE

Strategic partnership with Halal Products Development Company

The partnership is an important step towards reinforcing the domestic halal products industry in the Kingdom, while supporting its development across the region as well as globally.

JULY

Named in Forbes' Top 10 Innovative Companies in Sustainability

Tanmiah has been recognized in the prestigious Forbes Top 10 Innovative Companies in Sustainability.

SEPTEMBER

Shareholders' agreement between Tanmiah's wholly owned subsidiary, Desert Hills Veterinary Services Company Ltd and MHP SE

This agreement resulted in the establishment of a joint venture to invest more than SAR 200 million in farming, hatching and feed milling operations in KSA. With MHP partnership, we bring in international expertise to contribute to KSA vision 2030 of self sufficiency and support the Kingdom's food security goals.

OCTOBER

MoU with Vibra Agroindustrial S.A. to establish a joint venture

The primary focus of Tanmiah owned joint venture will be for the co-packing of each of Tanmiah's and Vibra's products, initially in Saudi Arabia, with plans to expand into the wider MENA region through collaboration for innovation.

The joint venture will be evaluating the possibility of establishing a primary processing or further processing facility in Saudi Arabia.

NOVEMBER

Breakthrough Innovation Award from Nielsen NIQ Bases

Tanmiah Omega3 Fortified Fresh Chicken received the Year's Wavemaker award at NIQ Bases Top Breakthrough Innovation Awards 2023.



Launch of the inaugural Tanmiah Sustainability Report 2022

The report highlights Tanmiah's ESG strategy and roadmap as a testament to the Company's vision to become the leading global halal sustainable healthy protein company by 2030.

Creating Value as an Integrated Poultry Leader GRI (2-2)

TANMIAH FOOD COMPANY

Feed and Animal Health
Desert Hills For Veterinary Services Company Limited (DHV)
100% OWNERSHIP

Food and Franchise Operations
Tanmiah Restaurant For Fast Food Company (TRC)
100% OWNERSHIP

Integrated Poultry Production
Agricultural Development Company (ADC)
85% OWNERSHIP (15% TYSON)

Further Processed
Supreme Foods Processing Company (SFPC) and Perfect Foods Factory
40% OWNERSHIP (60% TYSON)

Our Philosophy GRI (2-1)

At the heart of our vision lies our Omnipreneurship philosophy of giving, earning and sustaining.

GIVING: A SENSE OF PURPOSE

Social responsibility is an integral part of our operations. We support communities through initiatives like the Makkah Kids Charity House and the One Million Trees initiative. We also invest in our colleagues' development with comprehensive training programs, fostering a skilled and empowered workforce.

EARNING: THRIVING TODAY FOR TOMORROW

This pillar represents responsible business practices that ensure long-term, sustainable growth. Innovation drives this approach, exemplified by our efficient operations and waste to value projects promoting a circular economy. We focus on operational efficiency, reducing our waste, and prioritizing responsible sourcing to maintain the sustainability of our supply chain.

SUSTAINING: INVESTING IN THE FUTURE

Protecting the planet for future generations is a core value at Tanmiah. We address climate change by prioritizing energy efficiency and exploring renewable energy solutions. Our resource management efforts include afforestation and partnerships to preserve natural resources.

VISION

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

MISSION

To focus on providing high-quality products and services supported by industry expertise and to deliver the highest level of customer satisfaction.

VALUES

Integrity, Passion, Respect, Forward thinking and Teamwork.

Our Sustainability Approach

We are driven by a clear vision: To become the number one global halal sustainable healthy protein company by 2030.

Our sustainability mission reinforces this vision, empowering our people to produce healthy, safe, and affordable products for consumers while creating greater value for our colleagues, investors, communities, and the environment.

Our vision is underpinned by our Omnipreneurship philosophy of giving, earning, and sustaining. Our key focus areas encompass people, agriculture, and the planet, with each facet contributing to a more holistic approach to sustainability. This unwavering commitment allows us to earn and maintain our stakeholders' trust, fostering a future where prosperity and environmental well-being go hand-in-hand.

WE SUPPORT

UN GLOBAL COMPACT

Tanmiah is the signatory of United Nations Global Compact and support the Ten principles of UNGC

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



CHAPTER SECTIONS

Materiality and Focus Areas
Our Sustainability Strategy
Alignment with ESG Targets & SDG Goals
Sustainability Management Approach

Materiality and Focus Areas

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

Materiality

To define our sustainability strategy, we conducted a materiality assessment in 2022, to ensure we are focused on relevant risk areas where we can create value for Tanmiah and its stakeholders. This involved three phases.

PHASE 1

External analysis

We established a list of 66 relevant environmental, social and governance issues through a process of external benchmarking with peers, partners and recognized frameworks like the Global Reporting Initiative (GRI), the 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 (UNSDG).

PHASE 2

Internal analysis

By working with key internal stakeholders, we took the list of issues through several filters, including our business model and strategy. This analysis was accompanied by consideration of issue impacts, time frames and probabilities. This process led to a short list of 17 issues to take forward for further analysis.

PHASE 3

Prioritization

The Board of Directors reviewed and considered the recommended short list and defined the final set of material issues. These formed the foundation of our 8 focus areas as below.



Focus Areas

- Building customer trust through high-quality, product safety and responsible labelling
- Building resilient ecosystems through continuous innovation and R&D
- Reducing waste at every stage of farm-to-fork cycle
- Diversity, equity and inclusion
- Investment in talent
- Strong corporate culture
- Health and safety of workforce
- Climate and water action

Our Sustainability Strategy

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

Built on the foundation of our Focus Areas, our sustainability strategy is anchored in three key pillars, representing a holistic approach to building a more sustainable future:

This report delves deeper into our specific initiatives within these pillars, aligned with national and international frameworks, showcasing the concrete steps we are taking to achieve long-term sustainability.

SUSTAINING PEOPLE

We are committed to empowering our people and the communities where we operate. This is reflected in our investments in talent development, diversity, equity, and inclusion initiatives, as well as our focus on health, safety, and compliance with Saudi Good Agriculture Practices (GAP) regulations.

Supporting and enabling our people and communities to thrive

- Investment in talent
- Diversity, equity and inclusion



SUSTAINING AGRICULTURE

Upholding the highest animal welfare standards and sustainable resource use is paramount. Our efforts in this area encompass animal welfare and biosecurity measures, afforestation initiatives in the Saudi desert, promoting sustainable animal feed production, maximizing resource efficiency, and implementing responsible water usage practices.

Practicing the highest standards of animal welfare and sustainable resource use

- Animal welfare and biosecurity
- Afforestation of Saudi desert
- Sustainable animal feed production
- Sustainable resource use
- Responsible water use



SUSTAINING PLANET

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.

Taking a carbon neutral approach across our activities

- Climate action
- Energy efficiency
- Reducing waste
- Sustainable packaging



Alignment with ESG Targets & SDG Goals

SUSTAINING PEOPLE

FOCUS AREAS	ACTIONS BY TANMIAH	SDG TARGETS	UNGC PRINCIPLES	TADAWUL ESG INDEX	KSA VISION 2030 / NTP* / SAUDI GREEN INITIATIVE
Investment in talent	Increase in staff training across Popeyes on Techincal Skills, Food Safety, Soft Skills and Customer Service Skills by 169%. Offered platforms for leadership insights from executives including chairman of the board through the Dewan Al Tanmiah initiative. Conducted practical training sessions, including CPR instruction and health awareness campaigns, leading to a well-rounded employee experience, promoting both professional growth and personal well-being.	**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	Not applicable
Diversity, equity and inclusion	In 2023, Tanmiah hired 2.5% additional female colleagues and 4% more Saudis compared to 2022. Achieved 30% of Female Cashiers in all Popeyes stores in 2023. Complied with Tanmiah internal human rights guidelines which highlights child labour, forced labor among other aspects. Achieved Silver Environment Certification Mowaamah by The Ministry of Human Resources and Social Development Saudi Arabia making us eligible for providing the correct environment to hire Special Needs workers.	**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 labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 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 labour **Principle 5:** the effective abolition of child labour **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 labor market **NTP 4.2.4:** Enable integration of people with disabilities in the labor market
Health, safety and compliance with Saudi GAP regulations	Achieved Zero LTIFR (Lost Time Injury frequency rate) in 2023. Introduced the Omega-3 Fortified Chicken, in 2023, under our "Tanmiah Life" brand, a product designed to significantly enhance nutritional intake compared to standard offerings in the market. Achieved BRC AA+ Grade – First and only primary poultry processing plant in KSA. Use of IoT sensors in logistics to track temperature, humidity, livestock and other environmental parameters, ensuring goods are transported in optimal conditions, reducing spoilage, and ensuring compliance with safety and quality standards. Complied with the following policies: 1. Product food safety guidelines 2. Health, safety and environment guidelines	**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.		**Human Capital** - Health & Safety **Social Oppurtunities** - Opportunities in Nutrition and Health **Product Liability** - Product safety & quality	Not applicable

NTP - National Transformation Program

Alignment with ESG Targets & SDG Goals (continuation)

	FOCUS AREAS	ACTIONS BY TANMIAH	SDG TARGETS	UNGC PRINCIPLES	TADAWUL ESG INDEX	KSA VISION 2030 / NTP / SAUDI GREEN INITIATIVE
SUSTAINING AGRICULTURE	**Animal welfare and biosecurity**	Achieved 96% score in NSF* Global animal wellness standard certification for Hatchery, Broiler Farms and PPL.	**Target 2.5:** Maintain the genetic diversity of seeds, cultivated plants and farmed and domesticated animals and their related wild species, including through soundly managed and diversified seed and plant banks at the national, regional and international levels, and promote access to and fair and equitable sharing of benefits arising from the utilization of genetic resources and associated traditional knowledge, as internationally agreed*.	**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.	Not applicable	Not applicable
	Afforestation of Saudi desert	The slaughterhouse in Abha has also started the waste water supply to trees plantation in 2023. Planted 38,500 trees in Saudi Arabia as part of the One Million Tree Initiative.	**Target 15.1:** Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and dry lands, in line with obligations under international agreements*. **Target 15.2:** Promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally*.	**Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 8:** undertake initiatives to promote greater environmental responsibility	**Natural Resources -** Biodiversity and land use	**NTP 2.4.3:** Protect and rehabilitate natural landscapes **SGI Target:** plant 10 billion trees across Saudi Arabia
	Sustainable animal feed production	Our labs are ISO 17025 certified from A2LA USA. We have Inductive Couple Plasma Spectrophotometer (ICP) for mineral and heavy metals analysis in food and feed products, Randox Investigator system for Antibiotic and Mycotoxin determination, Ultraperformance Liquid Chromatography (UPLC) for vitamins and Amino acids.	**Target 12.2:** By 2030, achieve the sustainable management and efficient use of natural resources. **Target 12.4:** Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.	Not applicable	**Product Liability -** Chemical safety	Not applicable
	Sustainable resource use	Implemented the following policies to ensure that resources are used responsibly: 1. Sustainable agriculture practices 2. Supplier code of conduct Actioned supplier ESG screening covering 100% of suppliers.	**Target 12.1:** By 2030, achieve the sustainable management and efficient use of natural resources. **Target 12.6:** Promote public procurement practices that are sustainable, in accordance with national policies and priorities.	Not applicable	**Human Capital -** Supply chain labor standard	Not applicable
	Responsible water use	Installed RO Plant at Abha farms for capacity of 500 M3/Day and supplied clean water to 27 houses. The recycled water was used for plantation. Treated waste water at our PPL's for plantation at Shaqrah and Abha to improve operational efficiency by complying with good agricultural practices and avoiding harmful water discharge and reduce disposal cost.	**Target 6.1:** By 2030, achieve universal and equitable access to safe and affordable drinking water for all. **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	**Natural Resources -** Water stress	**NTP 2.4.1:** Reduce all types of pollution **NTP 5.4.2:** Ensure sustainable use of water resources"

** The SDG target was set for 2020 by the UN, however Tanmiah is working towards achieving this target.*
** National Sanitation Foundation*

Alignment with ESG Targets & SDG Goals (continuation)



SUSTAINING PLANET

FOCUS AREAS	ACTIONS BY TANMIAH	SDG TARGETS	UNGC PRINCIPLES	TADAWUL ESG INDEX	KSA VISION 2030 / NTP / SAUDI GREEN INITIATIVE
Climate action	Efficient delivery route management in PFF(Perfect Foods Factory) & SFPC (Supreme Foods Processing Company) have reduced the commute significantly resulting in fuel savings. This will lead to lowering of our carbon footprint. Popeyes installed an ecology system as a test model in 8 mall locations to help enhance filtration efficiency, reducing odor and carbon emissions by 80% from the environment. The Track & Trace system helps monitor fuel usage across the fleet, aiming for a reduction in fuel consumption and, consequently, lower GHG emissions. Participated in the Bahrain Green Initiative, where we planted 100,000 trees to enhance regional vegetation and biodiversity.	**Target 13.1:** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	**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"	**Climate Change:** 1. GHG emissions 2. Product carbon footprint	**SGI Target:** reduce carbon emissions by 278 mtpa by 2030
Energy efficiency	PFF+SFPC reduced total yearly power consumption for lights from 467847.4 Kwh to 399911 Kwh by LED replacements.	**Target 7.3:** By 2030, double the global rate of improvement in energy efficiency.	**Principle 8:** undertake initiatives to promote greater environmental responsibility	**Environmental Opportunities:** 1. Opportunities in clean tech 2. Opportunities in renewable energy	Not applicable
Reducing waste	100% reduction in the paper usage in PFF's internal audit report Tanmiah launched a project for implementing RPA with Power Automate to be completed in 2024, which will help reduce paper consumption by 100%. Reduced food waste from 1% in 2022 to 0.68% in 2023 by improving production efficiencies.	**Target 12.2:** Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment*. **Target 12.3:** By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment. **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	**Pollutions and Waste** - Toxic emissions and waste	**NTP 2.4.1:** Reduce all types of pollution
Sustainable packaging	Optimized tray design in 2023 to achieve optimum weight and size, thereby reducing 71 tons of plastic usage. 100% of our packaging suppliers are ISO 9001 certified and have Biodegradable Plastic license from the Saudi Standards, Metrology and Quality Organization (SASO).	Not applicable	**Principle 8:** undertake initiatives to promote greater environmental responsibility	**Natural Resources** - Raw material sourcing **Pollutions & Waste** Packaging material and waste **Human Capital -** Supply chain labor standard	Not applicable

** The SDG target was set for 2020 by the UN, however Tanmiah is working towards achieving this target.*

Sustainability Management Approach GRI (2-12), (2-13)

To ensure effective oversight and implementation, we have established a two-tiered ESG committee structure:

BOARD ESG COMMITTEE:

Setting the Strategic Direction

The Board ESG Committee, formed in 2022, provides high-level guidance and direction on sustainability matters for Tanmiah. This committee is responsible for:

Identifying and managing sustainability risks and opportunities.

Integrating sustainability considerations into Tanmiah's overall strategy and daily operations.

Overseeing sustainability initiatives, controls, and reporting.

The Board ESG Committee is led by a recognized sustainability expert, Ms. Hawazen Nazieh Nassief. Three members of the Board also participates in the Committee, ensuring a strong link between the board and sustainability efforts. Members of the Board bring a wealth of operational and strategic experience to guide our sustainability journey. Additionally, Mr. Hamadani, Tanmiah's CEO, is a part of the committee who oversees the ESG practices of the organization. (Read more about our ESG Board Committee in the Governance section).

MANAGEMENT-LEVEL ESG COMMITTEE:

Operationalizing Sustainability

To translate strategic direction into action, we established a cross-functional ESG Committee at the management level in 2022. This Committee, headed by the Managing Director and Executive Board member, focuses on operationalizing sustainability initiatives and overseeing performance metrics. It consists of finance, operations, supply chain, HR and marketing representatives.

