



Annual Report 2024





Custodian of the Two Holy Mosques

King Salman bin Abdulaziz Al Saud

King of Saudi Arabia



His Royal Highness the Prince

Mohammed bin Salman bin Abdulaziz Al Saud

The Crown Prince, Prime Minister

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entaj



OVERVIEW

ABOUT THE COMPANY

ABOUT THE COMPANY

Since its establishment in 2004, ENTAJ has emerged as a distinguished brand under the Arab Agricultural and Industrial Investment Company. Over the years, ENTAJ has become one of the Kingdom's leading poultry producers, with an annual production capacity exceeding 90 million birds, positioning it among the fastest-growing companies in the sector, ENTAJ's success story began with an initial capacity of 60 million birds annually, which steadily increased to 90 million birds through continuous improvements in production lines. In 2021, the company launched new investments aimed at further expansion, with the ambitious goal of reaching 185 million birds annually — a capacity that commenced operations in the first quarter of 2024.

ESTABLISHMENT OF THE COMPANY

The Arab Agricultural and Industrial Investment Company began its poultry production journey as a business unit under the name Arasco Food in 2004. The company launched the ENTAJ brand as a strategic pillar within the Kingdom's food supply chain. Through ENTAJ, the company supports local poultry production to meet increasing demand and is now recognized as one of the primary producers in the Saudi market.

OUR PRIDE AT ENTAJ

At ENTAJ, we take great pride in being a pioneering Saudi company that offers premium, high-quality poultry products. We deeply understand the needs of our consumers and strive to exceed their expectations at every stage — from farm to table.

VISION

To establish ENTAJ as the most renowned and preferred poultry brand in the Kingdom of Saudi Arabia by 2026.

MISSION

To strengthen food security in the Kingdom of Saudi Arabia by utilizing the best global sustainable technologies — all while maintaining a firm commitment to environmental responsibility.



BOARD OF DIRECTORS



Bader bin Hamid Al-Aujan
Chairman of Board of Directors



Ziyad bin Abdul Latif Al-Sheikh
Deputy Chairman of the Board



Ibrahim bin Abdulaziz Al-Muhanna
Board Member



Fahad bin Mutlaq Al-Hanaki
Board Member



Fares bin Abdullah Al-Habib
Board Member



Rami Hassan Farhat
Board Member

CHAIRMAN'S MESSAGE



Dear Shareholders of ENTAJ,

It is with great pleasure and pride that I present to you ENTAJ's inaugural annual report, which highlights our journey of achievements throughout the year 2024. This report comes at a remarkable time, coinciding with one of the most significant milestones in our company's history — the listing of ENTAJ's shares on the Saudi Stock Exchange (Tadawul). This achievement reflects the confidence of investors in the strength and sustainability of our business model and further reinforces our position as one of the leading companies in the food and poultry sector in the Kingdom of Saudi Arabia.

Bader bin Hamid Al-Aujan
Chairman of Board of Directors



"Entaj is the trademark of the Arab Company for Agricultural and Industrial Investment since 2004, as the company has emerged as one of the most important poultry producers in the Kingdom of Saudi Arabia, and its annual production capacity has exceeded more than 90 million birds"

ENTAJ: A Story of Continuous Success

Since our inception, we have embarked on a journey defined by a clear vision and bold ambition — striving to deliver high-quality food products that meet the evolving needs of consumers, while upholding the highest standards of efficiency and sustainability. Today, after years of diligent work and unwavering commitment, ENTAJ has established a robust production and distribution network that spans the entire Kingdom. This achievement has significantly contributed to national food security and supported the growth of the local economy.

The year 2024 was marked by remarkable developments and positive transformations. We implemented ambitious expansion strategies that increased our production capacity and strengthened our market presence. We also invested in modern technologies and product innovation to ensure superior quality and enhanced operational efficiency. These efforts have resulted in strong financial performance and outstanding operational outcomes — affirming the resilience of our business model and its potential for sustainable growth.

Listing on the Stock Market: A Step Toward the Future

The listing of ENTAJ on the Saudi Stock Exchange (Tadawul) marks a pivotal milestone in our journey, opening up vast opportunities for investment and expansion. This step is more than just a financial milestone — it stands as a testament to the company's maturity and its success in

achieving financial sustainability, transparency, and sound corporate governance. As the Board of Directors, we view this listing as a profound responsibility toward our shareholders and partners. We are committed to delivering long-term value by focusing on sustainable growth strategies, investing in the expansion of our production and distribution capabilities, and pursuing further opportunities in both local and regional markets — all while maintaining the highest standards of quality, innovation, and sustainability.

Looking Toward the Future

We look ahead with great confidence, committed to building a promising future for ENTAJ on the solid foundations of operational excellence, innovation, quality, and sustainability. Our focus remains on launching new initiatives to enhance our production capabilities, broaden our distribution network, and further integrate our supply chain — enabling us to achieve even greater levels of success and impact. I would like to extend my sincere gratitude to all our shareholders for their continued trust and support, to the ENTAJ team for their dedication and tireless efforts, and to all our partners for playing an essential role in our ongoing success.

We remain steadfast in our pursuit of becoming the first choice for consumers in the poultry and food sector across the Kingdom of Saudi Arabia.

CEO MESSAGE



Dear Shareholders of ENTAJ,

I am pleased to present to you today our annual report, which reflects the journey of ENTAJ during the year 2024—a year that marked a milestone in our company’s history. It is the year in which we witnessed the listing of ENTAJ on the stock market, thereby achieving a historic step towards enhancing our position and expanding the horizons for sustainable growth.

Raja bin Mohammed Al-Harbi
Chief Executive Officer



“The year 2024 witnessed remarkable growth in revenues and profits, driven by the expansion of our operations, enhanced production efficiency, and the strengthening of our partnerships with prominent entities in local and regional markets”

This achievement would not have been possible without your trust and continuous support, alongside the extraordinary efforts of our team, who spared no effort in driving the company towards achieving its strategic goals. Over the past years, we have worked with a clear vision grounded in innovation, quality, and sustainability. By the grace of God and through our well-considered planning, we have succeeded in strengthening ENTAJ’s position as one of the leading companies in its sector, laying strong foundations for sustainable growth that positively impacts our shareholders and partners.

Strong Performance and Key Achievements

The year 2024 witnessed remarkable growth in both revenues and profits, driven by the expansion of our operations, enhanced production efficiency, and the strengthening of our partnerships with prominent entities in local and regional markets. We also adopted the latest technologies in the fields of poultry and livestock production, which contributed to improved operational performance and enhanced competitiveness.

The listing of ENTAJ on the stock market was a well-planned step aimed at achieving greater transparency and sound governance, while also providing increased opportunities for growth and enhancing returns for our shareholders. We fully recognize our responsibility towards you and remain committed to adding value and meeting your expectations by consistently delivering high-quality and sustainable projects.

Vision for the Future and Sustainability

We look to the future with ambition and determination, as we continue to implement our expansion plans, invest further in technology and innovation, and improve operational efficiency. We also place great emphasis on sustainability and social responsibility initiatives, firmly believing in the importance of contributing to community development and promoting environmental and economic sustainability.

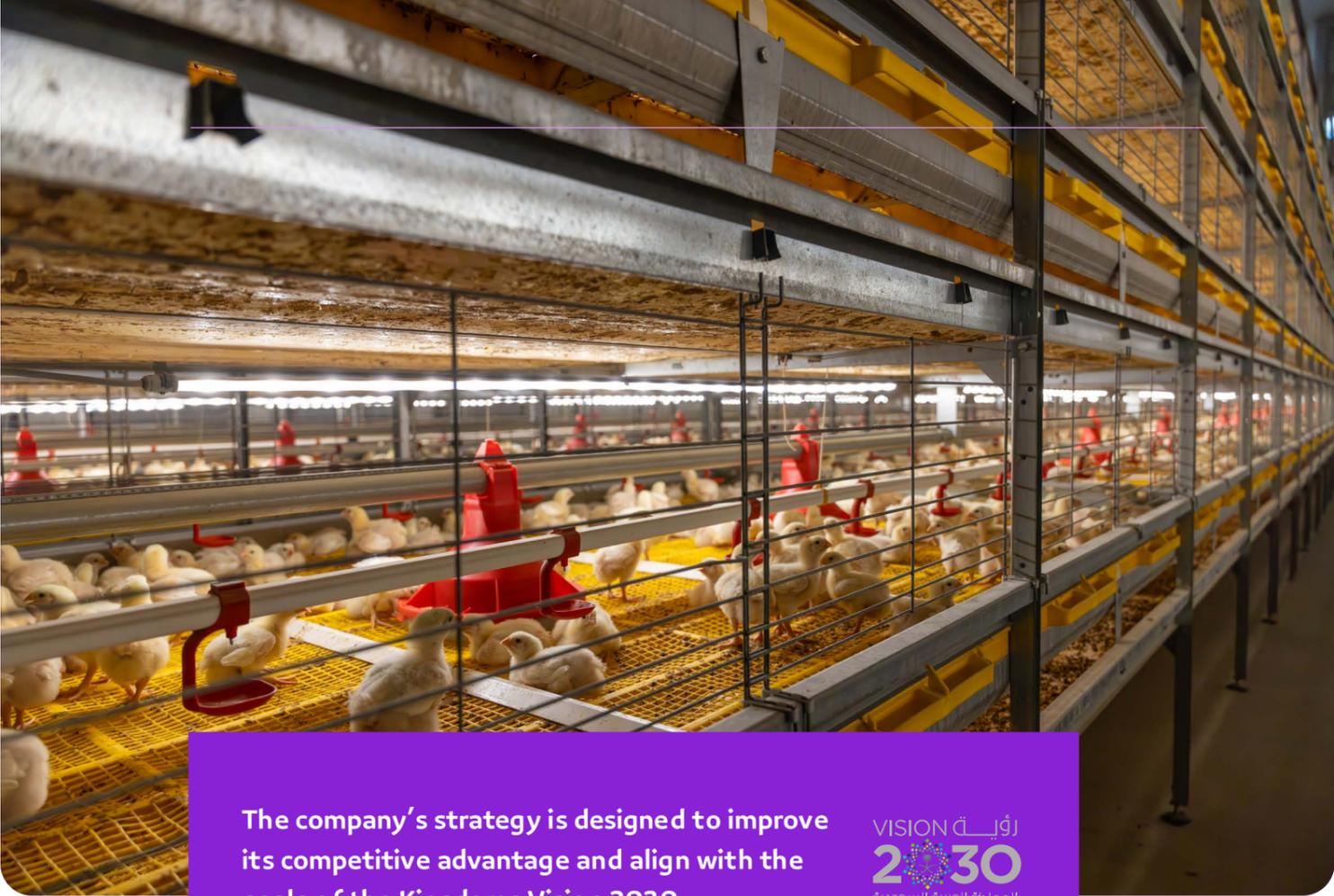
In Conclusion

I would like to extend my heartfelt thanks and appreciation to all our shareholders and partners who have been an integral part of this journey. We are confident that the future holds even greater success for us, and we will continue working diligently to achieve sustainable, long-term value for you.

With sincere appreciation.

COMPANY STRATEGY

The company's strategy is designed to enhance its competitive advantage and align with the objectives of Saudi Arabia's Vision 2030, by supporting local content in the poultry sector and increasing the Kingdom's self-sufficiency rate. The company aims to contribute to this national vision by continuously developing and bridging market gaps with high-quality fresh poultry products. Our growth strategy is based on the following seven pillars:



The company's strategy is designed to improve its competitive advantage and align with the goals of the Kingdoms Vision 2030



01 Market Expansion and Production Capacity

- Increasing production capacity.
- Strengthening distribution channels.
- Implementing marketing campaigns.