This collaborative approach of governance encourages feedback, helps evaluate the implemented strategies and policies, and allows us to continuously improve our overall sustainability performance.



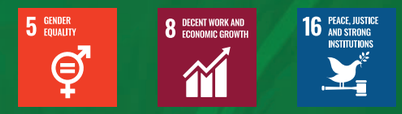
Our Governance

Our strong corporate governance framework is carried out through our Board of Directors, multiple committees, management, internal audit and compliance functions. The framework identifies accountabilities created and translated into practices, responsibilities, and procedures, each outlined in our corporate governance policies.

The Board, its committees, and senior executives work together to integrate sustainability considerations into the organization's purpose and strategic goals.

By prioritizing corporate governance and fostering a collaborative spirit, we are well-positioned to navigate the dynamic landscape of sustainability and make a positive impact on our communities, the environment, and our colleagues.

UNITED NATIONS
SUSTAINABLE DEVELOPMENT GOALS



CHAPTER SECTIONS

Corporate Governance
Board Committees
Risk Management
Compliance
Internal Audit
Business Conduct
Human Rights
Maintaining Cyber Security
Marketing Responsibly

Corporate Governance

GRI (2-9), (2-10), (2-11), (2-17), (2-18), (2-19), (2-20)

The Board of Directors comprises of ten Directors as per Tanmiah by laws.

The board holds the highest governance authority that sets and approves the corporate vision, mission and goals inherently incorporating sustainability objectives aligned with Tanmiah's core values.

The current board composition aligns with international best practices in corporate governance, promoting transparency, accountability, and effective risk management. The board's collective experience is enriched by members with diverse backgrounds, including financial expertise, banking experience, local knowledge, and international Quick Service Restaurant (QSR) experience. Their deep knowledge of sustainability, governance, and integrated poultry operations further strengthens our strategic capabilities, enabling comprehensive oversight and informed decision-making in a complex local and global market. It also helps Tanmiah effectively anticipate and mitigate potential risks while capitalizing on opportunities for innovation and growth.

Our commitment to transparency, sustainability, and ethical conduct is reinforced by this collective experience, positioning us to deliver long term value to our shareholders and stakeholders.



H.E. Amr Al-Dabbagh
Chairman - Non-Executive Member



Mr. Jamal Al-Dabbagh
Vice Chairman - Non-Executive Member



Mr. Kamel Al-Munajjed
Director - Independent Member



Mr. Vincent Carton
Director - Independent Member



Mr. Stephen Parsons
Director - Independent Member



Mr. Alexander Ivannikov
Director - Independent Member



Ms. Hawazen Nassief
Director - Independent Member



Mr. Ahmed Osilan
Managing Director - Executive Member



Mr. Mohamed Jazeel
Director - Non-Executive Member



Mr. Dirk Vanderbroeck
Director - Non-Executive Member

Board Committees

In accordance with the CMA corporate governance regulations, the Board has established various subcommittees that assist the board discharge its fiduciary responsibilities. These subcommittees have defined mandates, approved by the Board, and in line with CMA regulations, where applicable.

Environmental, Social, Governance (ESG) Committee

The ESG Committee consists of three Board Directors and two external committee members. The ESG committee assists the Board in fulfilling its oversight responsibilities and performs the duties, obligations, and authorities needed to establish the company's long-term sustainability. Our ESG practises focus on the environment, health and safety, corporate social responsibility, philanthropy, corporate governance, reputation, ethics, diversity, equity, inclusion, and community development, among other things.

The ESG Committee comprises the following members:

NAME	MEMBERSHIP	CLASSIFICATION
Ms. Hawazen Nassief	Chairperson	Independent
H.E Amr Al-Dabbagh	Member	Non-Executive
Mr. Syed Zulfiqar Hamadani	Member	Executive (CEO)
Mr. Ahmed Osilan	Member	(MD)
Ms. Shahad Nejaim	Member	External

Disclaimer: Refer to page 62 of the Tanmiah Annual Report 2023, for detailed credentials of the Board Committee members.

The ESG Committee meets every quarter to discuss and report on sustainability initiatives and targets, advising on the future directives.

The committee's focus is to develop an ESG strategy and define ESG priorities and objectives with the goal of further integrating sustainability into Tanmiah's strategy and operations. The committee oversees the implementation of our ESG strategy and key initiatives, and assists the Board in identifying and managing ESG-related risks and opportunities. The ESG Committee also monitors our ESG performance, compliance, and external ratings and assists the Board with oversight of its ESG disclosures and monitoring compliance with international best practices. It checks the effectiveness of the Company's internal controls and ESG reporting systems and helps to improve the understanding of ESG among the Board and Company executives. The ESG Committee held four meetings during the 2023 fiscal year.

Audit Committee

Chaired by an independent director, The Committee comprises of four members of the board specializing in financial affairs, accounting and auditing matters and risk management. Two of the committee members hold international accounting qualifications. The Committee held four meetings during the 2023 fiscal year.



The Committee oversees management risks and controls framework, compliance monitoring practices and financial reporting framework.

Nomination & Remuneration Committee

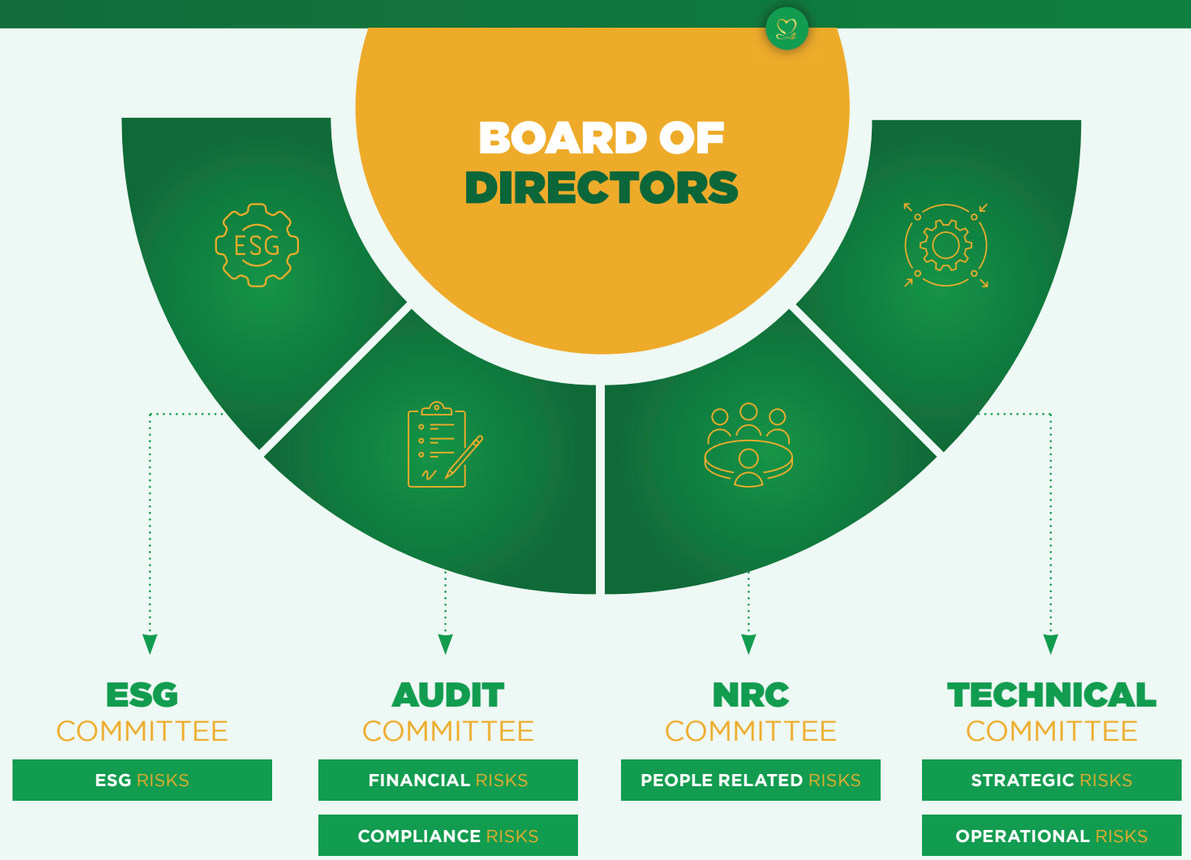
The Nomination and Remuneration committee (NRC) is chaired by an independent director and comprises of four members of the board. The NRC oversees the nomination of directors to the Board of directors and the remuneration policy for the directors and the executive management. The Nomination and Remuneration Committee held eight meetings during the 2023 fiscal year.

The NRC also assists the Board in overseeing people-related risks, including staff and skills retention, ethical practices and implementation and good governance practices.

Technical Committee

The Technical Committee is chaired by an independent director. It consists of four members of the board of directors. The independent directors on the committee have recognized expertise in poultry value chain, further processing, QSR operations and related technologies.

The Technical Committee oversees execution of the company's expansion strategy and advises the board on critical strategic, technical, and operational matters. The Technical Committee held nine meetings during the fiscal year 2023.



Our approach to risk management encompasses a comprehensive process overseen by both our Board of Directors and management team.

Our risk management framework consists of policies and guidelines supported by a strong governance and reporting system. The policy and systems are regularly reviewed to reflect changes in market conditions and the company.

Through thorough training and management standards and procedures, we aim to maintain a disciplined and constructive control environment in which all our colleagues understand their roles and obligations. The board oversees the process through its subcommittees:

- **The Board's Technical Committee** is responsible for overseeing strategic and operational risks.
- **The Audit Committee** is responsible for monitoring the overall risk management framework including the financial and compliance risks.
- **The Board ESG Committee** oversees management ESG practices and associated risks and the NRC oversees people related risks including governance and ethical issues.

These committees provide expert oversight and guidance, ensuring that risks are identified, evaluated, and mitigated effectively. The board gets quarterly updates from these committees discussing key risks and management mitigation plansThese committees provide expert oversight and guidance, ensuring that risks are identified, evaluated, and mitigated effectively.

Risk Management

GRI (2-12), (2-13)

The Board of Directors is essential in overseeing risk management activities, ensuring alignment with our strategic objectives and core values. Risks are categorized into five key areas:

STRATEGIC RISKS
Pertaining to potential challenges in achieving long-term goals and strategic objectives.

FINANCIAL RISKS
Focusing on factors impacting financial stability, such as market fluctuations and liquidity concerns.

COMPLIANCE RISKS
Ensuring adherence to regulatory requirements and maintaining ethical standards are vital aspects of this category.

OPERATIONAL RISKS
Risks inherent in day-to-day operations, including process failures and business continuity concerns, are addressed here.

ESG RISKS
ESG Risk management is a core element of our business model and critical to the controlled risk-taking that reinforces Tanmiah's consistent operational results and financial performance

Environmental factors impacting the quality and functioning of the natural environment and associated systems, such as the effects of climate change, biodiversity loss, ecosystem disruptions and pollution (air, water, soil).

Social factors impacting the rights, wellbeing and interests of people and communities (including in the workplace), such as the effects of poverty, human rights violations (including child labour).

Governance factors relating to the quality of corporate decision-making and issues related to transparency, diversity, equity and inclusion, bribery, corruption and other ethics violations – and the effects this may have on environmental and social factors.



Internal Audit has completed training on Business Ethical Standards and regularly audits all operations and ethical standards of each department, benchmarking our Business Code of Conduct.

Compliance

GRI (2-16), (416-2)

Our Compliance function plays a critical role in the establishment of clear, baseline policies. These policies are effectively communicated to relevant business units, ensuring consistent understanding and application across Tanmiah. The central compliance team further strengthens this process by collaborating closely with designated compliance champions within each unit. This collaboration creates ongoing dialogue and knowledge-sharing among various stakeholders.

The Compliance Team:

1. Uses GRC Software - which is a tool designed to help organizations manage their Governance, Risk, and Compliance (GRC) processes, as a data repository as well as compliance and risk monitoring tool.
2. Monitors compliance with board approved policies.
3. Quarterly reports to the Board Audit Committee.
4. Presents instances of non-compliance and other regulatory updates to the Board.
5. Prepares annual compliance plan approved by the Audit Committee.
6. Ensures that the governance framework of the company, including supporting policies applicable to the Board and the management of the company are complied with.

We regularly review and update our policies and procedures, which helps us stay compliant and operationally effective. This framework supports our broader goals of maintaining the highest standards of business conduct and achieving operational excellence.

Internal Audit

GRI (2-15)

Internal Audit acts as the third line of defense in the company, independently providing assurance to the Audit Committee on the effectiveness of internal controls and efficiency of operations and financial reporting framework. Internal Audit also provides assurance on the efficiency of Tanmiah's Whistle Blowing procedures, and other policies governing the ethical conduct of colleagues, such as the Conflict of Interest Policy.

To equip the team better on ESG understanding, all members of the Internal Audit team completed a training program on ICAEA (International Certified Auditor on ESG), offered by the UAE Internal Audit Association.

This training program covered key areas such as:

- Understanding and implementing ESG development strategies
- Decoding the ESG framework of sustainable development
- Navigating contemporary ESG frameworks and sustainability reporting standards
- Customizing ESG frameworks to align with organizational objectives
- Conducting sustainability audits and identifying ESG-related risks
- Preparing comprehensive ESG checklists and audit reports

Business Conduct

GRI (3-3), (205-1), (205-2), (205-3), (206-1)

We have proudly served the food and agriculture industry for over six decades. Our commitment to exceeding industry standards has earned us the enduring trust of customers and business partners alike. We are guided by the following core values that embody who we are:

INTEGRITY

PASSION

RESPECT

FORWARD-THINKING

TEAMWORK

Our Code of Conduct applies equally to all members of Tanmiah, from directors to managers and officers as well as colleagues in all locations.

The Code of Conduct covers:

- **Commitment to Professional Conduct & Public Morals**
- **Interacting with third parties**
- **Protection of Company assets**
- **Combating financial and administrative corruption**
- **Gifts and Hospitality**
- **Conflict of Interest**
- **Maintaining Confidentiality and Disclosure Mechanisms**
- **Compliance with Laws, Regulations and Policies**
- **Business Ethics**

In accordance with our core values, our Whistleblower Policy defines formal procedures for our colleagues and other interested parties, to confidentially and anonymously bring to the attention of the Internal Audit and/or Audit Committee any material or significant concerns or complaints without fear of dismissal or retaliation of any kind. This policy applies to all Tanmiah's staff members, including seconded and outsourced colleagues and volunteers, including any consultants or persons working with Tanmiah.

In 2023, 100% of our colleagues were trained in our Anti-Corruption and Anti-Competitive policies.

Human Rights

GRI (2-23), (2-24), (2-27), (3-3), (408-1), (409-1)

We recognize our responsibility to safeguard the dignity, rights, and well-being of all stakeholders, including colleagues, customers, suppliers, and the communities we serve.

Our Human Rights policy reflects our commitment to compliance with the applicable laws and regulations, including the Saudi Labor Law. The policy outlines our specific commitments in these areas, including:

Forced Labor

Our human rights policy strictly provides our commitment to zero tolerance to any form of forced or involuntary labor and no compromise to any non-compliant practices prohibited by the Saudi Labour Law. In 2023, we had zero cases of forced labor in our value chain and supply chain.

Child Labor

We prohibit the use of child labor in any of our operations or supply chain. We comply with the provisions of the Saudi Labor Law, which prohibits the employment of minors under the age of 18. In 2023, we had zero cases of child labor in our value chain and supply chain.

100%

colleagues are trained in Human Rights and Ethical Standards.

We had ZERO cases of forced or child labor in 2023.

Working Hours and Wages

We ensure that all colleagues are fairly compensated for their work, in compliance with the Saudi labor law. We recognize the importance of work-life balance and our standard work week consists of 48 hours. Overtime work is only authorized in exceptional circumstances, where colleagues get compensated as per local law, wherever applicable.

Non-Discrimination

We do not discriminate based on race, ethnicity, gender, religion, age, disability, or any other characteristic protected under the Saudi Labor Law. We are committed to providing equal opportunities for all colleagues, customers, and suppliers. In 2023, we had zero cases of discrimination in our value chain and supply chain.

Health and Safety

We are committed to providing a safe and healthy work environment to all colleagues, customers, and suppliers. We comply with the provisions of the Saudi Labor Law and laws applicable in other countries, like the UAE, where we operate in regarding workplace safety and health, and we continuously strive to improve our safety practices.



Maintaining Cyber Security

We prioritize cybersecurity measures to protect critical data, reputation, and financial well-being through a comprehensive cybersecurity strategy. Key elements of this strategy include:

STRENGTHENED ACCESS MANAGEMENT & DATA PRIVACY:

We implemented Osirium Privileged Access Management (PAM) to enhance access control, minimize attack surfaces, and mitigate credential theft risks. It ensures data privacy compliance, reduces data breach risks, and improves operational efficiency by centralizing access management and simplifying the user experience.

ENHANCED SECURITY MONITORING & THREAT DETECTION:

We enhanced our security posture by investing in DNIF Security SIEM, a powerful tool for comprehensive security monitoring and threat detection across the IT network. It centralizes log data from various sources, enabling the security team to quickly identify and respond to potential threats.

PROACTIVE VULNERABILITY MANAGEMENT:

We conduct annual Vulnerability Assessment and Penetration Testing (VAPT) to identify and address potential weaknesses in our IT infrastructure. This approach minimizes the risk of cyberattacks before they can occur.

IMPROVED EMAIL SECURITY:

We deployed MailMarshal Email Gateway to enhance email security, improve efficiency, and reduce email management costs. It protects user productivity by filtering malicious emails, simplifies compliance management, and provides better visibility and control over email traffic.

KnowBe4 Information Security awareness program educates employees on cybersecurity best practices and helps identify potential phishing attempts.

We have an Incident Management Policy in place to respond swiftly to any incidents and minimize disruption to our day-to-day operations.

Furthermore, we are working to obtain ISO 27001 certification for Information Security. Our KnowBe4 Information Security awareness program helps educate colleagues on cybersecurity best practices and identify potential phishing attempts. We are also collaborating with vendors to ensure compliance with the new Personal Data Protection Law of KSA (Under SADAIA) by conducting gap assessments, developing missing policies, and documenting data privacy procedures.

Extending these practices to our supply chain and maintaining transparent communication enhances investor confidence and supports sustainable growth and operational resilience.

ZERO data and cybersecurity breaches in 2023.



Marketing Responsibly

At Tanmiah, we believe in building trust with our consumers through responsible marketing practices. This is reflected in our alignment with Saudi Food and Drug Authority (SFDA) standards and further emphasized in our comprehensive Responsible Marketing Guidelines. These guidelines establish a clear framework for ethical communication across all facets of our marketing efforts and encompass both traditional and digital channels. Compliance with these guidelines is mandatory for all Tanmiah colleagues and any third-party partners working on our behalf.

Our Responsible Marketing Policy goes beyond the basics. We have specific commitments regarding the following:

Responsible Advertising to Children:

We comply with relevant laws and regulations regarding advertising to children, including age-appropriate content and responsible food marketing practices.

Social Responsibility & Sustainability:

Our marketing efforts reflect our commitment to social responsibility and sustainability. We avoid promoting excessive consumption or wasteful behaviors. Any claims related to the environmental impact or sustainability of our products are supported by credible evidence. We promote sustainable sourcing of ingredients, minimizing waste, and reducing our carbon footprint throughout our supply chain.

In 2023, there were no marketing or communication related controversies reported. This is a testament to the robust Responsible Marketing Guidelines.

Animal Welfare:

We prioritize the welfare of the animals in our care and are committed to maintaining high standards of animal welfare throughout our operations. Our marketing materials reflect this commitment, showcasing responsible practices like humane housing, proper nutrition, and veterinary care. We provide transparency on our animal welfare standards, enabling consumers to make informed choices.

Partnership Selection:

We partner with advertising agencies, influencers, and media outlets that align with our values and responsible marketing principles. Our partners must also adhere to ethical marketing practices and comply with relevant laws and regulations.

OUR 8 PRINCIPLES OF ETHICAL MARKETING

- Sustainability
- Distinguished Marketing from News
- Endorsement Transparency
- Human Rights Compliance
- Honesty and Transparency
- Fairness and Respect
- Maintaining User Privacy
- Accountability for Mistakes

Sustaining People

At Tanmiah our pledge to sustainability extends beyond the environment and into the well-being of our greatest asset – our people. We believe a thriving workforce is essential for long-term success.

We invest in the growth of our colleagues, both personally and professionally, fostering a culture of continuous learning. Our achievement of zero Lost Time Injury frequency rate (LTIFR) in 2023 cements our responsibility and efforts to ensure the health and safety of our people in the workplace. We strive to create a work environment where everyone feels valued, empowered, and returns home safe each day. By investing in our people, we ensure their well-being and also build a foundation for a sustainable and successful future for Tanmiah.

We believe a thriving workforce is essential for long-term success.

Our achievement of zero Lost Time Injury Frequency Rate (LTIFR) this past year cements our responsibility and efforts to ensure the health and safety of our people in the workplace.

UNITED NATIONS
SUSTAINABLE DEVELOPMENT GOALS



CHAPTER SECTIONS

Investing in Our People
Our Workforce
Healthier and Safer Workplaces
Responsibility as a Corporate Citizen

Investing in Our People

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

Our people are the driving force behind every innovation, every delivered product, and every satisfied customer. Investing in our colleagues' growth and well-being strengthens our Company and fosters prosperity in the communities we serve. We are proud to have been recognized as one of the top workplaces in Saudi Arabia, ranking #1 in the 'Best Place to Work, Saudi Arabia' rankings.

To ensure we attract, develop, and retain top talent, we have implemented a Human Resources (HR) strategy. This strategy is developed taking by annual feedback from all departments across Tanmiah, allowing us to align our human capital requirements with our overall business strategy.

We are firmly committed to supporting the Saudization initiative. This means prioritizing qualified Saudi candidates to fill available positions and contribute to the development of the local economy. Moreover, we have established the following framework of policies that guide our practices and create a foundation of trust and respect:

- **Code of business conduct and ethics**
- **Team member value**
- **Working hours policy**
- **Human rights policy**
- **Anti-nepotism and conflict of interest policy**

Ranked #1 in the Best Places to Work, Saudi Arabia in 2023

The dynamic approach to talent development in our organization is designed to empower individuals to realize their full potential and align with our organizational goals and values. We equip our teams with the skills and knowledge to excel through:

Continuous Learning Culture:
We foster a culture of continuous learning where colleagues are encouraged to seek out opportunities for growth and development. This includes providing access to resources such as online courses, workshops, seminars, and conferences. Training programs in areas like CPR and health awareness contribute to a well-rounded colleague experience, promoting both professional growth and personal well-being.

Personalized Development Plans (PDP):
We recognize that each colleague has unique strengths, areas for improvement, and career aspirations. Therefore, we work with individuals to create personalized development plans that outline specific goals and actions to enhance their skills and advance their careers.

Feedback and Coaching:
Managers provide constructive feedback to colleagues on their performance regularly and help them identify areas for improvement. Additionally, we offer coaching and mentoring programs to support colleagues in their professional growth.

Leadership Development:
We offer leadership development programs through Coursera and Bain Consulting Company and workshops to help colleagues at all levels enhancing their leadership skills, including communication, decision-making, and conflict resolution. Dewan Al Tanmiah is focusing on fostering a culture of knowledge exchange among colleagues, inviting internal and external speakers to discuss topics benefiting colleagues professionally and personally, including learning and development, career goals, vision, lifestyle, and health.

Cross-Functional Opportunities:
We believe in providing our colleagues with opportunities to gain experience across different functions and departments. This helps individuals broaden their skill sets and fosters collaboration and innovation within the organization.

Technology-Enabled Learning:
We leverage technology to facilitate learning and development. This includes the use of online learning platforms, virtual classrooms, and mobile apps to deliver training and educational content to our colleagues wherever they are.

Diversity and Inclusion Training:
We are committed to fostering a diverse and inclusive workplace where all our colleagues feel valued and empowered to succeed. Our talent development initiatives incorporate diversity and inclusion training and awareness programs to ensure that everyone has equal opportunities for growth and advancement.

Fostering Transparency and Engagement:
"The Tanmiah Sway" Newsletter is a monthly digital publication that informs our colleagues about company developments. This also provides opportunities for our colleagues to express their thoughts and opinions.

In 2023, our colleagues received 47,900 hours of training, averaging 14.8 hours per colleague.

COLLEAGUE HOURS OF TRAINING
PER CATEGORY

SENIOR MANAGEMENT (TOTAL HOURS)	**296**
MIDDLE MANAGEMENT (TOTAL HOURS)	**514**

DIfferent categories under which our colleagues were trained on are:

6,911 hours of Occupational Health and Safety (OHS) training delivered to our teams.

All our procurement team members receive ongoing training on sustainable procurement practices and policies.

100% of our colleagues receive regular performance and career development reviews.

Recognizing and Rewarding Our People

We value and reward our colleagues for their contributions and achievements through both formal and informal recognition. Our formal programs include the Annual Gold Coin distribution ceremony.

This approach helps us retain top talent and preserve institutional knowledge.

Benefits & Compensation

We offer competitive salaries and benefits packages that are aligned with local labor laws. Our annual performance appraisal process is key in determining both fixed and variable compensation. Additionally, 100% of our colleagues receive regular performance and career development reviews.

In addition to competitive salaries, we offer a range of monetary benefits to support our colleagues' well-being. These include family health insurance, life insurance, phone allowances, school fee allowances, transportation allowances, and even airfare for travel back to home countries. Moreover, we have implemented an incentive program specifically for our farm and sales teams. This program directly links their compensation to achieving both performance and sustainability targets.

Our Workforce

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

DIVERSITY, EQUITY & INCLUSION

The strategic approach we take to cultivate a diverse and inclusive workforce fosters a vibrant environment where all our colleagues feel valued and empowered to contribute their unique talents.

We're proud to note that Popeyes achieved Silver Environment Certification, Mowaamah, from the Ministry of Labor and Social Development, Saudi Arabia, making us eligible to hire special needs personals.

While our current female workforce sits at 9.4%, it's important to note that we operate in a sector with significant underrepresentation of women. We're at the beginning of an exciting journey towards improved gender balance.

Popeyes achieved Silver Environment Certification, Mowaamah, from the Ministry of Labor and Social Development.

Investing Locally

A core pillar of Saudi Arabia's Vision 2030 is the transformation of the national workforce. This includes creating employment opportunities for Saudi nationals, a governmental policy known as Saudization. As a preferred employer, we've successfully attracted and hired local talent, contributing to the Saudization initiative. In 2023, 4% additional Saudis were hired in the company compared to 2022.

PERCENTAGE OF **SENIOR LEADERSHIP HIRED FROM THE LOCAL COMMUNITY** (2022 | 2023)

36%

Turnover

We're happy to note the significant decrease in turnover rate by 12.2% as compared to last year. Our colleagues' high satisfaction can be witnessed through the 4.4/5 ratings we received in our Annual Colleague Satisfaction Survey of 2023.

Staff Attrition (%)	2022	2023
Staff Turnover (%)	2.54%	2.23%

This achievement can be credited to Tanmiah's pivotal role in increasing efforts toward creating a strong sense of community and prioritizing development over the years.

We're one of the first companies in Saudi Arabia to employ women from rural areas, providing them with career opportunities in our production facilities.



Our commitment to improving female staff turnover has produced positive results, with a 4.6 percentage point decrease from 17% to 12.4% this year.

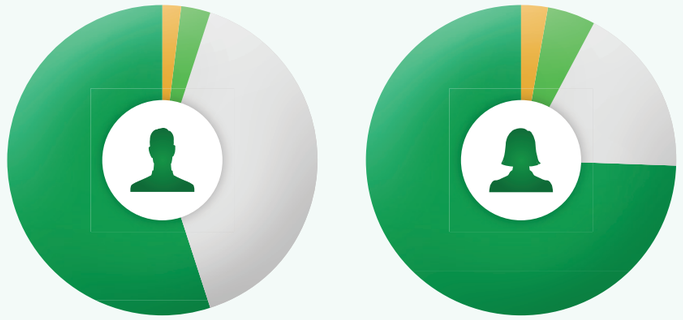
Salary ratio of men to women in upper management:

1:1

(with similar credentials)

For each additional 5-year milestone, our colleagues receive pure gold coins as a token of appreciation. In 2023, Tanmiah presented over SAR 3.84 million worth of gold coins to 196 deserving colleagues.

By Staff Categories | 2023



Female Full-Time **Colleagues**

Senior Leaders	3
Managers	4
Supervisory & Professional	109
Operators & General Support	162
Total	**278**

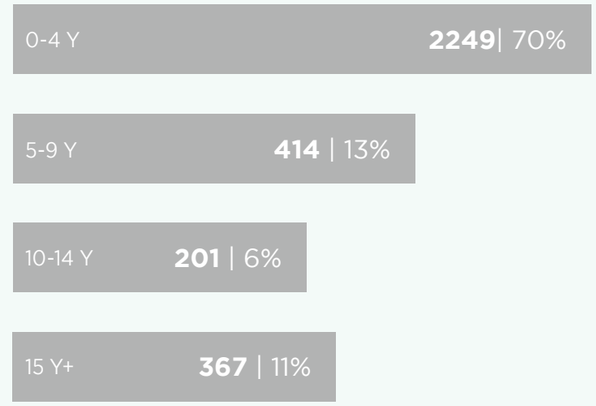
Male Full-Time **Colleagues**

Senior Leaders	41
Managers	166
Supervisory & Professional	540
Operators & General Support	2,206
Total	**2,953**

By Years of Service | 2023

At Tanmiah, we value long-term commitment and staff well-being through a unique tradition; the Annual Gold Coin distribution ceremony. 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 2023, Tanmiah presented over SAR 3.84 million worth of gold coins to 196 eligible colleagues.

FULL TIME COLLEAGUES



New Hires | 2023

Newly Hired Colleagues **by Gender**	2022	2023
Male	163	125
Female	66	7

Colleagues Turnover | 2023

Turnover **by Gender**	2022	2023
Male	10.0%	10.4%
Female	17.0%	12.4%

Healthier and Safer Workplaces

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)

HSE Governance

At Tanmiah, the health and safety of our colleagues is paramount. This is reflected in our comprehensive group-wide Health, Safety & Environment (HSE) policy document.

This policy outlines our commitment to complying with all applicable HSE laws and regulations in the geographies we operate in. It applies to everyone working within the Tanmiah ecosystem, including colleagues, visitors, contractors, vendors, and suppliers. We take enforcement of this policy very rigorously, conducting regular internal HSE audits throughout the year.

Furthermore, we have a Safety Management System (SMS) manual that is continuously being enhanced to align with the international Occupational Health & Safety standard ISO 45001.

HSE Committee

The HSE Committee, led by Head of HSE, brings together representatives from various departments across the organization, including Operations, Maintenance, Environment, Quality, Agriculture Affairs, and Human Resources. This collaborative approach and periodic risk assessments ensure a comprehensive understanding of potential workplace hazards.