02 Brand Awareness and Social Responsibility

- Conducting brand awareness campaigns.
- Participating in industry events.
- Launching social responsibility initiatives.

03 Technological Investment and Continuous Growth

- Investing in advanced rearing technologies.
- Upgrading processing facilities.
- Exploring opportunities for vertical integration.

04 Digital Transformation

- Adopting advanced data analytics.
- Enhancing e-commerce platforms.
- Implementing Internet of Things (IoT) and smart rearing solutions.

05 Research, Development, and Innovation

- Developing new production lines.
- Collaborating with local and international research institutions.
- Investing in R&D with a focus on sustainability.

06 Supply Chain Efficiency

- Utilizing advanced systems for logistics and inventory management.
- Building strategic partnerships with key suppliers.

07 Human Capital Development

- Launching comprehensive training programs.
- Establishing clear career paths and development opportunities.
- Collaborating with educational institutions.

BRAND STRATEGY



The strategic approach of the ENTAJ brand is fundamental to establishing a unique position for the company in the Kingdom's competitive poultry market. This strategy encompasses not only the distinctive logo and overall brand identity but also a deep understanding of consumer preferences and market trends. The company leverages this insight to tailor its messaging and product offerings, ensuring alignment with the tastes of both individual consumers and commercial clients. This focus on brand prominence is further supported by a multi-channel marketing approach that includes both digital and traditional platforms.

The ENTAJ brand narrative is crafted to emphasize its commitment to delivering not only fresh products but also to contributing positively to the Kingdom's food security. This narrative is communicated across multiple channels, including social media, where the brand actively engages with its audience to create a community around its products. Interactive in-store activities further enhance the brand experience by allowing

consumers to engage directly with ENTAJ products.

The strategic positioning of the ENTAJ brand goes beyond product quality to encompass value, taste, and health benefits—meeting the sophisticated needs of modern consumers. ENTAJ is recognized as a premium yet accessible brand, offering high-quality poultry products at competitive prices. This dual focus on excellence and resilience helps ENTAJ attract a broad customer base.

By adhering to clear brand guidelines, ENTAJ ensures that every communication—whether online or offline—reflects its core values. This consistency is essential for building trust with customers. The company places great importance on every interaction with current and potential consumers, understanding that each touchpoint is an opportunity to reinforce its brand values and strengthen its market position.

THE APPEARANCE HAS CHANGED BUT THE QUALITY REMAINS THE SAME

THE ENTAJ BRAND

The ENTAJ brand stands out—as confirmed by a market study conducted by a market consultant—in the retail sector with its offerings of fresh poultry. This brand continues to evolve, delivering fresh, healthy, and innovative poultry products to a wide customer base that includes families, hotels, restaurants, and food service providers. Ongoing promotional efforts, along with high-quality products and sustained market performance, enhance the value of the ENTAJ brand in the poultry and table egg category.

The brand's identity is defined by its bold logo, which seamlessly integrates the name in both English and Arabic against a strong purple background. This design not only appeals significantly to the female audience but also evokes the traditional use of purple in Saudi hospitality culture.



COMPETITIVE ADDITIONS

The company's competitive advantages stem from its extensive experience, strong brand reputation, advanced operational capabilities, and strategic position in the Kingdom's poultry sector.

Its key competitive advantages are built on the following eleven pillars:

A Proven Track Record of Excellence in Poultry

The company boasts over 20 years of experience in the poultry industry, ensuring high standards of productivity and profitability. Thanks to its integrated approach across the value chain—from hatching to distribution—it consistently delivers high-quality products with strict quality control and exceptional operational efficiency. Moreover, the company has obtained certified accreditations affirming its commitment to quality and safety, thereby enhancing the trust of customers and stakeholders. It continues to play a leading role in supporting food security and self-sufficiency in the Kingdom.

A Brand Associated with Quality

The ENTAJ brand has established itself as one of the most prominent brands in the poultry sector, earning widespread recognition and unparalleled consumer trust. This success is due to its unwavering commitment to delivering superior quality products, making it the first choice for consumers seeking precision and excellence in every detail. The company has invested significantly in building and maintaining the ENTAJ brand, turning it into a symbol of quality and reliability. These strategic investments have not only built the brand name but also enhanced operational processes and ensured strict adherence to safety and quality standards, thereby increasing its market value. ENTAJ's commitment to upholding the highest quality and safety standards has fostered strong customer loyalty, reflected in repeat purchases and positive word-of-mouth recommendations, which further reinforces its market-leading position.



Poultry Rearing Operations

The company employs an integrated and distinctive approach in its poultry rearing operations, which forms the cornerstone of its competitive edge. Managed by experienced teams with extensive expertise in global poultry practices, these operations implement best practices in poultry management, boost productivity, and ensure the highest standards of animal care and operational efficiency. Advanced rearing techniques—such as automated feeding systems and precise environmental and health monitoring—help improve efficiency, reduce waste, and ensure sustainable operations while maintaining animal welfare. Additionally, the company operates a state-of-the-art hatchery equipped with cutting-edge systems for controlling temperature, humidity, and ventilation, creating an ideal environment for egg incubation and rearing healthy chicks in line with the highest bio-security standards.

Poultry Processing Plant

The company's poultry processing plant is a key competitive advantage, featuring an advanced design and innovative solutions aimed at operational excellence. Developed by a leading global firm specializing in processing plants, it boasts integrated systems and equipment—including advanced automated processing lines, modern packaging technologies, and real-time monitoring systems—to ensure precision and efficiency. Designed to meet strict international specifications, the plant is committed to the highest standards of food safety and sustainability, thereby delivering high-quality products that satisfy rigorous safety and quality requirements. Its advanced capabilities bolster the company's competitive position and support its mission to supply premium poultry products both domestically and internationally.

A Prestigious Market Position in the Kingdom

The company enjoys a leading position in the Kingdom's market, built on its reputation for delivering high-quality poultry products and a robust presence in various regions. Known for its strict adherence to quality standards—from sourcing premium inputs to employing advanced processing and manufacturing techniques—the company consistently exceeds consumer expectations and ensures complete satisfaction. This commitment has helped build a loyal customer base and cement its status as a prominent brand in the poultry sector. Its extensive market coverage in major regions such as the central (Riyadh and Qassim) and eastern (Dammam, Khobar, Al-Ahsa) areas, combined with strategic location in Riyadh, an integrated distribution network, and partnerships with major retailers and food service providers, ensures product availability and strengthens its market share and competitive edge.

COMPETITIVE ADDITIONS

An Integrated Business Model Characterized by Efficiency

The company's integrated business model is built on operational efficiency and comprehensive management of production processes, covering all stages of the value chain—from rearing and hatching to manufacturing and packaging. This integration provides direct control over production, enabling strict adherence to quality standards, improved internal coordination, and enhanced operational flexibility that supports innovation without relying on external parties. Economically, this model leverages economies of scale and advanced production techniques to optimize efficiency, reduce overall costs by minimizing waste, and maximize resource utilization. This not only improves profitability but also strengthens its competitive ability by delivering high-quality products at competitive prices. Its exceptional capability to maintain uniform quality across all production stages is attributed to complete control over the supply chain, ensuring smooth transitions between different production processes.

An Extensive, Internally Managed Distribution Network

A key competitive advantage lies in the company's internally managed distribution network, supported by advanced infrastructure, cold chain supply systems, extensive geographic coverage, and strategically located sales offices and warehouses. The network includes temperature-controlled vehicles that ensure the quality and freshness of poultry products during transportation while minimizing spoilage and extending shelf life. This reliable infrastructure delivers products in accordance with the highest quality standards. With widespread coverage across major cities in the Kingdom and regional markets in the GCC, the company efficiently and reliably reaches a diverse customer base and responds promptly to market demands. Additionally, the geographic diversification of its live poultry distribution network mitigates risks associated with reliance on specific locations or supply chains, enabling the company to adapt to challenges such as disease outbreaks or environmental changes while maintaining continuous supply.

An Experienced Senior Leadership Team

The company's senior leadership team is a strong competitive asset, thanks to their diverse experience in the poultry sector and their focus on efficiency and quality. With comprehensive expertise across GCC countries in areas including operations, supply chain management, marketing, and sales, the team has a deep understanding of market dynamics and industry best practices. This enables them to develop a strategic vision capable of overcoming challenges and seizing growth opportunities. Their commitment to operational excellence, the application of best practices, and the use of innovative solutions ensures that products and services consistently exceed customer expectations, thereby supporting the company's objectives for sustainable growth and market leadership.

The logo for Entaj, featuring the Arabic word 'إنتاج' (Intaj) in white on a purple square background, with the English word 'entaj' in white below it.

Entaj commitment to providing products that comply with the highest standards of quality and safety not only gained consumers' trust, but also contributed to building a strong loyalty base. This loyalty stems from consistent customer satisfaction and positive experiences, reflected in repeat purchases and positive recommendations that are passed down between individuals and support the brands reputation.

A Strong History of Growth and Profitability

The company has achieved remarkable growth and profitability, supported by a comprehensive financial management approach and outstanding financial performance. In the poultry sector, strategic investments in production capacity, processing technologies, and market expansion efforts have driven revenue growth from SAR 729.1 million in 2021 to SAR 1,099.3 million in 2023, with revenues reaching SAR 339.6 million in the first quarter of 2024 compared to SAR 280.7 million in the same period of 2023. Profitability has also improved notably, with the EBITDA margin rising from 8.3% in 2021 to 13% in 2022, recording SAR 41.7 million in the first quarter of 2024 compared to SAR 30.6 million in the first quarter of 2023. Additionally, the utilization rate of production facilities improved from 81% in 2021 to 95% in 2023, reaching 96.5% in the first quarter of 2024. Repeat customer revenues also showed significant growth—from 49% in 2021 to 82% in 2022—although they declined to 64% in the first quarter of 2024 compared to 89% in the same period of 2023. By enhancing operational efficiency, strategically investing, and diversifying revenue streams, the company strives to maintain its market leadership, achieve sustainable growth, and ensure long-term financial stability.

Strategic Partnerships and Long-Term Relationships

Strategic partnerships and long-term relationships are fundamental to the company's success and market leadership. It has built strong relationships with key customers based on trust and reliability, ensuring steady demand for its products and providing valuable insights into customer preferences and market trends. These enduring relationships contribute to the company's stability and ensure a reliable revenue stream. Additionally, long-term strategic partnerships with suppliers, distributors, and other stakeholders have improved its operational capabilities and market access. These alliances enable the sharing of resources and expertise, enhancing the supply chain, supporting the expansion of its product portfolio, and facilitating entry into new markets—all of which drive sustainable growth and reinforce its leadership position.

Adopting a Customer-Centric Approach

The company's customer-centric approach is a core competitive advantage, centered on offering customized products, delivering exceptional customer experiences, and effectively integrating customer feedback. By developing products that address the specific needs and preferences of different customer segments—through market research and direct engagement—the company ensures tailored solutions that boost customer satisfaction and loyalty. It is committed to providing outstanding customer service by training its teams in best practices and ensuring prompt and effective responses to inquiries and issues, thereby fostering trust and encouraging repeat business and positive recommendations. Additionally, the company employs precise mechanisms—such as surveys and direct communication channels—to gather customer feedback, enabling continuous improvement of its products and services in line with customer insights and expectations. This integrated approach not only enhances customer satisfaction and competitive positioning but also supports sustainable growth, reinforcing its leadership role in the poultry sector and contributing to the Kingdom's goals of food security and self-sufficiency.

COMPANY OPERATIONS

The company offers a diverse range of products and services across several key sectors within the poultry industry.