The Tanmiah HSE Committee is dedicated to continuous improvement by actively working towards achieving ISO 45001:2018 certification for Occupational Health and Safety Management Systems during 2024. In 2023, with the ambition to be aligned with this internationally recognized standard, we have already achieved significant strides in the following areas, as detailed in this chapter:

- Gap assessments
- Training services
- Risk assessments
- Developing guidelines
- Implementing guidelines
- Health and Safety Committee formation
- Management review meetings
- Internal Audits





HSE (Health, Safety & Environment) **Risk Management**

We ensure all operational sites to comply with local and international health and safety laws, regulations, and standards. This proactive approach prevents legal risks and fosters operational continuity. The following practical safety measures are in place:

Risk Assessments:
We conduct regular and systematic risk assessments to proactively identify potential occupational health and safety hazards within the workplace.

Preventive and Mitigative Actions:
Once hazards are identified, we take decisive action to eliminate or minimize risks. This might involve modifying equipment, improving workplace ergonomics, or optimizing work processes. We also implement engineering controls and establish safe work practices.

Emergency Preparedness and Response:
We are committed to ensuring everyone's safety in an emergency by establishing and maintaining comprehensive emergency procedures, including evacuation plans, first-aid arrangements, and readily available emergency contact information. Regular emergency drills are conducted to ensure preparedness.

Personal Protective Equipment (PPE):
We provide appropriate PPE to all colleagues, and offer comprehensive training on the proper use and maintenance of this equipment.

Occupation Health & Safety (OHS) KPIs	2022	2023
Lost Hours Due to Injury	**152**	**112**
Recordable Injury	**100%**	**100%**
Fatalities (No Severe Injury)	**0**	**1**

ZERO
Lost Time Injury Frequency rate.

Following any incident investigation, we develop and implement corrective and preventive action (CAPA) plans. These plans address the root causes of the incident and outline specific steps to prevent similar incidents from happening again. This might involve revising procedures, enhancing training, or modifying equipment.

By learning from incidents and taking proactive measures, we strive to create and maintain a workplace where everyone feels safe and secure. Furthermore, we have set ourselves the target of 80% less accidents compared to 2023 (in maintenance and operation) by the end of 2024 over the baseline year 2022.

OHS Initiatives	2022	2023
Number of **OHS Audits Performed**	**1**	**1**
Safety Talks (Training Conducted in hours)	**460**	**6911**
Number of **First Aid Cases**	**17**	**3**

Through this comprehensive framework, we are committed to fostering a culture of safety at Tanmiah. This protects the well-being of our colleagues, contributing to a positive and productive work environment.

HSE Training

Equipping our teams with the knowledge and skills necessary to identify and address potential hazards is essential. We follow a detailed approach to identify specific training needs for our colleagues in the following ways:

Risk Assessment and Job Analysis:
We conduct systematic risk assessments and job analyses to pinpoint roles or tasks that pose potential health and safety risks. This allows us to tailor training programs to address the specific hazards our staff may encounter in their daily work.

Colleague Feedback and Incident Reviews:
We actively encourage colleague feedback on training needs. Additionally, we review past incident reports to identify recurring issues or potential new hazards. This combined approach ensures our training programs address both current and emerging safety concerns.

Regulatory Requirements:
Compliance with local and international occupational health and safety (OHS) regulations often dictates certain mandatory training requirements. We ensure our training programs incorporate these mandatory elements, informing our colleagues of their legal obligations and standard procedures.

2024 Target of achieving 80% less accidents compared to 2023.

Responsibility as a Corporate Citizen – Community Relations

Here's a glimpse into some of our key initiatives:

Charitable Events:

We actively participate in charitable events, such as serving meals to 200 underprivileged children at the Makkah Kids Charity House quarterly throughout 2023.

Afforestation:

In support of the Kingdom's Vision 2030 and Saudi Green Initiative (SGI), we embarked on the "One Million Tree" initiative which aims at planting one million trees, playing a crucial role in offsetting our carbon emissions. We have also partnered with the National Center for Vegetation Development and Combating Desertification donated 100,000 trees to Bahrain in support of their environmental goals.

We are dedicated to giving back to the communities we serve while protecting the environment we operate in.



SAUDI GREEN INITIATIVE

In support of the Kingdom's Vision 2030 and Saudi Green Initiative (SGI), we embarked on the "One Million Tree" initiative which aims at planting one million trees.

SAR 2.7 MN spending in CSR Contribution including 100,000 trees donated in Bahrain.

Sustaining Agriculture

Aiming to become a leader in the global halal poultry industry, we recognize that a healthy and sustainable food system begins at the farm. We ensure that responsible practices are carried out throughout our supply chain, ensuring the quality of our products while minimizing our environmental footprint.

Our dedication to maintaining a sustainable agriculture system can be identified in several of our actions like introducing ESG screening for 100% of our suppliers. We continuously invest in R&D initiatives that explore innovative agricultural practices for a more sustainable future and to help create the best products for our customers.

We ensure that responsible practices are carried out throughout our supply chain.

In 2023, we increased our investment in R&D by 34% allowing us to introduce innovative products like Omega-3 fresh chicken.

UNITED NATIONS
SUSTAINABLE DEVELOPMENT GOALS



CHAPTER SECTIONS

Wellness Starts with our Animals' Welfare
Sustaining Soil Health of the Land We Use
Taking Responsibility for Our Supply Chain and Procurement
Always Ensuring Safe and Quality Products for Our Customers
Food Security
Sustaining Agriculture through Automation

Wellness Starts with our Animals' Welfare

GRI (3-3)

Tanmiah is a leader in animal welfare within the MENA region. We were the first company to implement animal welfare principles and practices across our entire poultry value chain in Saudi Arabia. This commitment extends beyond initial implementation, as we actively maintain our Global Animal Wellness Standards certification from the National Sanitation Foundation (NSF) and continuously strive to improve animal well-being throughout our operations. In 2023, we achieved a 96% score in NSF Global animal wellness standard certification for our Hatchery, Broiler Farms, and PPL.

In 2023, we achieved a 96% score in NSF Global animal wellness standard certification for our PPL, Hatchery, and Broiler Farms.

POLICIES ON ANIMAL WELFARE, ANIMAL PRODUCTS PROCESSING, TRANSPORTATION, HANDLING, HOUSING, CONFINEMENT, AND SLAUGHTERING:

Processing and Slaughtering:
We follow strict guidelines to ensure humane handling and slaughter practices. Our facilities are designed to minimize stress with controlled environments and automated systems that reduce human-animal contact.

Transportation and Housing:
Chickens are transported in climate-controlled vehicles to prevent stress and discomfort. Housing is spacious, with controlled lighting, temperature, and ventilation to promote natural behavior and well-being.

Confinement:
We adhere to guidelines that ensure adequate space for each bird to roam, feed, and rest without overcrowding, significantly reducing stress and promoting healthier living conditions.

APPROACH TO ANIMAL HEALTH PLANNING AND INVOLVEMENT OF VETERINARIANS:

Veterinarian Involvement:
Our team of in-house veterinarians is integral to our animal health planning. They are involved in routine health checks and monitoring, vaccination programs, and disease prevention strategies.

Health Planning:
We implement proactive health management practices, including regular health assessments, nutritional planning, and stress reduction protocols to ensure the well-being of our livestock.

COMMITMENTS TO RESPONSIBLE AND PRUDENT USE OF ANTIBIOTICS:

Antibiotic Stewardship:
We commit to the responsible use of antibiotics by avoiding prophylactic use.

Evaluation of Compliance:
Compliance with our antibiotic policies is strictly evaluated through regular veterinary reviews, monitoring of antibiotic usage, and adherence to withdrawal periods. We maintain detailed records of all treatments to ensure transparency and accountability.

RESULTS OF ASSESSMENTS AND AUDITS OF ANIMAL HEALTH AND WELFARE BY SPECIES (CHICKEN):

Assessments:
Regular welfare assessments are conducted using indicators such as mortality rates, disease prevalence, injury rates, and behavior patterns to ensure high standards of animal welfare. All our farms are quarterly reviewed by Internal Audit Team.

Audits:
We undergo annual audits conducted by NSF. These audits review our compliance with animal welfare standards, handling, housing, and healthcare practices. Recent audits have consistently demonstrated high compliance with national and international animal welfare standards



WE ARE ACCREDITED BY THE NSF IN THE FOLLOWING AREAS:

PRIMARY PROCESSING PLANT
- Animal Welfare Certificate (NSF)
- British Retail Consortium (BRC)
- ISO 22000

HATCHERY
- Animal Welfare Certified (NSF)

BROILER FARMS
- Animal Welfare Certified (NSF)

Sustaining Soil Health of the Land We Use

GRI (3-3)

In 2022, we formalized a Sustainable Agriculture policy that promotes environmentally friendly practices throughout our operations. From ethically sourced ingredients to carefully chosen facility locations, we take steps to minimize our impact and protect biodiversity. Our site selection criteria ensure we avoid sensitive ecosystems and minimize pollution. This commitment is reflected in our zero record of environmental non-compliance over the past year.

We also take steps to ensure the responsible management of poultry litter to minimize environmental impact and improve soil health. We are planning to utilize processed poultry litter and biochar as a natural soil amendment to reduce reliance on synthetic fertilizers and collaborate with experts to develop innovative composting and pyrolysis treatment methods for litter management.

0%

pesticide used at all locations

We also require all suppliers to hold certifications from the Global Food Safety Initiative.

GFSI Global Food Safety Initiative

Taking Responsibility for Our Supply Chain and Procurement

GRI (3-3), (408-1)

At Tanmiah, we believe sustainable agriculture goes beyond our own operations. We actively work to build a robust and responsible supply chain through sustainable procurement practices.

We emphasize a strong commitment to integrity, ethics, and social responsibility in our business practices, as outlined in our Supplier Code of Conduct. This code outlines the expectations for suppliers, emphasizing sustainable sourcing as an environmental necessity, and a crucial part of Tanmiah's business strategy. We prioritize procuring goods and services in a way that balances economic needs with both environmental and social responsibilities.
Suppliers are held to the same standards of accountability and honesty as Tanmiah and are expected to exhibit a commitment to ethical behavior. The code applies to all our service providers, independent contractors, consultants, suppliers, software providers, licensors, agents, and/or subcontractors.

This code outlines critical ESG principles across various aspects, including:

1. Compliance
2. Animal Welfare
3. Food Safety and Quality
4. Environmental Responsibility
5. Local Sourcing
6. Health and Safety
7. Labor and Human Rights
8. Transparency and Traceability
9. Confidentiality and Intellectual Property
10. Data Privacy
11. Gifts and Hospitality
12. Anti-Corruption
13. Monitoring and Enforcement

The detailed Supplier Code of Conduct can be accessed here: https://ir.tanmiah.com/media/j3dbbzw0/tfc-supplier-code-of-conduct.pdf

In the past two years, we have successfully screened 100% of our new suppliers according to our Supplier Code of Conduct, including our ESG criteria. We also require all suppliers to hold certifications from the Global Food Safety Initiative (GFSI). This internationally recognized standard ensure consistent food safety practices throughout our supply chain. Any non-compliance may result in corrective action, including warnings, contract termination, or legal action. We follow three basic principles:

SUPPLIER ASSESSMENT
We regularly assess our suppliers to ensure compliance with our sustainability criteria.

EMPLOYEE TRAINING
All our procurement team members receive ongoing training on sustainable procurement practices and policies.

PERFORMANCE TRACKING
We monitor and report on our sustainable sourcing efforts to improve our practices continually.

As well as the above, all our staff-centric policies also apply to our suppliers and have been detailed in the Human Rights Guidelines and Supplier Code of Conduct.



226

Number of Approved Suppliers

100%

of new suppliers screened on ESG criteria

of total suppliers screened

of packaging suppliers ISO 9001 certified

of corrective action implemented for all major non-compliant gaps

Sustainable Agriculture Practices

At Tanmiah, we recognize the importance of sustainable agriculture practices to ensure the longevity of our business and the environment. We are committed to responsibly and sustainably source our ingredients and raw materials, and we strive to work with suppliers who share our commitment to sustainable agriculture practices. We try to protect biodiversity, promote fair labor practices, and reduce the use of chemicals.

Tanmiah is also a member of the Saudi Arabia's Poultry Association and collaborates with other market players to promote healthy and sustainable practices across the supply chain and to ensure supply chain/ contractor risk evaluation and mitigation. Our Sustainable Agriculture Practices Policy ensures that we maintain these practices in the following key areas:

- **Animal Welfare**
- **Environmental Stewardship**
- **Sustainable Sourcing**
- **Food Safety**
- **Community Engagement**
- **Sustainable Management of Poultry Litter**

Sourcing locally is a critical focus in our commitment to responsible business practices.

We do not add sugar to the feed and we only maintain the minimum required amount of sodium in our feed to enhance the quality of our chicken meat.

Raw Material Sourcing

At Tanmiah, we use 100% vegetable-based feed. We do not use palm oil in any of our products. Hence, palm oil certification, traceability, and supply chain initiatives related to palm oil production do not apply to our business. Like palm oil, we don't use animal or dairy products in any of our production processes. Furthermore, we do not add sugar to the feed. Instead, we use carbohydrates, fats, and proteins along with other additives for feed formulations. We use soybean oil (polyunsaturated fat), which is a healthier fat compared to saturated fats from palm or animal fats. We maintain the minimum required amount of sodium in our feed to enhance the quality of our chicken meat and reduce the environmental effect of the chicken litter, even though we do it at the expense of increasing our feed cost.

At Tanmiah, we use 100% vegetable-based feed. We do not use palm oil in any of our products.

Local Procurement

Sourcing locally is a critical focus in our commitment to responsible business practices. Local sourcing allows us tighter control over critical factors like safety, quality, lead times, and costs. By prioritizing local suppliers, we can easily mitigate and minimize operational risks and enhance supply chain efficiency.

Procurement Spending	2021	2022	2023
Local Procurement Spending (Million SAR)	566.73	642.82	964.13
Total Procurement Spending (Million SAR)	986.38	1,404.48	1,295.04
% Local Procurement Spending/ Total Procurement Spent	57%	46%	74.4%

74.4% Local Procurement Spending

Identifying and Addressing Environmental Impacts in Our Supply Chain

We consistently work towards reducing our environmental footprint throughout the supply chain each year. We have so far identified several critical areas for improvement:

Greenhouse Gas Emissions (GHG) Inventory:
We've conducted an internal GHG inventory to understand our operational emissions. To manage and reduce them, we are actively pursuing decarbonization projects, including exploring clean energy initiatives and waste-to-energy solutions.

Water Management:
Our operations generate a significant volume of wastewater (around 936 million liters annually). Improper management of this wastewater could contaminate freshwater sources. We treat wastewater to agricultural standards before releasing it for plantation and are actively implementing water efficiency and recycling initiatives to address this concern.

Waste Management:
Slaughterhouse waste disposal poses a significant environmental risk. Tanmiah is addressing this by integrating waste into a circular economy approach. For example, we utilize poultry waste for our One Million Tree Initiative which positively contributes to carbon sequestration by eliminating chemical fertilizer application.

Packaging Waste:
Recognizing the environmental impact of producing and disposing of packaging materials, particularly plastics, we have been transitioning towards more sustainable options. This includes using recyclable PET trays and oxo-degradable plastics to minimize our environmental footprint.

We also encourage our suppliers:

- To supply only regulated chemicals per local regulations and in line with international standards
- To correctly label the contents, chemical composition, instructions for use, and safe disposal.

Always Ensuring Safe and Quality Products for Our Customers

GRI (3-3), (416-1)

At Tanmiah, customer trust is our top priority. We are proud to have earned this trust through our relentless approach to ensuring the safety and quality of every product we offer by taking responsibility for our animals' welfare, the land we use and our entire value chain.

Our commitment starts at the source. Furthermore, our labs are equipped with ICP* for mineral and heavy metal analysis, Randox Investigator for antibiotic and mycotoxin detection, and UPLC* for identifying vitamins and amino acids.

Our Product Food Safety Guidelines and our Hazard Analysis and Critical Control Point (HACCP) manual define the responsibilities for critical food safety protocols and the arrangements we have made to implement the Food Safety Management System.

We conduct extensive in-house testing of all raw materials and finished products using the latest advancements in food science, including PCR for rapid pathogen detection, Salmonella serotyping, and Vitek-2 for bacterial identification.

**Inductively Coupled Plasma (ICP)*
** Ultra-Performance Liquid Chromatography (UPLC)*

Product Safety and Quality **Insights**

There have been

ZERO

product recalls in the fresh and frozen categories owing to non-compliance such as food safety issues, adulterations, and contaminations including packaging non-conformities.

ZERO

Number of regulatory non-compliance

Number of fines from regulatory bodies

We are the first and only KSA Poultry Processor to achieve BRC AA+ Grade. Our labs are ISO 17025 certified from A2LA USA

100% operational sites with X-Ray equipment certified by NARRC (Nuclear and Radiological Regulatory Commission Saudi)

Product Safety and Quality – **Chemical Safety**

Our chemical management program minimizes the risk of contamination of food products and protects our colleagues from exposure to hazardous materials. Detailed documentation, including a chemical register and handling procedures, outlines hazard classifications and safety protocols. We adhere to all regulations from relevant government bodies (Ministry of Municipal and Rural Affairs, General Directorate of Civil Defence, Ministry of Environment Water and Agriculture) and international standards like the World Health Organization. Furthermore, we encourage our suppliers to provide only government approved chemicals with proper labeling.

Product Safety and Quality – **Standards Certification**

We have invested in product testing capabilities by getting accreditation from international bodies on standards like:

- **ISO 22000** certification across all feed mills
- **ISO 17025** – requirements for testing and calibration of laboratories (from A2LA USA) for our product testing labs
- **BRC (British Retail Consortium Global)** – Primary Processing Plant
- **HACCP (Hazard Analysis and Critical Control Points)** – Primary Processing Plant
- **Saudi Good Agriculture Practices** (Saudi GAP) Certified – MEWA
- **Animal Welfare NSF Certified (National Sanitation Foundation)** – Hatchery
- **Animal Welfare NSF Certified (National Sanitation Foundation)** – Farms



Food Safety Compliance

We received two warnings and zero penalties from the SFDA* in 2023, and we are actively working to address the areas highlighted to ensure ongoing compliance with all regulations.

ZERO

Incidents of non-compliance concerning product service information and labeling

Incidents of non-compliance concerning marketing communications

Non-compliance cases regarding certifications or regulations

Incidents of non-compliance with environmental laws or regulations

Product recall from the market

**Saudi Food and Drug Authority*

Innovation and Research & Development (R&D)

Our research and development initiatives continually work towards developing sustainable and healthy protein solutions. Our R&D operations are based on three main pillars:

- **DEVELOPMENT**
- **RESEARCH**
- **INNOVATION**

The Development pillar at Tanmiah focuses on transforming innovative ideas into practical products and solutions that ensure our New Product Developments (NPDs) are sustainable and viable. They can be effortlessly integrated into the existing production lines while aiding in the improvement of environmental and ethical standards.

The Research pillar is crucial to our operations and extends beyond our internal capabilities. We actively pursue external partnerships that enhance product quality, cost-effectiveness, and the sustainability of production processes. We collaborate with suppliers, academic institutions, and other partners, bringing technology and expertise from global technological providers in food production and waste to value. This approach is aligned with the United Nations' Sustainable Development Goals and Saudi Arabia's Vision 2030, emphasizing sustainable development and technological advancement.

The Innovation pillar drives us to introduce groundbreaking products and solutions that address significant challenges in the poultry industry. This involves meticulous market research using tools like Mintel to predict consumer needs and future trends. Innovation at Tanmiah also means engaging in strategic partnerships with universities and technology providers to co-develop new products and processes that are environmentally friendly, socially responsible, and commercially viable.

Our R&D initiatives, such as introducing Omega-3-enriched chicken and adopting electric vehicles for product distribution, are not just about business growth but also about positively impacting the environment. These innovative practices reflect our approach to fulfilling ESG goals, ensuring that each item from our research and development pipeline contributes positively to the region's environment, people, and agricultural practices.

We have not been involved in any product recalls, regulatory or warranty payments in the past and during the reporting period of 1st January 2023 to 31st December 2023.

Omega-3 Fresh Chicken

The Tanmiah Omega 3 fresh chicken provides a halal product that offers health benefits and diverse food choices for our consumers. It is also rich in essential Omega-3 fatty acids, DHA, and EPA, vital for supporting heart, brain, and eye functions, improving consumers' lifestyles, making it an ideal option for individuals and families interested in health and seeking new, healthy, halal protein options.

This product meets the increasing demand for healthy foods rich in Omega-3, which have become essential in many consumers' daily diets. The product's quality helps correct deficiencies and build and strengthen immunity.

This innovation places us as the first company within the GCC to introduce Omega-3 enriched chicken which uses Algal oil as a source of DHA (Docosahexaenoic acid), EPA (Eicosapentaenoic acid) and Omega-3 fatty acid found in cold-water, fatty fish, such as salmon. The Omega-3 Fortified Chicken has also received the "This Year's Wavemaker" award in NIQ Bases Top Breakthrough Innovation Awards 2023. NIQ BASES evaluates innovations that address consumer needs and deliver stand-out experiences, and those with the biggest impact are recognized as BASES Breakthrough Innovations for the year.

R&D Capabilities

	2021	2022	2023
Number of Colleagues in the Research Team	10	13	12

Patent Applied: 1

We are constantly optimizing our broiler production processes to ensure the delivery of high-quality products to consumers. This is reflected in the steady increase in the number of broiler trials conducted over the past three years and the 47.5% increase in bird trials' investment.

	2021	2022	2023
Number of **Broiler Trials**	25	26	36
Number of **Birds on trials (million)**	4.65	4.76	6.65
Cost per Bird (SAR)	6.98	7.95	8.41
Cost on trial of birds (million SAR)	32.48	37.91	55.94

As leaders in the industry, we deeply understand our responsibility in developing healthy yet diverse food products for all while primarily innovating to ensure security in Saudi Arabia's food supply chain.



The Omega-3 Fortified Chicken has also received the "This Year's Wavemaker" award in NIQ Bases Top Breakthrough Innovation Awards 2023.



Food Security

GRI (3-3)

Our commitment to food security is intrinsically linked to responsible business practices and continuity. Through strategic partnerships, investment in critical infrastructure, and promotion of local talent, we are actively shaping a more secure and sustainable future for the country's food supply chain. As we are working towards boosting food security and self-reliance in Saudi Arabia, we are building facilities that are critical in the entire poultry ecosystem in Saudi Arabia, increasing non-oil GDP private sector contribution, local employment opportunities, and knowledge transfer.

National food security is a priority for Saudi Arabia under Vision 2030, and we are proud to be taking strides to turn this into reality as a market leader. Our various partnerships are a strategic step to delivering sustainable value to our stakeholders and making significant strides towards Vision 2030. Our key partnerships in 2023 include:

VIBRA

Vibra is one of the leading Brazilian Poultry producers and a global leader in halal poultry production. Vibra has entered into an MoU with Tanmiah paving the way for a collaborative Joint Venture (JV) focused on the co-packing of products, potential investment in primary processing facilities in Saudi Arabia, and the expansion of distribution and brand development across Saudi Arabia and the MENA region.

MHP

Tanmiah's award winning vertical, DHV has an extensive experience in distributing hatching eggs, vaccines, and animal care equipment, whilst MHP is a leading international agro-industrial company with strong expertise in genetics and production. The strategic partnership between us is set to have a positive and significant impact on Saudi Arabia's poultry industry.

The joint venture will establish breeder and hatchery operations in Saudi Arabia, aiming to produce 150 million hatching eggs and 108 million broilers annually. By utilizing idle farms in the Southern region, the initiative supports local farmers and meets the growing demand for hatching eggs. With a 275k MT feed mill in Jeddah to support operations, the venture ensures high-quality chick and feed production.



TANMIAH SPONSORED SUSTAINABILITY GRAND CHALLENGE 2022
Regenerative Grain Production in the Desert

Beyond our partnerships, our "Regenerative Grain Production in the Desert" project tackles Saudi Arabia's dry climate head-on, paving the way for self-sufficiency in poultry production.

Our groundbreaking "Regenerative Grain Production in the Desert" project is revolutionizing poultry production in Saudi Arabia by tackling the challenges of the dry climate. We are implementing a circular economic approach, recycling poultry biomass into biochar and renewable energy to enrich the soil and enable the growth of essential poultry feed ingredients such as corn and soya. By reducing our dependence on imported feed, we will reduce environmental impact and potentially save millions in sourcing local raw materials by 2030. This initiative aims to set a global standard for sustainable and regenerative farming practices, turning environmental challenges into opportunities for innovation.

This project demonstrates how a circular economy can be effectively implemented within the agricultural sector, setting a benchmark for sustainable and regenerative agricultural practices worldwide. We're turning environmental challenges into opportunities for innovation, paving the way for a more sustainable future for the poultry industry in Saudi Arabia and beyond.

The joint venture will establish breeder and hatchery operations in Saudi Arabia, aiming to produce 150 million hatching eggs and 108 million broilers annually.

Sustaining Agriculture through Automation

Tanmiah embarked on a new journey in 2023 to automate its entire value chain to bring efficiencies in resources and cost of doing business. For this project, Tanmiah trialed with 20 breeder and broiler farms to develop an automation process to gather data and automate processes for the birds' environmental health and welfare. This system included a CCTV surveillance feature to monitor birds' activities that helped us observe the optimized ventilation and air quality, water quality, smart weight management and bird health.

Following the success of this trial, Tanmiah is eyeing to digitize the entire operations and the value chain of birds processing from hatchery to production plants, leveraging the use of this technology and enhancing its operations in the near future. The following are the details of what is expected out of this project.

TECHNOLOGIES UTILIZED:
Leveraging IoT, big data, and AI for end-to-end farming automation of Tanmiah's supply chain.

BENEFITS:

End-to-end automation, real-time monitoring, and live dashboards.

Proactive risk management, loss prevention, and growth opportunities.

Enhanced operations and industry standing.

PHASE 1 | DIGITAL FARMING INITIATIVE

- **Implementation:** In core farming operations (breeders, broilers, hatcheries).
- **Key Performance Indicators:** Mortality rates, FCR, hatchability, weight gain, product quality, labor efficiency.
- **Technology:** IoT sensors for environmental and activity data on live dashboards.

PHASE 2 | INTEGRATED FARMING SYSTEMS

- **Expansion:** To feed mills, slaughterhouses, processing plants.
- **Innovations:** Feed solutions, ingredient analytics, process efficiency, supplier traceability.
- **Health Modules:** Data integration from various sources for comprehensive operational overview.

PHASE 3 | FARM-TO-FORK TRACEABILITY

- **Integration:** Entire value chain for consumer transparency from farm to table.
- **Traceability:** Digitized processes for lifecycle tracking of poultry products.

ACHIEVEMENTS:

Reduction in mortality, medication, egg wastage, and OPEX.

Improvement in egg production, quality, and hatchability.

Enhanced farm activities (feed/water intake, medicine usage, health record keeping).

Remote monitoring, live visibility of environment parameters.

Benefits of Automated Poultry Farming:

1. **Increased Efficiency:** Automation reduces labor and costs, improves productivity.
2. **Improved Production:** Optimized conditions lead to higher yields and profitability.
3. **Enhanced Monitoring:** Remote, real-time monitoring for timely interventions.
4. **Data-Driven Decisions:** Insights from data improve decision-making.
5. **Resource Efficiency:** Precision management reduces waste and costs.
6. **Energy Efficiency:** Efficient systems lower energy consumption and costs.
7. **Environmental Sustainability:** Sustainable practices conserve resources.
8. **Health Management:** Early disease detection reduces outbreaks and antibiotic use.
9. **Reduced Mortality:** Better conditions and management reduce mortality rates.
10. **Improved Animal Welfare:** Better living conditions enhance welfare standards.
11. **Traceability:** Tracking from hatchery to market ensures quality control.
12. **Risk Mitigation:** Predictive analytics and early warnings manage risks.

DIGITAL ERA EMBRACE:
Incorporates digital farming, traceability, and vertical integration for a sustainable poultry supply chain.



Sustaining Planet

As a market leader, we prioritize sustainability, recognizing the vital role that businesses play in achieving national environmental goals outlined in the Saudi Green Initiative, and Saudi Net Zero 2060 strategies.

Our focus on a net-neutral approach aligns with the Saudi Green Initiative's objectives of reducing carbon emissions and promoting a circular economy. By transforming waste into valuable resources and maximizing their usage, we contribute directly to these goals. Our pursuit of carbon neutrality strongly supports Saudi Net Zero 2060's ambitious target of achieving net-zero emissions by 2060.

Our pursuit of carbon neutrality strongly supports Saudi Net Zero 2060 ambitious target of achieving net-zero emissions.

UNITED NATIONS
SUSTAINABLE DEVELOPMENT GOALS



CHAPTER SECTIONS

Climate Action and Energy Efficiency
Responsible Water Management
Turning Waste into Value
A Step Ahead: Rethinking Packaging

Climate Action and Energy Efficiency

GRI (3-3), (305-1), (305-2), (305-4), (305-5)

We're dedicated to creating a carbon neutral impact across our business and supply chain. This ambitious vision goes beyond reducing our environmental footprint; we aspire to become the first carbon neutral poultry company in Saudi Arabia, setting a new standard for sustainability within the industry.

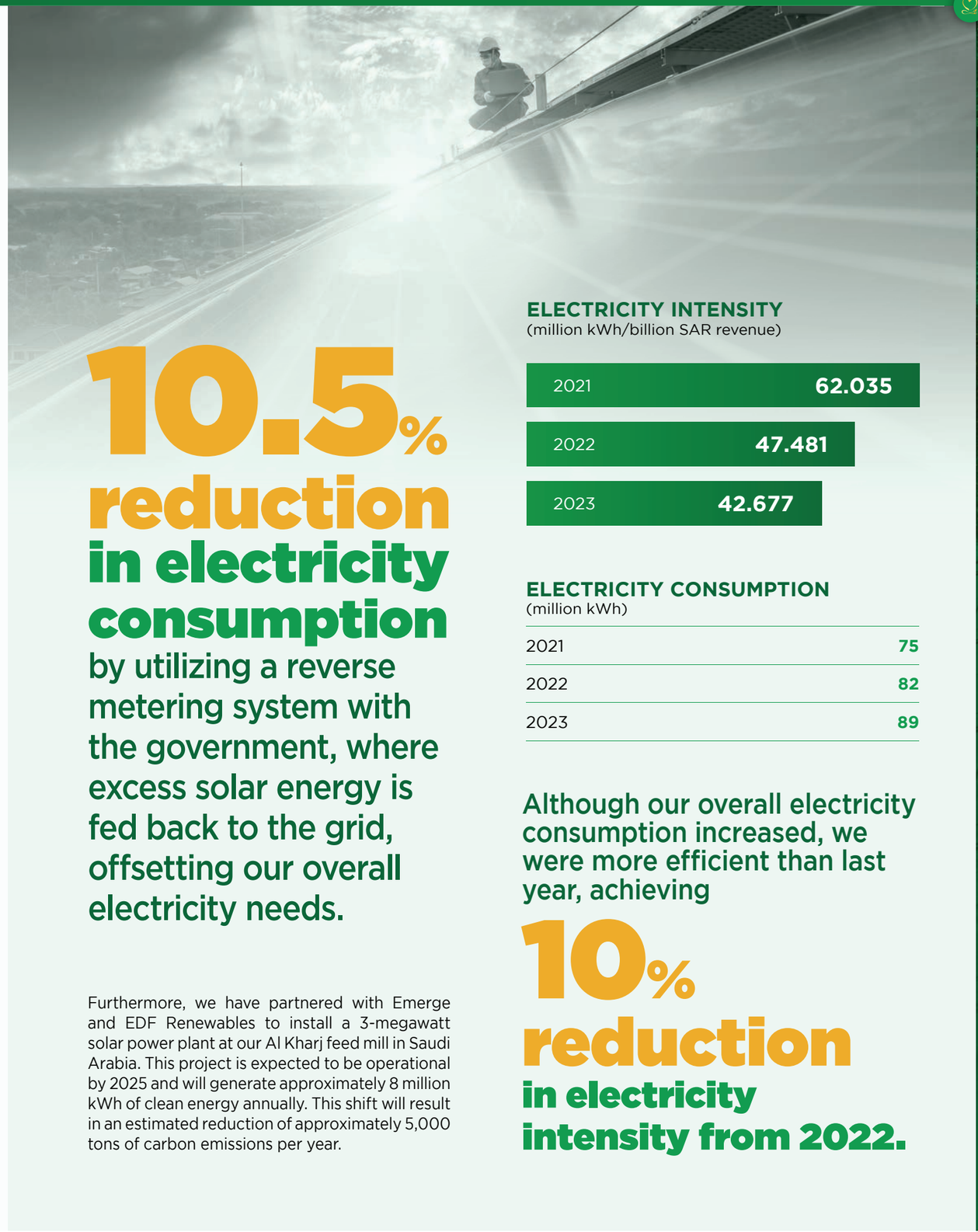
We performed an internal GHG inventory and accounting initiative in 2022 (the baseline year) to ascertain our overall operational Impact. The total operational emissions from 1 January 2023 to 31 December 2023 were 215,099 tCO2e, covering scope 1 (direct) and scope 2 (indirect) emissions.