The ENTAJ brand is the cornerstone of the poultry sector, serving traditional trade channels, distributors, food service providers, and online retail platforms—thereby contributing significantly to the company’s revenues.

The table egg sector involves supplying high-quality eggs that are subsequently repackaged, while the red meat sector provides fresh lamb meat products directly to consumers through online platforms.

Additionally, the cold storage sector and other related segments benefit from surplus storage capacity. Collectively, these sectors underscore the strategic approach and vision adopted by the company, with an emphasis on quality, diversity, and rapid responsiveness to market needs, each playing a pivotal role in the overall business structure and contributing significantly to the company’s revenues.

Poultry Sector



The company offers a comprehensive range of fresh, high-quality poultry products under the ENTAJ brand. These products are strategically distributed across various channels including both retail and direct sales. This distribution network covers modern trade outlets (such as large-scale retail chains including supermarkets and hypermarkets), traditional trade (an extensive network comprising small retailers, local markets, wholesalers, distributors, and warehouses), food services (such as restaurants and catering companies), and dedicated full-sale channels throughout the Kingdom—aligned with the company’s objectives to support food security in the Kingdom and Vision 2030.

Additionally, some poultry products are exported. The product portfolio under the ENTAJ brand includes a diverse range of offerings distinguished by their processing and presentation:

- Whole fresh and frozen birds
- Fresh and frozen chicken cuts
- Marinated poultry and processed products
- Live birds

Table Egg Sector



Under the ENTAJ brand, the company also supplies fresh table eggs to the market. These eggs are procured from local suppliers under supply agreements to ensure a stable provision of high-quality eggs. Once received and inspected for quality, the eggs are branded with ENTAJ, ensuring that the product aligns with the trusted identity of the company’s brand. The eggs are then offered to a diverse range of customers, reaffirming the company’s commitment to providing the highest quality products.

standalone product, the eggs may sometimes be included in diversified packages that incorporate other products, available for sale on the company’s online retail platforms.

This strategy not only streamlines the purchasing process but also encourages customers to buy a broader range of products, thereby enhancing their overall experience and satisfaction. This sector highlights the company’s ability to adapt to market needs and ensure a steady supply of fresh, high-quality table eggs, while reinforcing its commitment to diversifying its product portfolio to meet the everyday needs of its clientele.

Typically, eggs are sold in cartons containing 30 eggs—a packaging option that promotes practicality and efficient transportation. This standardized packaging also facilitates the purchasing process for both household and commercial use. In addition to being offered as a

Red Meat Sector



Under the ENTAJ brand, the company provides a diverse range of fresh lamb meat products directly to end consumers via its online retail platforms. This sector includes various lamb cuts such as leg, loin, shoulder, and soup cuts. The products are packaged in user-friendly retail packs specifically designed to meet the requirements of different consumer groups.

packaging facilities, where they undergo veterinary inspection and quality control to ensure they meet the company’s rigorous standards before being cut and packaged under the ENTAJ brand.

The packaged products are subsequently made available for purchase on the company’s website via its online retail channels, ensuring easy access for customers seeking premium lamb meat products. This sector represents a strategic combination of sourcing the finest products, precise processing and packaging, and a customer-centric sales approach.

It not only diversifies the company’s product offerings but also reinforces its market position as a distinguished provider of high-quality, conveniently packaged red meat products.

The process begins with the purchase of live lambs from carefully selected local suppliers—chosen under strict criteria to ensure only the highest quality lambs are procured. These live lambs are then sent to third-party managed slaughterhouses under defined agreements to ensure compliance with quality and safety standards. Following slaughter, the lamb carcasses are transferred to the company’s processing and

Cold storage Sector



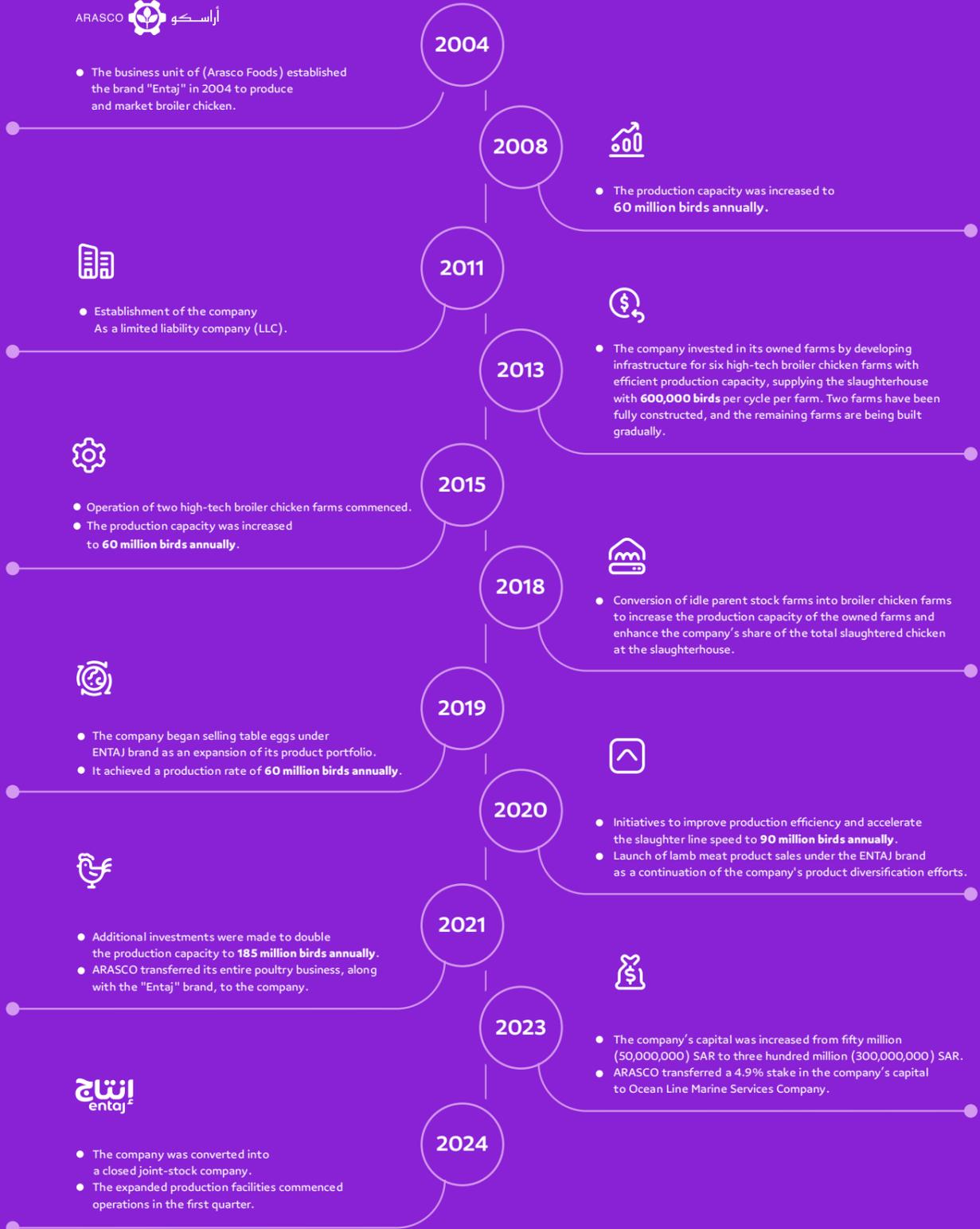
In the cold storage sector, the company optimizes its operations by leasing out excess storage capacity to external entities.

This service is particularly attractive to entities in the food and pharmaceutical sectors, where maintaining product safety under controlled temperatures is critically important. The cold storage sector exemplifies the company’s strategic and efficient use of its resources. Since the beginning of 2024, the company has been investing in expanding its cold storage capacity and anticipates fully utilizing this capacity to meet the future storage needs of its products.

This strategic utilization of available resources not only generates additional revenue but also strengthens relationships with other companies, thereby enhancing the company’s network and market presence.

The cold storage facilities are equipped with advanced technology to ensure optimal preservation conditions, making them suitable for a wide range of products that require controlled temperature storage.

COMPANY HISTORY



Establishment of the company As a limited liability company (LLC).



Operation of two high-tech broiler chicken farms commenced. The production capacity was increased to 60 million birds annually.



The company began selling table eggs under ENTAJ brand as an expansion of its product portfolio. It achieved a production rate of 60 million birds annually.

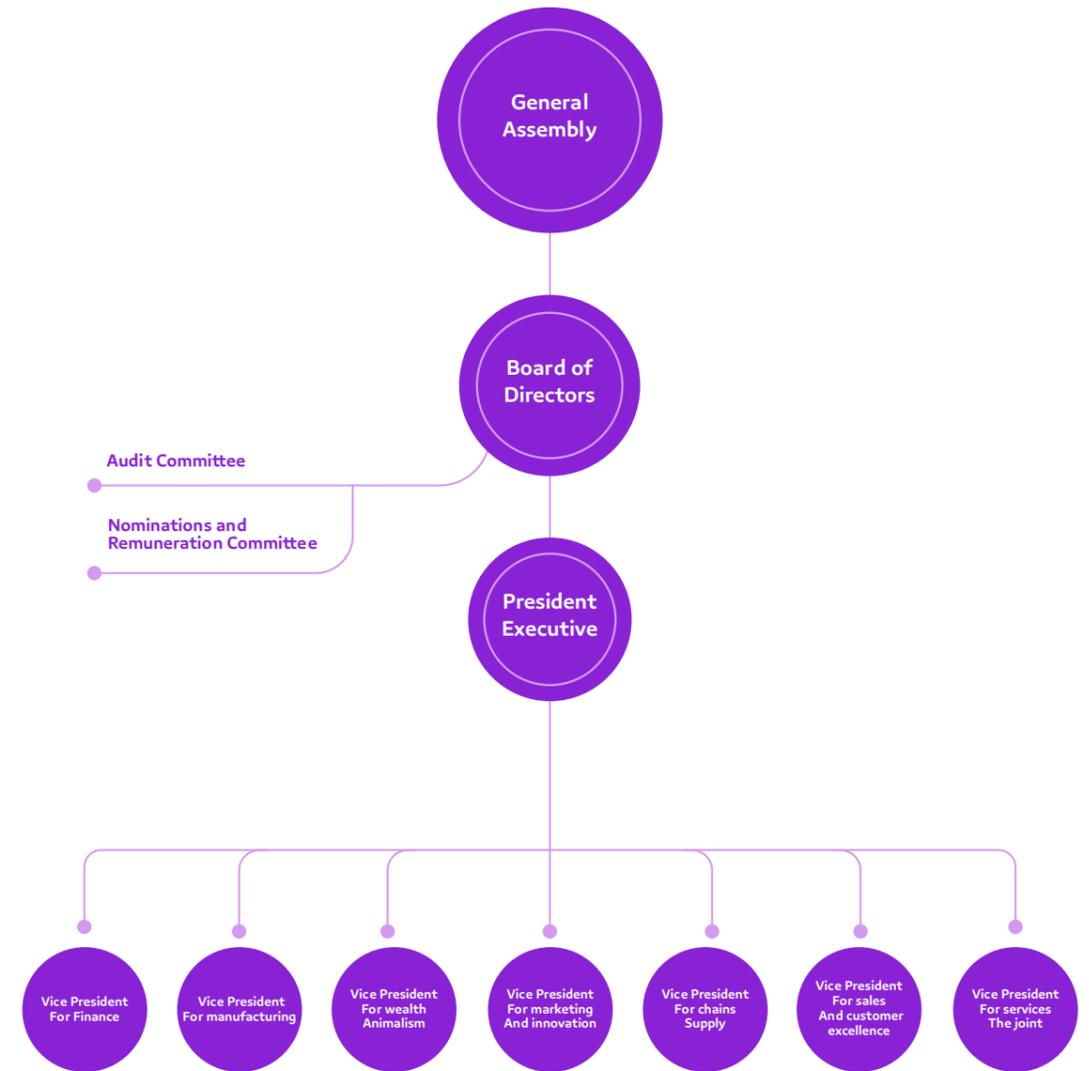


Additional investments were made to double the production capacity to 185 million birds annually. ARASCO transferred its entire poultry business, along with the "Entaj" brand, to the company.