Certain emission sources have been excluded based on relevance, data availability and materiality grounds, including emissions from physical or chemical processing, which were deemed not relevant; transportation of materials, products, waste, and employees, which is managed by third-party operators; and fugitive emissions, for which no monitoring process is currently in place. We remain committed to continuously reviewing and updating our emissions reporting boundaries to ensure they accurately reflect our most significant environmental impacts and as such will be reviewing and expanding our emissions accounting in the coming years.

CLEAN ENERGY

SOLAR POWER

We are committed to reducing our environmental footprint through renewable energy solutions by implementing a solar power plant at Perfect Food Factory, UAE with a projected annual production of 960,089 kWh. This will result in an estimated:



10.5% reduction in electricity consumption by utilizing a reverse metering system with the government, where excess solar energy is fed back to the grid, offsetting our overall electricity needs.

Furthermore, we have partnered with Emerge and EDF Renewables to install a 3-megawatt solar power plant at our Al Kharj feed mill in Saudi Arabia. This project is expected to be operational by 2025 and will generate approximately 8 million kWh of clean energy annually. This shift will result in an estimated reduction of approximately 5,000 tons of carbon emissions per year.

ELECTRICITY INTENSITY
(million kWh/billion SAR revenue)

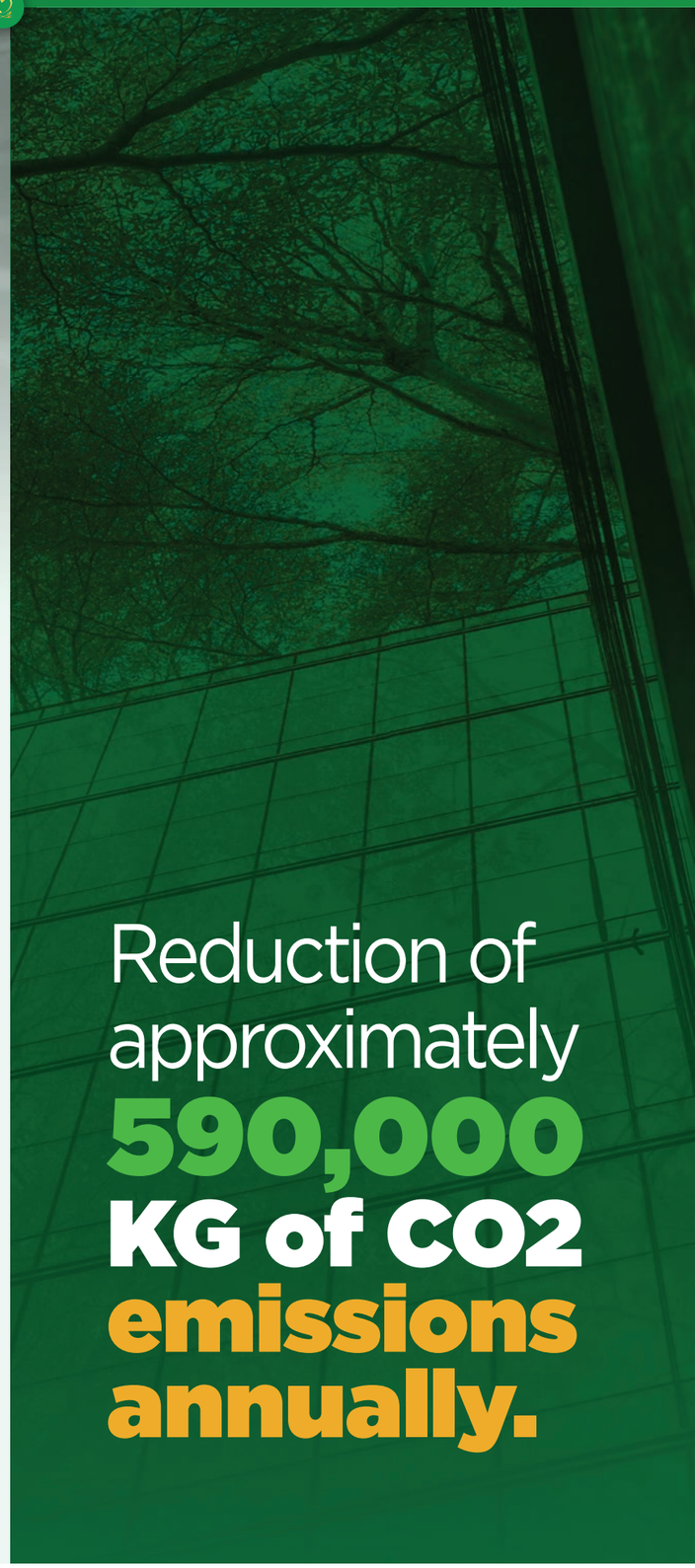
2021	62.035
2022	47.481
2023	42.677

ELECTRICITY CONSUMPTION
(million kWh)

2021	75
2022	82
2023	89

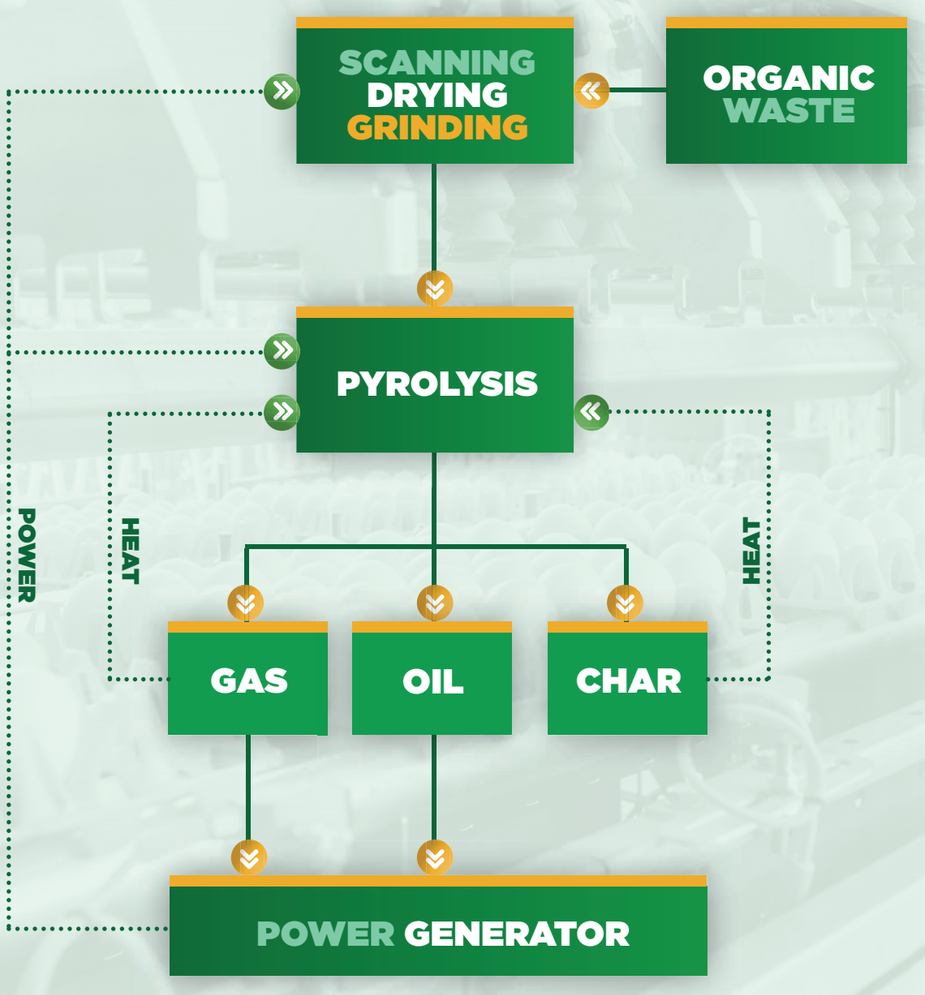
Although our overall electricity consumption increased, we were more efficient than last year, achieving

10% reduction in electricity intensity from 2022.



Reduction of approximately **590,000 KG of CO2 emissions annually.**

Waste to Energy Processing Plant



Waste-to-Energy (Biowaste)

This project aims to utilize poultry bio-waste to generate 5.2 MWh of renewable energy, significantly reducing our reliance on fossil fuels. The project is estimated to sequester approximately 27,500 tCO2e annually, decreasing our environmental impact.

The gasification plant will generate 75 tons of biochar daily, a valuable byproduct with an additional carbon sequestration potential of 2-2.5 tons per ton of biochar. This translates to a further reduction of gross 64,000 tCO2e. Beyond carbon reduction, the waste-to-energy project will also help us manage manure responsibly, leading to decreased carbon and ammonia emissions.

Route Optimization

In 2023, we implemented a robust Track and Trace system across our company vehicle fleet to tackle the inefficiencies stemming from underutilized vehicle capacity and inefficient route management, which result in inefficiencies and negative environmental impact.

The sensor based live monitoring tool helps monitor fuel usage across the fleet, aiming to reduce fuel consumption and, consequently, lower GHG emissions. This data-driven approach has already resulted in a notable 20% reduction in emissions. The system also enhances the monitoring of vehicle routes, speeds, and stops, allowing for more efficient route management and quicker responses to any deviations from planned routes. Sensors installed in vehicles track temperature, humidity, and other environmental parameters, ensuring goods are transported in optimal conditions, reducing spoilage, and ensuring safety and quality standards compliance. By providing data on vehicle location, load capacity, and route efficiency, the Track and Trace system reduces the number of empty loads and minimizes unnecessary trips.

Fuel Consumption in Transportation & Logistics (supplies and finished goods)

	2021	2022	2023
Petrol Consumption (million liters)	1.31	1.34	2.03
Diesel Consumption (million liters)	40.77	59.55	58.04
Fuel Intensity (million liters/billion SAR revenue)	34.80	35.25	28.69

While our petrol consumption increased with our expanded operations we still achieved a remarkable 19% improvement in fuel intensity by prioritizing fleet efficiency.

Poultry bio-waste to generate 5.2 MWh of renewable energy.

EV Fleet

We are planning to gradually transition to electric vehicles (EVs). To conduct a cost-benefit analysis for long-term adoption, Tanmiah has designed a pilot project for 2023 with the intention of introducing three EVs in 2024. This trial will assess the feasibility of integrating EVs into Saudi Arabia's logistical infrastructure. If successful, the logistics team will consider converting Tanmiah's entire sales and distribution fleet to EVs, in line with the company's long-term sustainability and profitability objectives.

Carbon Footprint

Our efforts towards improved energy efficiency have resulted in the successful overall reduction of our carbon footprint.

The successful completion of our LED Project in 2022 encouraged us to expand the project. Looking specifically at our Poultry Farm & Feedmill the switch to LED lighting in 2023 has produced further positive results.

Emission Scopes	2022	2023
Scope 1 (MtCO2e)	151,545	160,234*
Scope 2 (MtCO2e)	43,194	54,865*
Scope 1 emission intensity (MtCO2e/MSAR)	94.2	76.5
Scope 2 emission intensity (MtCO2e/MSAR)	27.9	26.2

**our emissions increased due to an increase in production*

Carbon Emissions Reduction Through Electricity Efficiency

Compared to pre-LED usage, we've achieved a 67,936.32-kWh reduction in annual power consumption for lighting at our PFF Facility. This translates to a projected yearly SAR 31,216 in electricity cost savings alone. The combined energy savings equate to an estimated annual reduction of 160,000 kg of carbon emissions.

	2021	2022	2023
Electricity Consumption (million kWh)	**75**	**82**	**85**
Electricity Intensity (million kWh/billion SAR revenue)	**62**	**47**	**40**
Reduction in Electricity Consumption (million kWh) (LED project)	**3.5**	**5.2**	**5.27**
Reduction in Carbon Emissions (tCO2e)	**2,150**	**3,200**	**3,360**

Carbon Emissions Reduction through Operation Efficiency

As the parent company of QSR (quick-service restaurant) Popeyes, we're proud to note the implementation of eco-system technology in eight mall locations across Saudia Arabia. This innovative pilot program offers significant cost savings by optimizing resources, improving air quality with enhanced filtration, and generating a remarkable 80% reduction in carbon emissions within the selected locations. We plan to expand this initiative to other locations in the future.

80% reduction in GHG emissions by Popeyes' eco-system technology.



Tree Plantation Initiative

In 2018, Tanmiah embarked on a groundbreaking environmental endeavor to plant one million trees by 2025. This visionary project fully aligns with the objectives of the Saudi Green Initiative and the Middle East Green Initiative, demonstrating our commitment to combatting climate change through extensive afforestation. Demonstrating this commitment to regional collaboration, we planted 100,000 trees in Manama, Bahrain. The initiative, titled "Planted in Saudi Arabia, to be grown in Bahrain," signifies the shared environmental goals of both countries.

Demonstrating our commitment to regional collaboration, we donated 100,000 trees in Manama, Bahrain.

	2021	2022	2023
Number of Trees Planted (000's)	200k	100k	100k - Bahrain 38.5k - KSA
Equivalent Offsetting (tCO2e)*	27,000	Cumulative 56,000	Cumulative 97,118

Disclaimer: Calculations were tabulated using iTree website

Tree Plantation Ceremony in Bahrain



Responsible Water Management

GRI (3-3), (303-1), (303-2), (303-3), (303-4), (303-5)

We meticulously adhere to all pertinent government regulations regarding water extraction and uphold a specialized quality control team that diligently oversees water consumption. We prioritize maintaining harmonious relationships with our communities concerning all aspects related to water usage. Additionally, we actively collaborate with government-approved water suppliers who prioritize sourcing water from low-stress areas. This collaborative effort ensures the implementation of responsible water management practices throughout our entire supply chain.