The company was converted into a closed joint-stock company. The expanded production facilities commenced operations in the first quarter.

ORGANIZATIONAL STRUCTURE



EXECUTIVE SUMMARY

Our products

+266
Thousandth

Fresh chicken
product of the day

+74
Thousandth

Frozen product of
chicken per day

+100
Thousandth

A piece of chicken a day

Expanded production capacity

+600 Thousandth

Birds per day

Discharge capacity

+200 Million

Bird annually

Delivery fleet

+200
Thousandth

Truck

Breeding farms

+26
Thousandth

Leased and owned
by the company

Tests/inspections of
production value chains

+1500
Thousandth

Daily

Revenue for the Year 2024

1,244,885,289 SAR

Earnings Before Financing Costs, Taxes, Depreciation, and Amortization
(EBITDA) for the Year 2024

127,157,050 SAR

Total Profit for the Year 2024

197,747,212 SAR

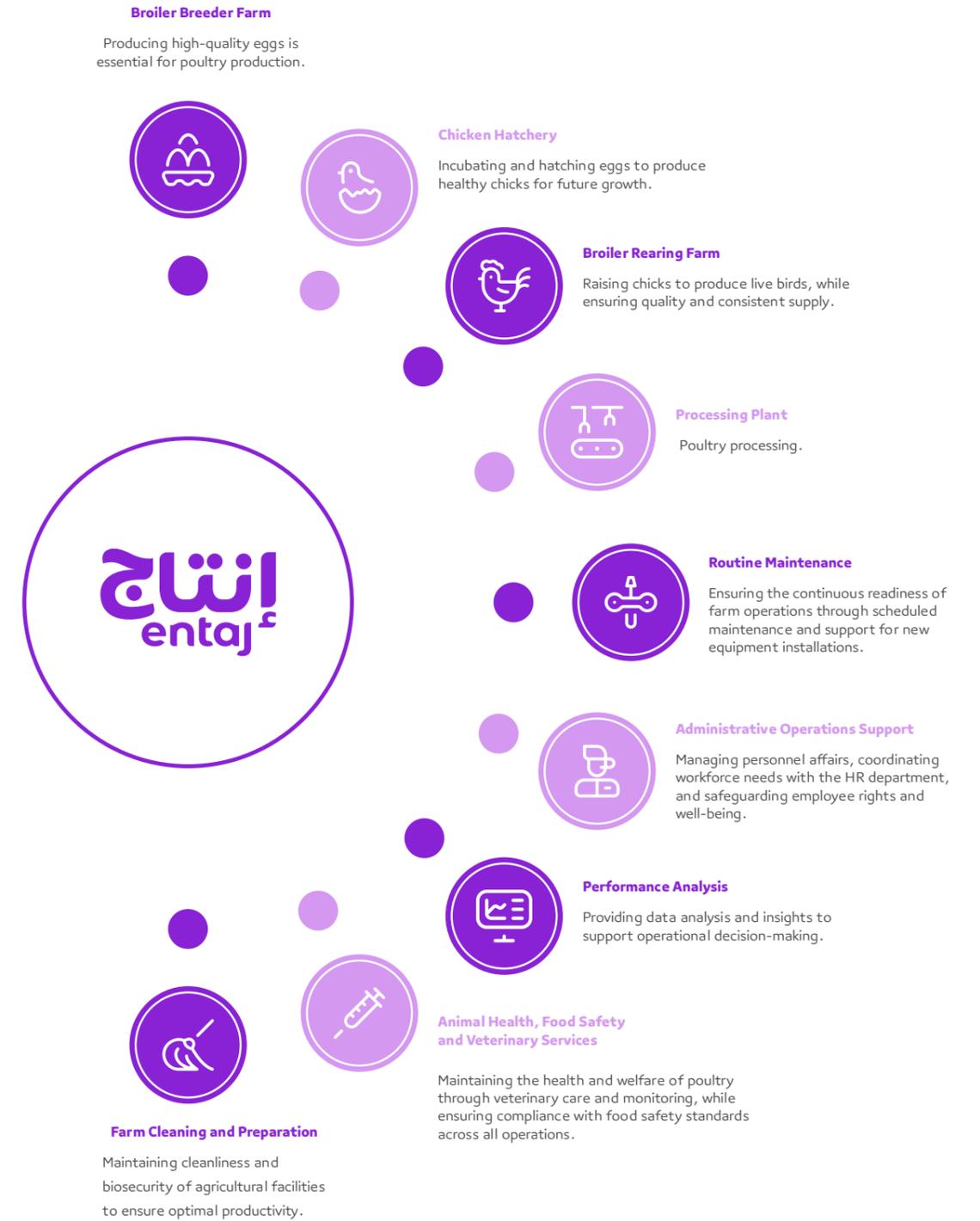
Net Profit for the Year 2024

27,095,975 SAR



SECTORS

ANIMAL LIVESTOCK



PROJECTS EXECUTED IN 2024

Broiler Breeder Hens Project

The first batch of broiler breeder hens was successfully transitioned to the production phase, marking a significant milestone with the launch and operation of the first broiler breeder farm by Production Company. During the period from September 2024 to December 2024, 7.1 million fertilized eggs were produced.

Production Company's broiler breeder farm is distinguished by numerous economic and agricultural factors that contribute to sustainable production and enhanced food security, including:

- A production capacity of up to 44 million eggs annually to meet the growing market demands.
- Production of high-quality fertilized eggs specifically for hatching broiler chicks, thereby elevating the quality of local production.
- Steady and sustainable supplies of broiler chicks to both local and international markets, enhancing market stability.
- Advanced control over the genetic and health quality of the breeders, which positively impacts the performance and productivity of the hatched chicks.
- A reduction in reliance on imports from unreliable external sources, thereby boosting confidence in local quality.
- Support for food security through the provision of sustainable and safe sources for food production.

Poultry Incubation Project

- Year 2023: We began offering egg incubation services to clients, successfully hatching 3.8 million eggs.
- Year 2024: We continued to support our clients and expand our services, with the number of hatched eggs increasing to 31.1 million, reflecting notable growth in performance.
- High Efficiency: The incubator operated at an efficiency exceeding 93%, highlighting the quality of the hatching services provided.

Broiler Rearing Project

- High Productivity: A total of 357,000 live birds are supplied daily to the slaughterhouse, amounting to 112 million birds in 2024—a 19% increase compared to 2023.
- Improved Efficiency: The feed conversion ratio (FCR) improved from 1.50 to 1.47 in 2024, reflecting enhanced feed efficiency.
- Operational Support: A dedicated management unit for operating farms was established to provide necessary support and optimize operational processes to achieve the targeted outcomes.

Livestock Health Project

- Laboratory Enhancements: The laboratory's capabilities were boosted with the acquisition of essential equipment to perform serology, PCR, and Salmonella tests, ensuring accurate and reliable results.
- Incubator Development: An in-line sprayer technology was adopted to improve the efficiency of vaccination by spraying inside the incubator, thereby enhancing process efficiency and ensuring better health for the birds.
- Sustainable Upgrades: Karcher machines at Amal Farms were upgraded, contributing to a 33% reduction in water consumption and supporting the sustainability of environmental resources.

Farm Support Project – Maintenance and Initiatives

- Projects Rashid and Khareef 1 & 3 were implemented, which involved constructing 16 sheds, resulting in the annual supply of 3.3 million birds.
- Investment was made in renovating 24 sheds in the Khareef project in line with Production standards, including the launch of two sheds equipped with Double Skin technology.
- Water purchasing was replaced by activating deep wells at Rashid Farm, along with Majid Farms 1 and 2.
- The AI system Optifarm was adopted to support farm operations by detecting and resolving issues, thereby enhancing efficiency and productivity in farm management.



ACHIEVEMENTS OF LIVESTOCK MANAGEMENT

Poultry Hatcheries – Incubators

1. Improvement of Chick Transportation Trucks:

- Four trucks have been modified for chick transportation, increasing capacity from 36,000 chicks to 63,000 chicks per truck—a 50% increase.
- The modifications included enhancing the ventilation system to ensure the quality and vitality of the chicks during transit.
- These improvements reduced the need for two additional trucks, increased operational efficiency, and enhanced productivity and egg transportation.
- This development reflects our commitment to improving operational processes and ensuring high quality at every stage of production.

2. Modification of Incubation Carts for Chicken Outputs:

- The incubation carts have been modified to be compatible with JAMES WAY equipment used for egg transportation, resulting in:
 - Eliminating the need for cardboard and paper trays, thereby reducing operational costs.
 - Reducing waste and contamination by improving transportation methods and protecting eggs from damage.
 - Streamlining the transportation process, with eggs being directly transferred to incubator trays easily and efficiently.

These modifications reflect our commitment to innovation and reducing environmental impact while enhancing operational efficiency.

Broiler Rearing

- Four trucks have been modified for chick transportation, increasing capacity from 36,000 chicks to 63,000 chicks per truck—a 50% increase.
- The modifications included enhancing the ventilation system to ensure the quality and vitality of the chicks during transit.

These improvements reduced the need for two additional trucks, increased operational efficiency, and enhanced productivity and egg transportation.

This achievement reflects our commitment to applying best practices in developing poultry farms that meet environmental and economic standards.

FUTURE PROJECTS

<p>Broiler Breeder Hens Project: 1</p>	<p>54 sheds</p> <p>62 million eggs annually</p>
<p>Poultry Hatchery – Incubator Project 2</p>	<p>Automation</p> <ul style="list-style-type: none"> • Implementing an incubator automation project to enhance operational efficiency. <p>Waste Management</p> <ul style="list-style-type: none"> • Installing a machine to dispose of damaged eggs, ensuring environmental compliance, reducing waste, and supporting sustainability efforts. <p>Egg Sorting</p> <ul style="list-style-type: none"> • Adopting an automated egg sorting machine to reduce costs in the egg room. <p>Renewable Energy</p> <ul style="list-style-type: none"> • Utilizing solar energy to generate electricity in the incubator, contributing to cost reduction and enhanced environmental sustainability.
<p>Broiler Rearing Project 3</p>	<p>Artificial Intelligence</p> <ul style="list-style-type: none"> • Using the Birdoo AI system at Al-Khair Farm to improve efficiency. <p>Performance Evaluation</p> <ul style="list-style-type: none"> • The OPTIFARM AI project to support decision-making and enhance productivity.
<p>Farm Support Project – Maintenance and Initiatives 4</p>	<p>Energy Projects</p> <ul style="list-style-type: none"> • Implementing an electricity project at Al-Amal and Al-Manara Farms. <p>Infrastructure Upgrades</p> <ul style="list-style-type: none"> • Developing Al-Amal Al-Khair and Al-Waziyah Farms. <p>Efficiency Improvement</p> <ul style="list-style-type: none"> • Conducting a comprehensive review and upgrading the electrical system to ensure sustainable operations.
<p>Animal Health Project 5</p>	<p>Laboratories</p> <ul style="list-style-type: none"> • Modification and expansion of laboratory services to improve test quality and support animal health.
<p>Performance Management Development Project 6</p>	<p>Farm Technology Improvement</p> <ul style="list-style-type: none"> • +Mtech technology has been adopted to enhance farm management and achieve more efficient and effective performance, thereby contributing to improved productivity and ensuring operational sustainability.



POULTRY PRODUCTION FACTORY

The Poultry Production Factory of Production Company is one of the key pillars contributing to food security in the Kingdom of Saudi Arabia. Utilizing modern technologies and international standards, the factory offers a leading model for high-quality poultry production, aligning with Saudi Vision 2030 to enhance self-sufficiency and support sustainability.



GENERAL INFORMATION

About the Factory

Established in 2004 as part of a comprehensive strategic plan aimed at boosting poultry production in the Kingdom to meet the growing local demand, the factory is one of the largest poultry production facilities in the Kingdom, which strengthens its position in the local market.

Factory Objectives:

- Meeting Local Market Needs: Providing high-quality chicken products that satisfy consumer expectations.
- Enhancing Sustainability: Reducing food waste and preserving environmental resources.
- Job Localization: Supporting Saudi talent by increasing employment opportunities and developing their skills.
- This factory represents an ambitious vision to develop the poultry production sector and support the local economy in innovative and sustainable ways.

Production Capacity

The factory processes over 86 million chickens annually, with a production capacity of up to 160 million chickens, reflecting its substantial ability to meet increasing demand.

Workforce

The factory boasts an outstanding team of over 700 employees who support production operations with high quality and efficiency.

Area and Facilities

Covering an area of 213,232 square meters, the factory includes modern facilities and multiple production lines to achieve high operational efficiency that meets the highest quality standards. This level of productivity reflects the factory's commitment to achieving leadership in the poultry production sector and supporting food security in the Kingdom.

PRODUCTS AND SERVICES

- 1 Fresh Chicken Products:**
The factory offers over 99 different products to meet all customer needs, including:
- Whole chicken in various weights.
 - Cut-ups, which provide multiple and diverse options.

- 2 Frozen Chicken Products:**
It includes 22 distinct products, such as:
- Chicken slices.
 - Whole chicken.
 - Cut parts suited for various uses.

- 3 Value-Added Products:**
These products offer diversity and additional value to consumers, including:
- Marinated chicken ready for cooking.
 - Shawarma with its diverse flavors.

- 4 By-Products:**
Non-essential parts such as feathers and blood are utilized to produce sustainable products, such as:
- Fat oil.
 - Protein meals.
 - Raw materials used in the manufacturing of fertilizers.

This diverse range of products reflects the factory's commitment to meeting market needs and providing sustainable, value-added solutions to customers.



MODERN PRODUCTION TECHNOLOGIES

1 Automation for Efficiency:

- The factory relies on modern automation technologies in its production processes to ensure:
- High efficiency.
 - Reduction of human errors.

2 Ensuring Quality and Product Safety:

- Over 1,500 tests are conducted daily to guarantee the highest standards of quality and safety, including:
- Temperature checks to ensure products are stored under appropriate conditions.
 - Microbiological tests to detect any contamination or health risks.
 - Final packaging inspection to ensure product safety.
 - Inspection of packaging quality and the final product to ensure customer satisfaction.

These technologies underscore the factory's commitment to delivering safe, high-quality products, with a strong focus on innovation and operational efficiency.

ENVIRONMENTAL SUSTAINABILITY

Reducing Water Consumption:

Adopting sustainable methods to lower water usage without compromising production quality.

High-Efficiency Energy Systems:

Utilizing advanced energy systems to minimize electricity consumption, which helps reduce the carbon footprint and boost operational efficiency.

Waste Management:

Enhancing the management of production waste by converting it into value-added products such as:

- Fertilizers to support sustainable agriculture.
- Protein meals as beneficial secondary products.

These efforts underscore the factory's commitment to environmental preservation and the promotion of sustainable production practices.

KEY ACHIEVEMENTS

Completion of the Food500 Project

The factory successfully completed the Food500 project, aimed at enhancing production capabilities, expanding operational scope, and ensuring the provision of high-quality products that comply with the latest global standards. This achievement strengthens the factory's position as a key contributor to the food sector in Saudi Arabia. It also represents a strategic step toward achieving leadership in the poultry production sector and supporting national food security.

Introduction of New Technologies for Improved Production and Quality

Advanced technologies were implemented to enhance production efficiency and product quality, including the Bone Detection system, a cutting-edge technology that ensures product safety and the absence of bones, thereby increasing customer satisfaction and achieving the highest quality standards. The Cabinplant system was also introduced to improve product weight accuracy, ensuring compliance with required standards while enhancing processing speed, accuracy, and minimizing waste—ultimately boosting productivity and delivering precisely tailored products to customers. Additionally, the Individual Quick Freezing (IQF) technology was adopted, enabling better freezing to maintain product quality, nutritional value, and safety during storage and transportation while preserving appearance and freshness. This enhances product quality and elevates the customer experience by providing frozen products that meet global standards.

Support for Local Employment

Localization strategies were strengthened, enabling the factory to double the percentage of female employees by 100% through the creation of diverse job opportunities for women across different departments. This contributes to women's empowerment and aligns with Saudi Vision 2030's goals of increasing female workforce participation. This achievement is also part of the factory's commitment to developing and qualifying Saudi talent, supporting economic and social sustainability, and actively contributing to human development while enhancing women's role in the national economy.

Extensive Training Hours for Quality Improvement

The factory provided a significant number of training hours to enhance employees' skills in quality control and production standards. This initiative aims to ensure and improve product quality by deepening employees' understanding of global quality standards, strengthening production safety measures, and delivering products that meet customer expectations and align with the highest safety standards. This training commitment reflects the factory's dedication to investing in human capital to sustain high production quality.

Waste Management Improvement

Advanced technologies were adopted to convert organic waste from production into value-added products. For instance, blood generated from operations is transformed into raw materials used in manufacturing protein-rich fertilizers, optimizing resource utilization. This initiative also reduces waste generated from production processes, reinforcing environmental sustainability efforts.

Significant Enhancements in Safety Standards

The factory provided dedicated training hours to increase employees' awareness of occupational safety standards and best practices to mitigate risks. Additionally, an emergency response vehicle was introduced to ensure rapid incident response and safeguard employee health and safety. Furthermore, visual safety standards were implemented using Key Performance Indicators (KPIs) to monitor and measure safety performance regularly. These improvements reflect the factory's commitment to fostering a safe work environment and strengthening safety culture across all departments.

Electrical System Enhancements

Electrical systems were upgraded to ensure production process safety and improve work continuity without interruptions. Energy efficiency was also enhanced by optimizing the Power Factor, reducing operational costs and increasing system efficiency. Additionally, four outdated, non-standard electrical distribution panels in the transformer room were replaced with modern, certified panels (STD), boosting the electrical network's reliability and performance. These upgrades highlight the factory's commitment to sustainability and operational efficiency while ensuring the safety and reliability of its electrical systems.

Certification as an Approved Supplier for Major Restaurant Chains

The factory successfully met stringent quality requirements and high compliance standards to become an approved supplier for leading restaurant chains. This underscores its commitment to delivering premium-quality and reliable products. This achievement has strengthened strategic partnerships and established the factory as a key and trusted player in the local food industry. It has also expanded its client base among top-tier companies, supporting sustainable growth and reinforcing its presence in a competitive market.

SOCIAL AND ECONOMIC INITIATIVES

Localization and Empowerment of Talent:

- Training and Development Programs: The factory has launched specialized programs aimed at raising the localization rate to 20% by 2026 through the qualification and training of national personnel.
- Women's Empowerment: The factory has provided job opportunities for women across various departments, thereby enhancing their role in the industrial sector.

Supporting the Local Economy:

- Collaboration with Local Farms: The factory partners with local farms to supply fresh poultry, which helps reduce dependency on imports and supports local producers.

These initiatives reaffirm the factory's commitment to supporting social and economic development and enhancing the Kingdom's self-sufficiency.

FUTURE VISION

The factory seeks to achieve leadership and excellence in the poultry industry by adopting a comprehensive strategic vision based on innovation, sustainability, and quality. It aims to enhance domestic production by increasing production capacity to meet growing demand, strengthening national food security, and ensuring the sustainability of food resources. The factory also relies on automation by expanding the use of modern technologies at various production stages to improve operational efficiency, reduce human errors, and achieve the highest levels of precision and quality. Additionally, it focuses on broadening its product range by developing and launching new and diverse products that cater to both local and international markets, with an emphasis on delivering added value to customers through innovation and quality enhancement. Furthermore, the factory strives to improve production methods by adopting the latest technologies and global standards to ensure the delivery of safe, reliable, high-quality products, thereby boosting its competitiveness in the markets. The factory also believes in the importance of developing national talent by investing in skills development and enhancing employee capabilities through advanced training programs and by increasing localization to raise the efficiency of the national workforce in line with the Sustainable Development Goals and Saudi Vision 2030. This vision reflects the factory's ongoing commitment to innovation and development to ensure sustainable production and to strengthen its position as a key contributor to the food sector.

THE ROLE OF THE FACTORY IN ACHIEVING SAUDI VISION 2030

The factory plays a pivotal role in supporting Saudi Vision 2030 by contributing to the diversification of the national economy, enhancing domestic production, and reducing reliance on imports. It supports localization goals by providing job opportunities for national talents and empowering women in the manufacturing sector. It also contributes to environmental sustainability by adopting innovative recycling initiatives and reducing waste, in line with the Kingdom's efforts toward a sustainable future.

The Poultry Production Factory stands as a leading model in the food industry in the Kingdom of Saudi Arabia, combining efficiency, quality, and sustainability. Through its commitment to high production standards and support for the national economy, the factory enhances food security and reinforces its position as a strategic partner in achieving the goals of Saudi Vision 2030.

QUALITY

At ENTAJ, our commitment to delivering high-quality products is at the core of our operations, ensuring customer satisfaction, food safety, and long-term business sustainability. Achieving this requires a culture of excellence, where every action, every operational stage, and every team member adheres to the highest quality standards. Maintaining our reputation and delivering value remains a top priority, with performance and continuous improvement at the forefront.

Our quality system, alongside internal policies and procedures, is designed to mitigate risks, ensure compliance with standards, and strengthen governance and commitment across relevant departments.

Continuous improvement is driven not only by our robust Quality Management System (QMS) but also by insights gained from internal and external audits. Annual internal assessments ensure that our operations align with regulatory requirements, customer expectations, and certification standards. These assessments are conducted independently by the company's quality management team and follow a risk-based approach to uphold the highest standards.



Commitment to Quality and Food Safety

As part of our strategy to achieve production excellence and maintain the highest standards of quality and food safety, we continued to enhance our quality systems in 2024. By leveraging our Quality and Food Safety Management System (QFS), we focused on strengthening audits and monitoring, improving inspection and analysis procedures, and implementing cutting-edge technologies to deliver high-quality products that meet our customers' expectations.

Certifications and Accreditations

In commitment to quality and food safety, we have successfully obtained and maintained the following certifications:

- FSSC 22000: A globally recognized food safety management system certification. In 2024, we successfully passed the external audit conducted by the FSSC 22000 certification body, reflecting our continuous adherence to the highest safety and quality standards.
- Halal Certification: Ensuring our products comply with Halal requirements in target markets.
- Saudi GAP Certification: Demonstrating our commitment to Good Agricultural Practices (GAP) and ensuring product safety and reliability according to the highest local and international standards.