We actively monitor water usage and compare it to industry averages (currently 12-40 liters per bird according to Food Northwest). In 2023, our water usage per bird was 12 liters, reflecting a continued focus on reduction. We also transitioned from water chilling to air chilling, significantly reducing water consumption by 2-3 liters per bird. This translates to daily savings of at least 1 million liters (based on processing 500,000 birds).

46.2% increase in wastewater recycled.



Water Management Actions

	2022	2023
Water Consumption - Total (ML)	1,433	1,684*
Water Withdrwal - Thirdparty (ML)	2,170	2,547*
Water Withdrawl - Ground water (ML)	587	827*
Waste Water (Total Discharge) (ML)	1,324	1,691*
Waste Water - Third Party (ML)	743	841*
Waste Water Recycled (ML)	581	850*
Water Savings Estimate (MSAR)	5.70	9.44
Water Intensity (ML/MSAR)	0.83	0.80*

**Numbers have been assured by external third party*

Water consumption, withdrawal and waste water numbers were re-adjusted for comparison purposes.

Feed Production and Farming

Water is an essential component in feed production. It is used to condition and sanitize the feed with steam, which helps improve its nutritional quality. Incorporating water into feed production reduces the need for soybeans and corn by enhancing their nutritional value and reducing reliance on grain imports. Emphasizing water optimization in feed production minimizes grain wastage by improving grain quality, which is crucial for animal welfare.

Wastewater Management

Wastewater generated from all our operations is either recycled for appropriate reuse or disposed by approved third-party services by the National Center for Environmental Compliance (NCEC).

Water Recycling Rate (2022) **21 %**

Water Recycling Rate (2023) **25 %**

The following initiatives play a critical role in transforming our wastewater into a valuable resource:

Abha Farms RO Plant:

This plant boasts a capacity of 500 cubic meters (M3) of treated water per day. This clean water is then distributed to 27 poultry houses, reducing the reliance on purchased water sources. The "rejected water" generated during the RO process, amounting to 215 M3/day, is not discarded. Instead, we embrace a circular economy approach by utilizing this water for on-site plantation irrigation, supporting our ambitious one-million-tree planting initiative.

ADC Land RO Plant:

Following the success of the Abha Farms project, we expanded our water management strategy with a larger RO plant at ADC Land, in Shaqra. This facility has a daily treatment capacity of 2,000 M3, providing clean water through 62 tanks. Similar to the Abha Farms approach, the 857 M3/day of rejected water is strategically directed towards on-site plantation irrigation.

Wastewater Treatment Plant:

The facility installed at the Abha and Shaqrah Poultry Processing Plants (PPLs) treats wastewater, making it suitable for irrigation purposes. The treated water is then strategically used for on-site plantation, minimizing reliance on external water sources and promoting resource efficiency.

ABHA PPL FIGURES:

Raw water purchased from 3rd party:	**850,000** liters per day
Recovered after Wastewater Treatment (90%):	**765,000** liters per day
Used for Plantation (90% of treated water):	**688,500** liters per day

SHAQRAH PPL FIGURES:

Raw water from the well:	**1,500,000** liters per day
Recovered after Wastewater Treatment (90%):	**1,350,000** liters per day
Used for Plantation (90% of treated water):	**1,215,000** liters per day

Sludge Drying Plant:

Recognizing that some wastewater treatment processes generate sludge, we take responsible steps for its disposal. The sludge drying plant at the Shaqrah PPL, with a capacity of 4 tons per day, dries the sludge in an environmentally friendly manner, ensuring government approved disposal without harming the environment.

In-House Ice Production:

The ice-making plant at our Shaqra PPL utilizes RO water, eliminating the need to purchase fresh ice from external distributors. We prioritize quality control by testing all produced ice in our laboratories to ensure it meets the required specifications. A similar, but lower-capacity, ice-making plant was completed at our Abha PPL, catering to its specific needs.

Combined, these in-house ice production facilities are projected to generate annual savings of approximately SAR 6 million. The ice produced plays a vital role in our poultry processing operations, particularly during the spin chilling process.

Despite the rise in overall consumption, Tanmiah's freshwater consumption intensity has decreased between 2021 and 2023. This is a positive indicator that reflects our efforts towards increased water recycling and its usage.

FRESHWATER CONSUMPTION
(megaliters)

2022	1,433
2023	1,684

FRESHWATER CONSUMPTION INTENSITY
(megaliter/SAR million sales)

2022	0.83
2023	0.80

Despite 19% increase in production from 2022 to 2023 our water intensity has almost remained same.

19% increase in water recycling rate.

Turning Waste into Value

GRI (3-3), (306-1), (306-2), (306-3), (306-4), (306-5),

At Tanmiah, we strive to reduce waste at every stage, from farm to fork, our approach to consumption is to reuse and recyle as much of our resources. Along with our waste-to-energy projects, as highlighted in the Climate Action and Energy Efficiency section, we work continually towards reducing the quantity of generated waste and improving its redirection from landfills to recycling. In 2023, we diverted 14% of waste away from landfills.

At Popeyes, a strong commitment to environmental stewardship is evident in their resourceful waste management practices. 100% of their used cooking oil is collected and redirected to a third-party partner specializing in biodiesel production. 28,848 kgs of solid waste has been converted into offal meal, a valuable resource used in animal feed production.

TANMIAH TOTAL WASTE & TYPES (TONS)

	TYPE	Generated	Diverted from landfill	Directed to landfill
Hazardous waste	Hatcheries	8.28		8.28
	Total Hazardous waste	8.28		8.28
Non Hazardous waste	Manure waste	93,507		93,507
	Offal Input	28,848	28,848	
	Blood and Sludge	41,319		41,319
	Solid waste	35,453		33,705
	Total Non Hazardous waste	199,127	28,848	168,531

**Numbers have been assured by external third party*

Mitigating Food Loss at Our Popeyes Stores

Food loss and waste represent a significant global challenge, impacting resource utilization, economic stability, and environmental sustainability. At Popeyes, food waste reduction is a key metric and is constantly worked upon. In 2023, food wastage at Popeyes reduced to 0.68% from 1% in 2022, reducing total food loss to 64,984 kgs. This was achieved by creating efficiencies in the production and marination processes.

14%
of waste was diverted away from landfills in 2023.

Closing the Loop

In the circular economy concept, the lifecycle of resources is designed to ensure sustainability and minimize waste. We embrace the vision of a sustainable future outlined in Saudi Arabia's Vision 2030 plan. Our focus on circular economy practices – minimizing waste, promoting recycling and reuse, and exploring renewable energy solutions – reflects our commitment to supporting this national objective. This can be reflected through the following projects:

Closing the loop from PPL waste to Offal Meal

A critical component of this model involves the management of byproducts like poultry slaughterhouse waste. We process this waste in the rendering plant and convert it to feed raw material that is exported to other countries, used in Aquaculture feed products.

Through these innovative uses of poultry slaughterhouse waste, Tanmiah not only closes the loop in its agricultural processes but also exemplifies the principles of a circular economy.

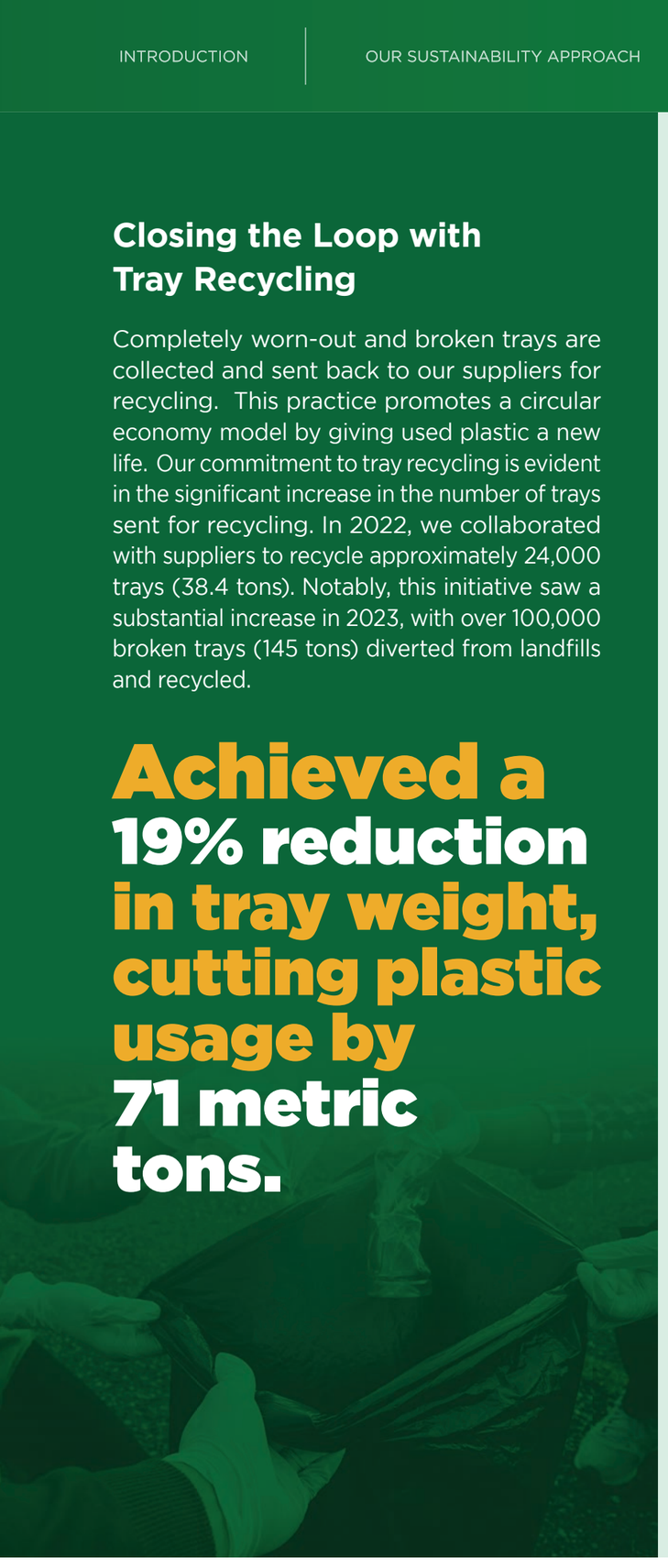


100%
of Waste Management Vendors are accredited by NCEC and MWAN.

Closing the Loop with Tray Recycling

Completely worn-out and broken trays are collected and sent back to our suppliers for recycling. This practice promotes a circular economy model by giving used plastic a new life. Our commitment to tray recycling is evident in the significant increase in the number of trays sent for recycling. In 2022, we collaborated with suppliers to recycle approximately 24,000 trays (38.4 tons). Notably, this initiative saw a substantial increase in 2023, with over 100,000 broken trays (145 tons) diverted from landfills and recycled.

Achieved a 19% reduction in tray weight, cutting plastic usage by 71 metric tons.



A Step Ahead: Rethinking Packaging

A key focus of our strategy involves optimizing packaging materials and reducing our overall plastic footprint. As our packaging is non-renewable, we are actively evaluating additional opportunities to reduce our reliance on plastic across our entire product portfolio. We are continuously exploring the use of recycled content and biodegradable materials in our packaging whenever feasible. In 2023, we successfully reduced our plastic usage through the following:

- **Fresh Bags Packaging**
  Our fresh bags are used for packaging one kilogram of product. Through careful analysis and design improvements, we achieved an average size reduction of 6.78%. Based on our 2024 forecast, this translates to the use of approximately 105 million fresh bags. The optimized packaging design reduces the total plastic used per bag, resulting in an estimated annual reduction of 26.86 metric tons of plastic.

- **Optimizing Tray Design**
  Recognizing the potential for improvement, we embarked on a project in 2023 to optimize the design of our plastic trays. The focus was on achieving the optimal balance between weight, size, and functionality for our products. This initiative produced positive results, with a reduction in tray weight from 1.6 kg/unit to 1.3 kg/unit. In 2023 alone, this innovative design translated to a reduction of 71 tons of plastic usage.

Average size reduction of trays 6.78%

Packaging Types – Weight (tons)

PACKAGING TYPES – WEIGHT (TONS)	2021	2022	2023*	% Share in 2023
Foam Trays (tons)	341	225	142	10.9%
PET Trays (tons)	18t	307	713	54,9%
Plastic Bags (tons)	397	468	443	34.12%
Total (tons)	940	1,200	1299	100%

**Numbers have been assured by external third party*

PACKAGING INTENSITY	2021	2022	2023
Total Packaging (million numbers)	117.19	133.27	127.39
Total Production (million numbers)	100.30	114.95	136.34
Packaging Intensity (units packaging per units of production)	1.17	1.16	0.93

Estimated annual reduction of 26.86 metric tons of plastic.

20% reduction in packaging intensity.



Abbreviations & Acronyms

1. **ESG** – Environment, Social and Governance
2. **SIRC** – Saudi Investment Recycling Company
3. **MoU** – Memorandum of Understanding
4. **DHV** – Desert Hills for Veterinary Services Company Limited
5. **ADC** – Agricultural Development Company
6. **PFF** – Perfect Foods Factory
7. **NTP** – National Transformation Program
8. **NSF** – National Sanitation Foundation
9. **NRC** – Nomination & Remuneration Committee
10. **GRC** – Governance, Risk and Compliance
11. **ICAEA** – International Certified Auditor on ESG
12. **VAPT** – Vulnerability Assessment and Penetration Testing
13. **PAM** – Privileged Access Management
14. **SFDA** – Saudi Food and Drug Authority
15. **LTIFR** – Lost Time Injury Frequency Rate
16. **HSE** – Health, Safety and Environment
17. **SMS** – Safety Management System
18. **OHS** – Occupational Health and Safety
19. **SGI** – Saudi Green Initiative
20. **PPL** – Primary Processing Plant
21. **BRC** – British Retail Consortium
22. **GHG** – Greenhouse Gas
23. **ICP** – Inductively Coupled Plasma
24. **UPLC** – Ultra-Performance Liquid Chromatography
25. **HACCP** – Hazard Analysis and Critical Control Point
26. **NARRC** – Nuclear and Radiological Regulatory Commission
27. **NPD** – New Product Development
28. **DHA** – Docosahexaenoic acid
29. **EPA** – Eicosapentaenoic acid
30. **EV** – Electric Vehicle
31. **NCEC** – National Center for Environmental Compliance
32. **GAP** – Good Agricultural Practices
33. **QSR** – Quick-Service Restaurant

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Headquarters in Riyadh

كي بي إم جي للاستشارات المهنية
واجهة روشن، طريق المطار
صندوق بريد ٩٢٨٧٦
الرياض ١١٦٦٣
المملكة العربية السعودية
سجل تجاري رقم ١٠١٠٤٢٥٤٩٤

المركز الرئيسي في الرياض

Independent limited assurance report on selected quantitative indicators disclosed in the sustainability report for the year ended 31 December 2023

To the management of Tanmiah Food Company ("TANMIAH")

We have been engaged by the management of Tanmiah Food Company ("the Company", "TANMIAH") to carry out a limited assurance engagement in order to state whether anything has come to our attention that causes us to believe that the subject matter information detailed below ("Subject Matter"), has not been prepared, in all material respects, in accordance with the applicable criteria ("Applicable Criteria") as set out below.

Subject Matter

The Subject Matter for our limited assurance engagement were the selected quantitative indicators ("the Indicators") as detailed in Annexure 1 of this report, as detailed in TANMIAH's 2023 Sustainability Report for the year ended 31 December 2023 ("the Report"), as prepared and presented by the management of the Company.

The Indicators are aggregated based on the reporting boundaries developed by the Company which are detailed in Annexure 1 of this report.

Applicable Criteria

The Applicable Criteria for this limited assurance engagement were the requirement of established frameworks, as applicable to the Subject Matter, the details of which are mentioned in Annexure 2 of this report.