Enhancements to the Quality Management System

Throughout 2024, we enhanced our Quality Management System (QMS) by upgrading tools and processes to ensure more efficient and accurate monitoring across all production stages. Key improvements included:

- Adhering to an internal audit schedule across factories, farms, hatcheries, supply chains, and logistics to ensure compliance with quality standards and regulatory requirements.
- Strengthening Quality Control (QC) at Critical Control Points (CCPs) to guarantee food safety at every stage, from raw materials to finished products.
- Improving inspection and analysis procedures, including microbiological, chemical, and physical testing, to ensure compliance with the highest quality and food safety standards.
- Enhancing the customer complaint management process and addressing non-conformities to build trust and drive continuous improvement.

Key Performance Indicators (KPIs) for Quality

To ensure continuous compliance and quality improvements, our 2024 KPIs focused on:

- Developing human competencies through continuous training programs to enhance knowledge of best practices in quality and food safety.
- Ensuring regulatory compliance across all production stages.
- Enhancing the efficiency of customer complaint handling by strengthening analysis processes and corrective actions to increase customer satisfaction.
- Effective closure of non-conformities (NCs) through proactive corrective and preventive actions, reducing recurrence of issues.

Future Outlook for Quality

Aligned with our commitment to ongoing development and improvement, we aim to:

- Complete the transition to the IQM system, a next-generation digital platform integrating all quality processes for real-time monitoring, regulatory compliance, and efficiency enhancement.
- Implement digital quality control (QC) systems, replacing paper records and Excel-based reporting with real-time data tracking for improved accuracy and efficiency.
- Enhance traceability and digital documentation to strengthen transparency and ensure continuous compliance with global standards.
- Advance internal and external audit processes to sustain excellence in quality and improve corrective action strategies.

This report reaffirms our continuous commitment to quality and food safety through system and program development, ensuring ongoing improvement that enhances the value of our company and stakeholders. We will continue investing in technology, training, and monitoring to deliver products that meet the highest standards, exceeding our customers' expectations.

SUPPLY CHAINS

The Supply Chain Department at Production Poultry Company forms the backbone of our operational processes. It aims to achieve operational efficiency and ensure that customer needs are met with the highest quality standards. The department manages an extensive network that spans multiple stages, including sales planning, procurement, logistics services, and inventory management. All of these work in harmony to ensure the timely delivery of fresh and frozen products of the highest quality.



MAIN PILLARS:

1 Operations and Production Planning

Accurate forecasts of market needs are provided based on actual demand and historical data. Balanced production plans are developed by taking into account production capacity, raw materials, and distribution schedules, while working closely with marketing and sales teams to align production plans with market trends.

2 Procurement of Raw Materials and Supplier Management

Efforts are made to secure essential materials—such as feed, vaccines, and packaging materials—from reliable suppliers under conditions that guarantee quality and economic efficiency. Regular market studies are conducted to identify new suppliers, improve cooperation terms, and maintain long-term strategic relationships with suppliers to ensure a sustainable supply.

3 Logistics and Transportation Services

A modern fleet of more than 200 sales trucks, equipped with climate control technologies, is operated to ensure product quality during transit. An advanced system for temperature monitoring is implemented using GPS sensors to track the movement of trucks and warehouses remotely. In addition, advanced distribution centers and storage warehouses with precise temperature control capabilities are managed to ensure product sustainability.

SUPPLY CHAIN INFRASTRUCTURE

- A vast network of warehouses is equipped with advanced storage technologies that maintain optimal temperatures for both fresh and frozen products.
- Innovative climate control systems are used to preserve product quality and extend shelf life.
- A modern transportation fleet of over 200 trucks, fitted with climate control technologies and GPS tracking systems, ensures that products are delivered in the best condition.
- A new fleet is being developed to meet the highest quality standards while reducing operating costs.

COMMITMENT TO SUSTAINABILITY AND ENVIRONMENTAL RESPONSIBILITY

- A sustainable supply chain is managed through collaboration with suppliers who adhere to environmental and ethical practices.
- The carbon footprint is reduced by improving transportation efficiency and using a modern fleet.
- Waste is minimized and the use of renewable resources is increased at all stages of the supply chain.
- Strict safety and quality standards are maintained to ensure food quality and safety, guaranteeing the delivery of fresh and healthy products.
- A comprehensive control system is implemented that covers all stages of production, transportation, and storage.

KEY ACHIEVEMENTS FOR 2024

- Transported over 110 million birds from farms to factories with high efficiency.
- Dispatched more than 8,400 shipping trips to sales centers across the Kingdom.
- Opened a new warehouse in Khamis Mushait to support coverage of the southern markets.
- Replaced the fleet with a modern fleet without incurring additional capital costs to improve quality and reduce operational expenses.
- Increased the local supply of hatching eggs by 30%, contributing to lower costs and enhanced sustainability.

Health, Safety, Security, and Environment (HSSE)



Employee Well-being and HSSE Programs

At ENTAJ, employee well-being and Health, Safety, Security, and Environment (HSSE) programs are part of a comprehensive strategy, recognizing their crucial role in the company's success. This program includes various initiatives to ensure a healthy, safe, and supportive work environment. By prioritizing health and safety, the company provides training and essential tools to maintain workplace safety while also focusing on professional development through skills enhancement programs.

The program fosters a supportive work environment, enhancing employee satisfaction and productivity. Additionally, a robust HSSE management system has been implemented, aligned with international standards and tailored to the unique challenges of poultry production. This system includes regular monitoring and evaluation to ensure safe operations and compliance with relevant standards, reflecting the company's commitment to employee safety and operational excellence.

Commitment to HSSE Excellence

ENTAJ is dedicated to implementing the highest HSSE standards, recognizing their vital role in employee well-being and operational sustainability. These efforts are built upon an integrated management system and advanced training programs that promote a safe and motivating work environment, contributing to efficient and sustainable corporate goals.

Employee Well-being and HSSE Programs:

- Employee Training: The company provides comprehensive training programs to raise awareness of workplace safety and ensure compliance with international standards.
- Professional Development: Programs are implemented to enhance employee skills, increasing satisfaction and productivity.
- Supportive Work Environment: The company ensures the availability of tools and resources to maintain a safe and motivating workplace.

HSSE Management System:

- An integrated management system has been implemented, focusing on monitoring and evaluating operations to ensure employee safety and sustainable processes.
- The system aligns with international standards, addressing the specific operational challenges of the poultry production sector and enhancing operational excellence.

These initiatives embody ENTAJ's commitment to operational safety and environmental sustainability, supporting its corporate success and strengthening its position as an industry leader.

HUMAN CAPITAL



The Human Resources Department plays a pivotal role in strategic development and workforce support within the company. This department oversees the recruitment of skilled professionals, ensuring that employees align with the company's strategic needs and culture. In addition to recruitment, the department is committed to the continuous professional development of the team by designing and implementing comprehensive training programs that enhance skills and knowledge. It also defines job descriptions and employment policies to maintain clarity and organizational structure within the institution. The HR team plays a fundamental role in employee orientation and ongoing performance evaluations, which are critical for the professional advancement of employees and their overall job satisfaction.

Furthermore, the department ensures that the work environment complies with regional labor laws and regulations, thereby maintaining a fair workplace. Additionally, it adopts initiatives to support employee well-being by implementing programs aimed at enhancing job satisfaction and engagement, such as group activities, health and wellness programs, and personal growth opportunities. This multifaceted approach reflects the company's commitment to creating a positive, dynamic, and productive work environment, significantly contributing to the overall success and sustainability of the organization.

Supporting Localization and Empowering Women

In alignment with Saudi Vision 2030, the factory is committed to enhancing localization across its various departments by providing specialized training and development programs aimed at increasing the competence of Saudi employees and preparing them for future leadership roles. The factory also values the important role of women in achieving sustainable development by expanding employment opportunities for women and providing an inclusive work environment that supports their professional growth and offers the flexibility needed to balance work and personal life.

Training and Development Programs

The factory is dedicated to developing its employees' skills and enhancing their competencies through specialized training programs aimed at achieving optimal performance and preparing for future challenges. This includes a performance improvement plan designed to support employees facing challenges in their professional performance through continuous training and guidance to help them improve and elevate their capabilities. Additionally, individual development plans provide tailored training pathways to develop employees' personal and technical skills in line with the evolving needs of the job market and future workforce requirements. Furthermore, future leadership programs are offered to qualify young leaders and develop their leadership skills, ensuring they are prepared to assume greater responsibilities within the company. This approach contributes to sustainable growth and fosters innovation in the work environment.

INITIATIVES:

1. The «Return the Favor» Fund:	• A unique initiative aimed at providing financial assistance to employees in difficult circumstances according to specific policies, reflecting our commitment to stand by our team at all times.
2. Employee Children Education Allowance:	• A monetary allowance provided to support the education of employees' children, contributing to enhanced family stability and alleviating financial burdens.
3. Marriage Support:	• Financial assistance for employees who are about to get married, recognizing the importance of balancing work and personal life.
4. Service Continuity Reward:	• An annual program honoring employees who have served the company for long periods (5, 10, 15, 20, 25, and 30 years) with gifts and commemorative plaques.
5. Continuing Education Support:	• Financial support provided to employees to continue their academic education—whether for a bachelor's degree or graduate studies—thereby contributing to the development of their skills and capabilities.
6. Performance Incentive:	• An annual program offering financial incentives linked to the previous year's performance, aimed at encouraging excellence and increasing productivity.
7. Annual Bonus:	• In recognition of employees' efforts, annual bonuses are awarded based on each employee's performance according to clear and specific criteria.

HEALTHCARE AND SOCIAL CARE:

- Support for employees at various stages of their lives, including providing gifts and assistance on personal occasions.
- The company offers in-house medical clinics at its main facilities to serve employees and provide them with healthcare.

RESULTS AND STATISTICS FOR 2024

Total Number of Employees 1861

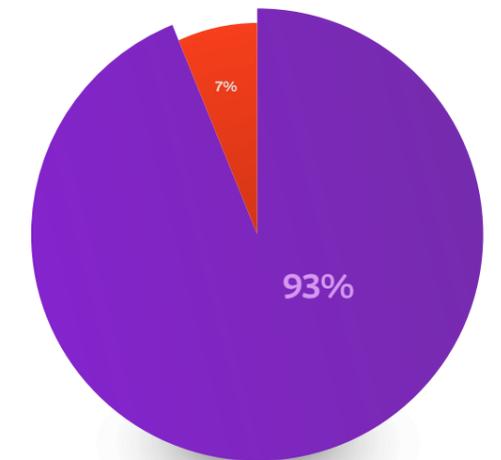
Number of Saudi Employees 267

Number of Women 88

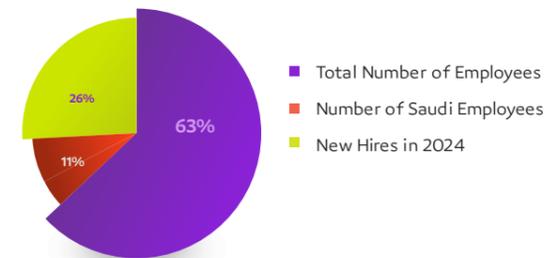
New Hires in 2024 663

Number of Participants in Training Programs 136

• Employee Development and Training Details



• Workforce Details in the Company



FUTURE ASPIRATIONS FOR 2025

- Enhancing Localization and Empowering Women:**
- Increase the localization ratio in leadership positions.
 - Provide specialized training programs to support women's advancement in various work fields.
-
- Developing the Work Environment:**
- Launch more initiatives that promote work-life balance.
 - Improve incentive and recognition policies to ensure the highest levels of job satisfaction.
-
- Investing in Training:**
- Offer advanced training programs that cover digital transformation and future skills.
 - Strengthen leadership programs to prepare a new generation of leaders.

SOCIAL RESPONSIBILITY

The company believes that its employees are its greatest asset, placing their health and well-being as a top priority. It is committed to providing a safe, inclusive, and supportive work environment that promotes growth, diversity, and equal opportunities. This commitment goes beyond mere regulatory compliance to include proactive measures aimed at enhancing employee well-being.



Company's Commitment to Social Responsibility:

The company believes that its employees are its greatest asset, placing their health and well-being as a top priority. It is committed to providing a safe, inclusive, and supportive work environment that promotes growth, diversity, and equal opportunities. This commitment goes beyond mere regulatory compliance to include proactive measures aimed at enhancing employee well-being.

Initiatives to Support Employees:

- **Comprehensive Wellness Programs:** The company offers programs that support both mental and physical health, and provides comfortable workspaces to boost productivity.
- **Enhancing the Work Environment:** The company adopts initiatives that encourage diversity and equality, ensuring a supportive and motivating work atmosphere.

Responsibility Towards the Community:

- **Supporting Local Communities:** The company actively participates in initiatives that address community needs through projects that support education, health, and sustainability.
- **Positive Impact:** It strives to go beyond business operations by leaving a positive and tangible impact on society.

Values of Transparency and Integrity:

The company adheres to the highest ethical standards in all its dealings, reinforcing a work culture built on integrity, fairness, and transparency.

Promoting Social Responsibility through Marketing:

- **Highlighting Efforts:** The company showcases its social responsibility initiatives through marketing campaigns designed to raise awareness about these efforts.
- **Storytelling:** These campaigns focus on real-life examples that highlight the positive impact of its initiatives.
- **Enhancing Consumer Engagement:** By providing a platform for consumers to understand its commitment to sustainability and social responsibility, the company strengthens its brand reputation.

Future Vision:

Through these initiatives, the company aims to strike a balance between economic growth and social responsibility, enhancing its image as a responsible organization that embraces forward-thinking and creates a positive, sustainable impact on both the environment and society.



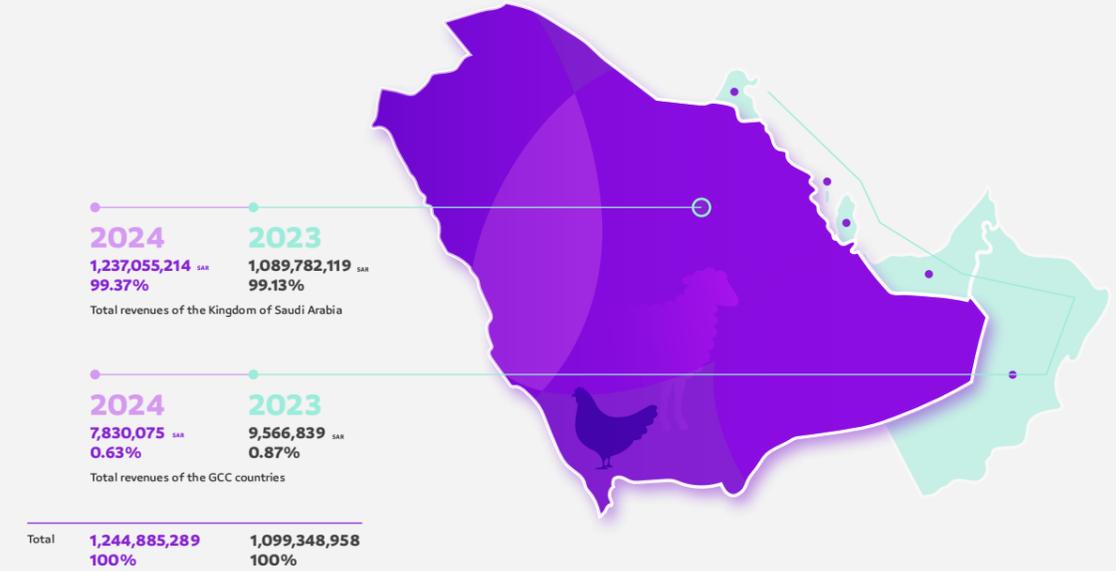
**FINANCIAL
PERFORMANCE AND
BUSINESS RESULTS**

Company's Business Results

Revenue by Products

Products	2023	2024
Poultry Sales 	Percentage: %95.17 Poultry sales: 1,046,231,798	Percentage: %96.03 Poultry sales: 1,195,472,875
Table Egg Sales 	Percentage: %2.18 Table Egg Sales: 23,928,950	Percentage: %3.01 Table Egg Sales: 37,454,918
Live Bird Sales 	Percentage: %2.33 Live Bird Sales: 25,667,139	Percentage: %0.89 Live Bird Sales: 11,130,685
Red meat Sales 	Percentage: %0.25 Red Meat Sales: 2,801,201	Percentage: %0.07 Red Meat Sales: 826,811
Refrigerator Sales 	Percentage: %0.07 Refrigerator Sales: 719,870	Percentage: -- Refrigerator Sales: --
Total	Percentage: %100 Total Revenue: 1,099,348,958	Percentage: %100 Total Revenue: 1,244,885,289

Revenue by Geographic Area



Clarification of any material differences in operational results compared to the previous year's results

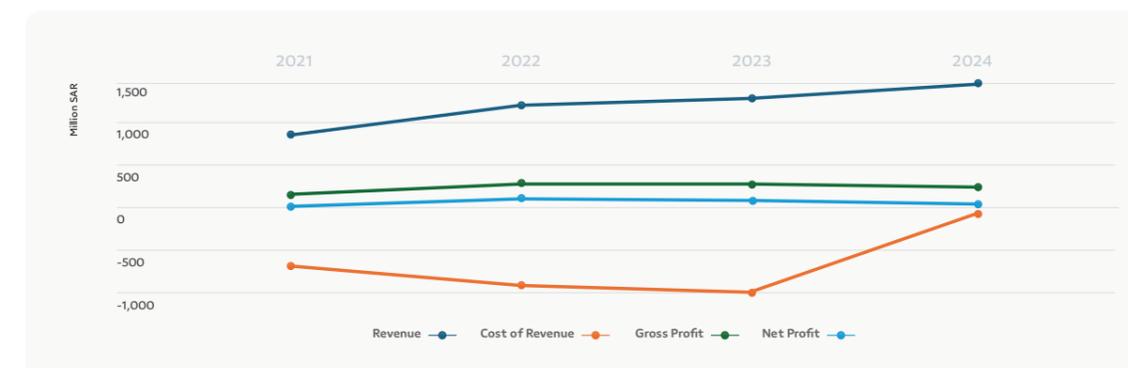
2023	2024	Changes	Percentage of change
Revenue 1,099,348,958 SAR	Revenue 1,244,885,289 SAR	145,536,331 SAR	13.24%
Cost of Revenue (869,047,052) SAR	Cost of Revenue (1,047,138,077) SAR	(178,091,025) SAR	20.49%
Gross Profit 230,301,906 SAR	Gross Profit 197,747,212 SAR	(32,554,694) SAR	14.14-%
Other Income 3,498,719 SAR	Other Income 7,398,615 SAR	3,899,896 SAR	111.47%
Operating Profit 75,089,502 SAR	Operating Profit 51,798,316 SAR	(23,291,186) SAR	31.02%

Information regarding any loans owed by the company (whether payable on demand or otherwise), including a statement of the company's total indebtedness, any amounts paid by the company toward loan repayments during the year, the principal loan amount, the name of the lending entity, the loan term, and the outstanding balance.

Lending Entity Name	Loan Principal and Additions	Loan Term	Paid During the Year	Loan Balance at Year-End
The First Saudi Bank	360 million SAR	7 years	40 million SAR	320 million SAR
The First Saudi Bank	25 million SAR	4 months	0	25 million SAR
The Saudi Investment Bank	300 million SAR	7 years	300 million SAR	0
The Saudi Investment Bank	50 million SAR	6 months	0	50 million SAR
The Agricultural Development Fund	22 million SAR	10 years	3.7 million SAR	18.3 million SAR
The Agricultural Development Fund	171.3 million SAR	12 years	0	171.3 million SAR
The Agricultural Development Fund	29.2 million SAR	10 years	4.1 million SAR	25.1 million SAR

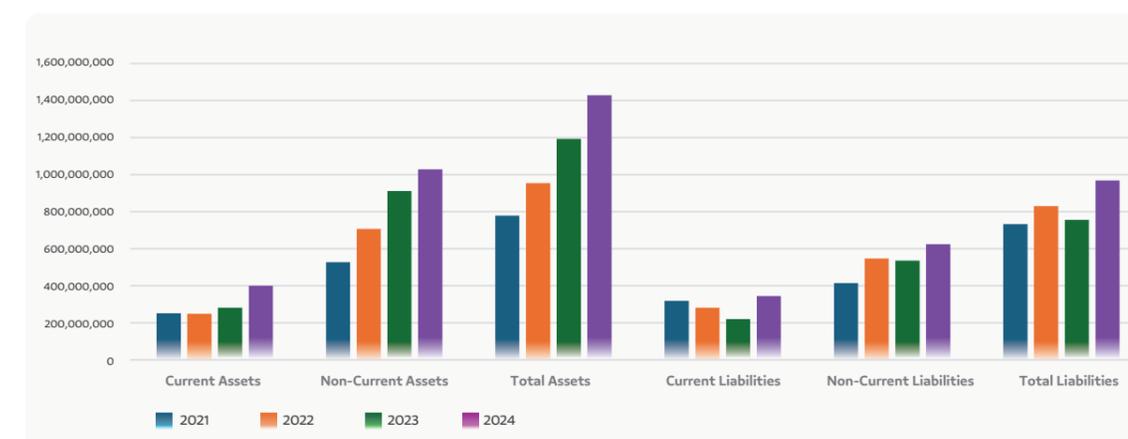
Four-Year Business Results

Statement	2021	2022	2023	2024
Revenues	729,082,436	1,030,900,250	1,099,348,958	1,244,885,289
Revenue Cost	(602,763,092)	(801,022,533)	(869,047,052)	(1,047,138,077)
Gross Profit	126,319,344	229,877,717	230,301,906	197,747,212
Net Profit	3,682,887	79,540,473	62,660,031	27,095,975



Comparative analysis of the company's assets and liabilities over four years

Statement	2021	2022	2023	2024
Current Assets	251,275,849	248,062,671	281,138,548	400,288,545
Non-Current Assets	526,909,297	706,820,273	911,483,898	1,028,803,000
Total Assets	778,185,146	954,882,944	1,192,622,446	1,429,091,545
Current Liabilities	318,840,508	282,055,730	220,603,035	343,898,579
Non-Current Liabilities	414,094,811	547,235,914	535,439,080	624,612,323
Total Liabilities	732,935,319	829,291,644	756,042,115	968,510,902





GOVERNANCE

GOVERNANCE

The company is committed to adhering to the highest standards of corporate governance and ensuring the implementation of best practices to enhance its relationship with its shareholders, investors, and customers, thereby safeguarding the rights of shareholders and stakeholders in the long term. In its belief in the principle of disclosure and transparency and the importance of information for investors, the company discloses its performance, financial results, and previous administrative activities through the following information that is relevant to shareholders and investors.