KPMG Professional Services, a professional closed joint stock company registered in the Kingdom of Saudi Arabia with a paid-up capital of SAR 70,000,000 and a non-partner member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee.

كي بي إم جي للاستشارات المهنية شركة مهنية مساهمة مقفلة، مسجلة في المملكة العربية السعودية، رأس مالها (٧٠،٠٠٠،٠٠٠) ريال سعودي مدفوع بالكامل، وهي عضو غير شريك في الشبكة العالمية لشركات كي بي إم جي المستقلة والتابعة لـ كي بي إم جي العالمية المحدودة، شركة انجليزية محدودة بضمان.

Independent limited assurance report

To the management of Tanmiah Food Company ("TANMIAH") (continued)

The Company's responsibility

The management of the Company is responsible for preparing and presenting the Subject Matter information that is free from material misstatement in accordance with the Applicable Criteria and for the information contained therein.

This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and presentation of the Subject Matter information that is free from material misstatement, whether due to fraud or error. It also includes developing the Applicable Criteria as the criteria to evaluate the Subject Matter information.

The management of the Company is also responsible for preventing and detecting fraud and for identifying and ensuring that the Company complies with the laws and regulations applicable to its activities. The management of the Company is responsible for ensuring that staff involved with the preparation of the Subject Matter information are properly trained, systems are properly updated and that any changes in reporting encompass all significant business units.

Our responsibility

Our responsibility is to examine the Subject Matter information prepared by the Company and to report thereon in the form of an independent limited assurance conclusion based on the procedures we have performed and the evidence obtained. We conducted our engagement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000 (Revised) *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* and ISAE 3410 *Assurance Engagements On Greenhouse Gas Statements* as endorsed in the Kingdom of Saudi Arabia and the terms and conditions for this engagement as agreed with the Company's management. ISAE 3000 (Revised) and ISAE 3410 require that we plan and perform the engagement to obtain limited assurance about whether the Subject Matter information has been properly prepared, in all material respects, in accordance with the Applicable Criteria.

Our firm applies the International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) that is endorsed in the Kingdom of Saudi Arabia, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The procedures selected depend on our understanding of the Subject Matter and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise.

Independent limited assurance report

To the management of Tanmiah Food Company ("TANMIAH") (continued)

Our responsibility (continued)

In obtaining an understanding of the Subject Matter information and other engagement circumstances, we have considered the process used to prepare the Subject Matter information in order to design assurance procedures that are appropriate in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the Company's internal control over the preparation and presentation of the Subject Matter information. A limited assurance engagement in accordance with ISAE 3000 (Revised) and ISAE 3410 involves assessing the risks of material misstatement of the Subject Matter information, whether due to fraud or error, responding to the assessed risks as necessary in the circumstances of the engagement and evaluating the overall presentation of the Subject Matter information.

Our engagement also included: assessing the appropriateness of the Subject Matter, the suitability of the criteria used by the Company in preparing the Subject Matter information in the circumstances of the engagement, evaluating the appropriateness of the procedures used in the preparation of the Subject Matter information and the reasonableness of estimates made by the Company, where applicable.

Limited assurance is less than absolute assurance and reasonable assurance. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

As part of this engagement, we have not performed any procedures by way of audit, review or verification of the Subject Matter information nor of the underlying records or other sources from which the Subject Matter information was extracted.

Procedures performed

Our limited assurance engagement on the Subject Matter information consisted of making enquiries, primarily of persons responsible for the preparation of the Subject Matter information, and applying analytical and other procedures, as appropriate. These procedures were based on our professional judgement and included the following, amongst others, for the year ended 31 December 2023:

- Obtaining an understanding of the collection, compilation and reporting processes for the Company, including obtaining an understanding of internal controls, systems and processes relevant to the preparation of the Subject Matter;
- Interviewing management and other relevant staff / personnel at corporate and site level responsible for data collection, data management, and data analysis pertaining to the Indicators in scope;

Independent limited assurance report

To the management of Tanmiah Food Company ("TANMIAH") (continued)

Procedures performed (continued)

- Reviewing management documentation and the Company's data reporting tools to the extent they underpin the preparation of the Subject Matter;
- Assessing the appropriateness of the conversion factors applied by the Company in arriving at the Indicator's quantitative data in accordance with the assigned unit of reporting, where applicable;
- Obtaining inventory data for each selected Indicator, at aggregated corporate level as per the reporting boundary developed by management and agreeing the data with the information detailed in the Subject Matter;
- Obtaining inventory breakdown data for each selected Indicator, at site level, to select the sample of sites, and performing the following for each selected site in relation to the Indicators, where applicable:
  - Agreeing the site level Indicator's information to consolidated data inventory;
  - Obtaining supporting evidence, source data, underlying records, or reports for selected data points to reconcile the site level information;
  - Checking aggregation of quantitative data for the Indicators to include all sites in the reporting boundaries set by the management; and
  - Performing recalculation (where applicable) of the Indicator data of the relevant selected sites based on site level data obtained from system outputs, reports and other relevant records and the relevant factors applied.
- Performing an analytical review of the Indicator data and trends; and
- Reviewing the consistency of the Subject Matter information in relation to the wider Report, including review of qualitative narratives that support the Subject Matter information.

Independent limited assurance report

To the management of Tanmiah Food Company ("TANMIAH") (continued)

Characteristics and limitations

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities in the information presented in the Subject Matter may occur and not be detected. The assurance relies on documentation furnished by the Company and interactions with relevant personnel within the Company to validate the Subject Matter information. Our engagement is not designed to detect all weaknesses in the internal controls over the preparation of the Subject Matter information as the procedures performed were undertaken on a test basis.

Our engagement was not designed to test, verify or audit the completeness and accuracy of system outputs from the Company.

Furthermore, for the purpose of this limited assurance engagement, we have not performed any procedures around:

- Checking the disclosure of indicators in reference to any framework or guidance other than what is entailed in the Applicable Criteria, such as for example, the Sustainability Accounting Standards Board ("SASB") standards, the Saudi Stock Exchange ESG Disclosure Guidelines, the United Nations Global Compact ("UNGC") etc.
- Checking the accuracy of the GRI content indexation, as featured in the Report.
- Assessing the compliance of any other indicators or related information, either qualitative or quantitative, which is not part of the Indicators selected for this engagement, as featuring in the Report with the disclosure requirements of any applicable internal or external standards.
- Assessing the accuracy, completeness and reasonableness of the reporting boundaries determined by the management for the purpose of the Report;
- Auditing, reviewing or verifying the Subject Matter information, or the underlying records or other sources from which the Subject Matter information was extracted;
- Assessing the appropriateness of the materiality approach applied by management in preparation of the Report and selection of the material sustainability related indicators that were subject to limited assurance;
- Testing, verifying or auditing the completeness and accuracy of system outputs and other data collecting systems used for compilation of the Subject Matter information;
- Testing the effectiveness of and detecting any weaknesses in the internal controls over the preparation of the Subject Matter information as the procedures performed were undertaken on a test basis; and
- Ensuring completeness and accuracy of the comparative and baseline figures that are reported in the Report, where applicable.

Independent limited assurance report

To the management of Tanmiah Food Company ("TANMIAH") (continued)

Limited assurance conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter information is not prepared, in all material respects, in accordance with the Applicable Criteria.

Restriction of use of our report

Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than the Company, for any purpose or in any context. Any party other than the Company who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than the Company for our work, for this independent limited assurance report, or for the conclusions we have reached.

Our report is released to the Company on the basis that it shall not be copied, referred to or disclosed, in whole (save for the Company's own internal purposes) or in part, without our prior written consent.

KPMG Professional Services

Fahad Mubark Aldossari
License no: 469

Riyadh, 14 October 2024
Corresponding to: 11 Rabi Al Thani 1446H

Annexure 1

(a) Details of the selected quantitative indicators ("the Indicators") comprising of the Subject Matter and the reporting boundaries are presented below:

Indicator description	Reporting boundary	Page number of the Sustainability Report 2023 where the Indicators are disclosed
1- Greenhouse Gas Emissions (Scope 1 and Scope 2) and the related intensity figures	Reporting boundary comprise operations of the Company and its subsidiaries which include: • Dessert Hills for Veterinary Services Company Limited • Gulf Brand for Fast Food Company • Agricultural Development Company	41
2- Water consumption and water consumption per total revenue		42
3- Wastewater discharge		42
4- Waste management		44
5- Packaging material		45

Annexure 2

Details of Applicable Criteria for each selective quantitative indicator:

#	Indicator	Relevant established framework	Relevant section of framework that is referred to as the Applicable Criteria
1	Greenhouse Gas ("GHG") Emissions (Scope 1 and Scope 2) and related intensity figures	GRI Standard	**Scope 1** Compilation requirement 2.1 and 2.2 of Disclosure 305-1 Direct (Scope 1) GHG emissions Requirement (a) Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent **Scope 2** Compilation requirement 2.3 and 2.4 of Disclosure 305-2 Energy indirect (Scope 2) Requirement (a) Gross location-based energy indirect scope 2 GHG Emissions GHG in metric tons of CO2 Equivalent of GRI Standard 305 "Emissions 2016" **GHG Emission Intensity** Compilation requirement 2.7.1 of Disclosure 305-4 GHG emissions intensity Requirement (a) GHG emission intensity ratio for the organization
2	Water consumption and water consumption per total revenue	GRI Standard	Requirement (a) of Disclosure 303-5 "Water consumption" for Water consumption from all areas in megalitres related to GRI standard 303 "Water and Effluents 2018" & Requirement (a) of Disclosure 303-1 "Interactions with water as a shared resource" to GRI standard 303 "Water and Effluents 2018"
3	Wastewater discharge	GRI Standard	Requirement (a) of Disclosure 303-4 "Water Discharge" for Water discharge from all areas in megalitres related to GRI standard 303 "Water and Effluents 2018"
4	Waste management	GRI Standard	Requirement (a) and compilation requirement 2.1 of Disclosure 306-3 "Waste generated" of GRI standard 306 "Waste 2020"
5	Packaging Material	GRI Standard	Compilation requirement 2.1.1 of Disclosure 301-1 "Material 2016" of GRI standard 301 "Material 2016"

GRI Content Index

Statement of use	Tanmiah has reported in accordance with the GRI Standards for the period January 2023 to December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			Requirements	Reasons	Explanation	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Organizational details	6, 9				
	2-2 Entities included in the organization's sustainability reporting	2, 6				
	2-3 Reporting period, frequency and contact point	2, 53				
	2-4 Restatements of information	2				
	2-5 External assurance	2				
	2-6 Activities, value chain and other business relationships	9, 10				
	2-7 Employees	24				
	2-8 Workers who are not employees	26				
	2-9 Governance structure and composition	16				
	2-10 Nomination and selection of the highest governance body	16				
	2-11 Chair of the highest governance body	16				
	2-12 Role of the highest governance body in overseeing the management of impacts	13, 17				
	2-13 Delegation of responsibility for managing impacts	13, 17				
	2-14 Role of the highest governance body in sustainability reporting	3, 4, 5				
	2-15 Conflicts of interest	18				
	2-16 Communication of critical concerns	18				
	2-17 Collective knowledge of the highest governance body	15				
	2-18 Evaluation of the performance of the highest governance body	15				
	2-19 Remuneration policies	15				
	2-20 Process to determine remuneration	15				
	2-21 Annual total compensation ratio	24				
	2-22 Statement on sustainable development strategy	3, 4, 5				
	2-23 Policy commitments	20				
	2-24 Embedding policy commitments	20				

GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	8				
	2-26 Mechanisms for seeking advice and raising concerns	8				
	2-27 Compliance with laws and regulations	19				
	2-28 Membership associations	8				
	2-29 Approach to stakeholder engagement	8				
	2-30 Collective bargaining agreements			Legal prohibitions	Collective bargaining is illegal in Saudi Arabia	
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	8				
	3-2 List of material topics	8				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	39				13.1.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	39				13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions	39				13.1.3
	305-3 Other indirect (Scope 3) GHG emissions				We do not have the data at the time of reporting but we aim to build capacity to collect this data	
	305-4 GHG emissions intensity	39				13.1.5
	305-5 Reduction of GHG emissions	39				13.1.6
	305-6 Emissions of ozone-depleting substances (ODS)			Information unavailable	We do not have the data at the time of reporting but we aim to build capacity to collect this data	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions					
Soil Health						
GRI 3: Material Topics 2021	3-3 Management of material topics	31				13.5.1
Pesticide Use						
GRI 3: Material Topics 2021	3-3 Management of material topics	31				13.6.1
Water and Effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	42				13.7.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	42				13.7.2
	303-2 Management of water discharge-related impacts	42				13.7.3
	303-3 Water withdrawal	42				13.7.4
	303-4 Water discharge	42				13.7.5
	303-5 Water consumption	42				13.7.6

Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	44				13.8.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	44				13.8.2
	306-2 Management of significant waste-related impacts					13.8.3
	306-3 Waste generated	44				13.8.4
	306-4 Waste diverted from disposal	44				13.8.5
	306-5 Waste directed to disposal	44				13.8.6
Food Security						
GRI 3: Material Topics 2021	3-3 Management of material topics	36				13.9.1
Food Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 33				13.10.1
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	33				13.10.2
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	18				13.10.3
Animal Health and Welfare						
GRI 3: Material Topics 2021	3-3 Management of material topics	30				13.11.1
Non-discrimination and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	24				13.15.1
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	24				13.15.2
	405-2 Ratio of basic salary and remuneration of women to men	24				13.15.3
GRI 406: Nondiscrimination 2016	406-1 Incidents of discrimination and corrective actions taken	23, 24				13.15.4
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	19				13.16.1
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	19				13.16.2
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	19, 31				13.17.1
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	19, 31				13.17.2
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	26				13.19.1

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	26				13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation	26				13.19.3
	403-3 Occupational health services	26				13.19.4
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	26				13.19.5
	403-5 Worker training on occupational health and safety	26				13.19.6
	403-6 Promotion of worker health	26				13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	26				13.19.8
	403-8 Workers covered by an occupational health and safety management system	26				13.19.9
	403-9 Work-related injuries	26				13.19.10
	403-10 Work-related ill health	26				13.19.11
Employment Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	19				13.20.1
Supply Chain Traceability						
GRI 3: Material Topics 2021	3-3 Management of material topics	31				13.23.1
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	19				13.25.1
GRI 206: Anticompetitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	19				13.25.2
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	19				13.26.1
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	19				13.26.2
	205-2 Communication and training about anti-corruption policies and procedures	19				13.26.3
	205-3 Confirmed incidents of corruption and actions taken	19				13.26.4

TOPICS IN THE APPLICABLE GRI SECTOR STANDARDS DETERMINED AS NOT MATERIAL	
TOPIC	EXPLANATION
GRI 13: AGRICULTURE, AQUACULTURE AND FISHING SECTORS 2022	
Climate adaptation and resilience	This topic was not found to be material to Tanmiah during the materiality process
Biodiversity	This topic was not found to be material to Tanmiah during the materiality process
Natural ecosystem conversion	This topic was not found to be material to Tanmiah during the materiality process
Local communities	This topic was not found to be material to Tanmiah during the materiality process
Land and resource rights	This topic was not found to be material to Tanmiah during the materiality process
Rights of indigenous peoples	This topic was not found to be material to Tanmiah during the materiality process
Freedom of association and collective bargaining	This topic was not found to be material to Tanmiah during the materiality process
Living income and living wage	This topic was not found to be material to Tanmiah during the materiality process
Economic inclusion	This topic was not found to be material to Tanmiah during the materiality process
Public policy	This topic was not found to be material to Tanmiah during the materiality process

Thriving with Purpose

TANMIAH FOOD COMPANY

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Tanmiah plantation