FORMATION OF THE BOARD OF DIRECTORS, COMMITTEES, AND EXECUTIVE MANAGEMENT

1. Board of Directors

The company is managed by a Board of Directors composed of six (6) members, of which four (4) are non-executive members and two (2) are independent, namely:

<p>Mr. Bader Hamed Al-Aujan</p> <p>Chairman Non-Executive</p>	<p>Mr. Ziad Abdul Latif Al-Sheikh</p> <p>Vice Chairman Non-Executive</p>	<p>Mr. Ibrahim bin Abdulaziz Al-Muhanna</p> <p>Board Member Independent</p>
<p>Mr. Fahad Mutlaq Al-Hanaqi</p> <p>Board Member Independent</p>	<p>Mr. Fares Abdullah Al-Habib</p> <p>Board Member Non-Executive</p>	<p>Mr. Rami Hassan Farhat</p> <p>Board Member Non-Executive</p>

2. Committees

• Nomination and Remuneration Committee

The Nomination and Remuneration Committee consists of three (3) members: one (1) from the Board of Directors and two (2) from outside the Board of Directors, namely:

<p>Mr. Ibrahim bin Abdulaziz Al-Muhanna</p> <p>Chairman of the Committee</p>
<p>Dr. Abdulrahman Suleiman Al-Tariqi</p> <p>Member from outside the Council</p>
<p>Mr. Ali Abdulrahman Al-Ghamdi</p> <p>Member from outside the Council</p>

• Audit Committee

The Audit Committee consists of three (3) members: one (1) from the Board of Directors and two (2) from outside the Board of Directors, namely:

<p>Mr. Rami Hassan Farhat</p> <p>Chairman of the Audit Committee</p>
<p>Mr. Lotfi Qasim Shahada</p> <p>Member from outside the Council</p>
<p>Mr. Mohammed Mahmoud Abu Diab</p> <p>Member from outside the Council</p>

3. Executive Management

The executive management consists of the Chief Executive Officer, the Chief Financial Officer, and the Vice Presidents, who are:

<p>Mr. Raja bin Mohammed Al-Harbi</p> <p>CEO</p>	<p>Mr. Ahmed bin Mohammed Al-Alawi</p> <p>Vice President of Manufacturing</p>	<p>Mr. Ahmed bin Mohammed Hamed</p> <p>Vice President of Supply Chain</p>	<p>Mr. Ahmed bin Abdul Latif Shaheen</p> <p>Vice President of Sales & Customer Excellence</p>
<p>Mr. Amir Mohammed Kamel</p> <p>Vice President of Finance</p>	<p>Mr. Bader bin Hamad Al-Shuwaimi</p> <p>Vice President of Shared Services</p>	<p>Mr. Garrett Flynn</p> <p>Vice President of Marketing & Innovation</p>	<p>Mr. Marcus Freitas</p> <p>Vice President of Livestock</p>

Changes that occurred in the Board of Directors and Committees during the year 2024

Name	Type of change	Date of change
1. Mr. Ibrahim bin Abdulaziz Al-Muhanna	Appointment of the Chairperson of the Nomination and Remuneration Committee.	August 16, 2024
2. Mr. Fahad Mutlaq Al-Hanaqi	Departure from the Nomination and Remuneration Committee.	August 16, 2024
3. Mr. Rami Hassan Farhat	Appointment to the Board of Directors and as Chairperson of the Audit Committee.	September 01, 2024
4. Mr. Khaled Abdullah Al-Rubaian	Departure from the Audit Committee.	September 01, 2024

Changes in Senior Executives During the Year 2024

Name	Type of change	Date of change
1. Mr. Jart Flynn	Appointment to the Position of Vice President for Marketing and Innovation.	08 February 2024
2. Mr. Ahmed Mohamed Hamed	Appointment to the Position of Vice President for Supply Chains.	01 May 2024
3. Mr. Ahmed Abdel Latif Shaheen	Appointment to the Position of Vice President for Sales and Customer Excellence.	01 July 2024
4. Mr. Bader bin Hamad Al-Shuwaimi	Appointment to the Position of Vice President for Shared Services.	01 September 2024

BIOGRAPHIES OF THE BOARD OF DIRECTORS, COMMITTEES, AND SENIOR EXECUTIVES

1. Board of Directors



Mr. Bader Hamed Al-Aujan
Chairman of the Board

<p>Qualifications:</p> <ul style="list-style-type: none"> He obtained a Bachelor of Science degree in Mechanical Engineering from King Saud University, Riyadh, Kingdom of Saudi Arabia, in 1992. <p>Experience and Previous Positions:</p> <ul style="list-style-type: none"> Diverse experience in management, retail business operations, strategy development, business planning, project management, leadership and team building, public relations, and business development. 	<p>Memberships in the Boards of Directors of current companies or among their managers</p> <p>Inside the Kingdom</p> <ul style="list-style-type: none"> National Food Industries Company (Limited Liability) National Biscuit Company (Limited Liability) Al-Wusta Food Services Company (Limited Liability) Fourth Mills Company (Public Shareholding) Abdullah Al-Othaim Markets Company (Public Shareholding) Al-Jouf Agricultural Development Company (Public Shareholding) Al-Mutlaq Group (Closed Shareholding) Saudi Company for Agricultural Investment and Animal Production (Closed Shareholding) National Fish Farming Group (Closed Shareholding) <p>Outside the Kingdom</p> <ul style="list-style-type: none"> Abdullah Al-Othaim Markets Company - EGYPT (Public Shareholding) 	<p>Memberships in the Boards of Directors of previous companies or among their managers</p> <p>Inside the Kingdom</p> <ul style="list-style-type: none"> Mayar Food Company (Limited Liability) Al Safi Danone Dairy Company (Limited Liability) Jarir Marketing Company (Public Shareholding) Savola Food Company (Public Shareholding) Arab Agricultural Services Company (ARASCO) (Closed Joint Stock Company) Moeen Human Resources Company (Closed Joint Stock Company) Riyadh Food Company (Closed Joint Stock Company) United Sugar Company (Closed Joint Stock Company) Afia International Company (Closed Joint Stock Company) <p>Outside the Kingdom</p> <ul style="list-style-type: none"> Savola Foods Company - IRAN (Public Shareholding)
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Mr. Ziad Abdul Latif Al-Sheikh
Vice Chairman of the Board of Directors

<p>Qualifications:</p> <ul style="list-style-type: none"> Bachelor's degree in Marketing Sciences from King Fahad University of Petroleum and Minerals, Dhahran, Kingdom of Saudi Arabia, in 2002. General Management Program for the Development of Executive Leadership at Harvard Business School, Boston, United States of America, in 2014. <p>Current Positions:</p> <ul style="list-style-type: none"> CEO of Arab Agricultural Services Company (ARASCO). <p>Experience and Previous Positions:</p> <ul style="list-style-type: none"> Chief Executive Officer for the Food Sector at Arab Agricultural Services Company (ARASCO), a closed joint-stock company operating in the agricultural and industrial sectors, from 2022 to 2023. Chief Executive Officer for the Strategy and Growth Sector at Arab Agricultural Services Company (ARASCO), a closed joint-stock company operating in the agricultural and industrial sectors, from 2021 to 2022. Senior Advisor to the CEO for Governance Management at Arab Agricultural Services Company (ARASCO), a closed joint-stock company operating in the agricultural and industrial sectors, from 2020 to 2021. Chief Executive Officer at Middle East Food Solutions Company, a mixed limited liability company operating in the food solutions industry, from 2014 to 2020. General Manager of Corn Products at Arab Agricultural Services Company (ARASCO), a closed joint-stock company operating in the agricultural and industrial sectors, from 2007 to 2014. Sales Manager of Corn Products at Arab Agricultural Services Company (ARASCO), a closed joint-stock company operating in the agricultural and industrial sectors, from 2002 to 2007. 	<p>Memberships in the Boards of Directors of current companies or among their managers</p> <p>Inside the Kingdom</p> <ul style="list-style-type: none"> IDAC (Limited Liability Company) Middle East Food Solutions Company (MEFSCO) (Limited Liability Company) Bahri Bulk Cargo Company (Limited Liability Company) Riyadh Chamber of Commerce for the 19th session (Governmental Entity) Special Committee for Feed Manufacturers (Federation of Saudi Chambers) (Government Entity) (Public Shareholding)
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Mr. Ibrahim bin Abdulaziz Al-Muhanna
Board Member

<p>Qualifications:</p> <ul style="list-style-type: none"> Holds a Bachelor of Science degree in Chemical Engineering from King Saud University, Riyadh, Kingdom of Saudi Arabia, in 1984. <p>Experience and Previous Positions:</p> <ul style="list-style-type: none"> He has held various positions, the most recent being General Manager of Marketing for the Business Sector at Saudi Telecom Company, a publicly listed company operating in the fields of telecommunications and information technology. 	<p>Memberships in the Boards of Directors of current companies or among their managers</p> <p>Inside the Kingdom</p> <ul style="list-style-type: none"> Saudi Networks Company for Communications and Information Technology (Limited Liability) Thawb Al-Aseel Company (Public Joint Shareholding) 	<p>Memberships in the Boards of Directors of previous companies or among their managers</p> <p>Inside the Kingdom</p> <ul style="list-style-type: none"> Arab Agricultural Services Company (ARASCO) (Closed Joint Stock Company) Yamamah Cement Company (Public Joint Stock Company) Shareholding)
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Mr. Fahad Mutlaq Al-Hanaki
Board Member

<p>Qualifications:</p> <ul style="list-style-type: none"> Holds an MBA from London Business School, London, United Kingdom, in 2024, and a Bachelor's degree in Finance from the College of Business Administration, San Diego, United States, in 2015. <p>Current Positions:</p> <ul style="list-style-type: none"> Chief Executive Officer at Al-Hanaki Group. <p>Experience and Previous Positions:</p> <ul style="list-style-type: none"> Senior Investment Officer at Al-Hanaki Trading Company, a closed joint-stock company operating in the field of trade, from 2019 to 2022. Relations Officer at Saudi Fransi Bank, a publicly listed company operating in the fields of financial and banking services, from 2016 to 2019. 	<p>Memberships in the Boards of Directors of current companies or among their managers</p> <p>Inside the Kingdom</p> <ul style="list-style-type: none"> Flowered Holding (Limited Liability) Support Company (Limited Liability) Arab Agricultural Services Company (ARASCO) (Closed Joint Stock Company) Mamsy Contracting Company (Closed Joint Stock Company)
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Mr. Fares Abdullah Al-Habib
Board Member

<p>Qualifications:</p> <ul style="list-style-type: none"> Holds a Bachelor's degree in Financial Management from King Fahad University of Petroleum and Minerals, Kingdom of Saudi Arabia, in 2008. Earned a professional certificate in Scenario Planning, Uncertainty Management, and Probabilities from the Board of Directors Institute (BDI), United Arab Emirates, in 2020. <p>Current Positions:</p> <ul style="list-style-type: none"> CEO at Mafaz Global Development Company. <p>Experience and Previous Positions:</p> <ul style="list-style-type: none"> General Manager at Mafaz Global Development Company, a limited liability company operating in the field of investments and asset and wealth management, from 2013 to 2020. Financial Controller and Administrative Affairs Manager at Mafaz Global Development Company, a limited liability company operating in the field of investments and asset and wealth management, from 2008 to 2013. 	<p>Memberships in the Boards of Directors of current companies or among their managers</p> <p>Inside the Kingdom</p> <ul style="list-style-type: none"> National Polyethylene Company (LLC) Global Treatment Development Company (Cure) (LLC) Najdia Marketing Company (LLC) Arab Agricultural Services Company (ARASCO) (Closed Joint Stock Company) Abnaei Holding Group (Closed Joint Stock Company) 	<p>Memberships in the Boards of Directors of previous companies or among their managers</p> <p>Inside the Kingdom</p> <ul style="list-style-type: none"> HGBD Arabia Company (Mixed Professional) Al-Salehiya Union Company (Closed Joint Stock Company)
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Mr. Rami Hassan Farhat
Board Member

<p>Qualifications:</p> <ul style="list-style-type: none"> Bachelor of Business Administration, American University, Lebanon, 2000 <p>Current Positions:</p> <ul style="list-style-type: none"> Head of Regional Private Equity at Hassana Investment Company. <p>Experience and Previous Positions:</p> <ul style="list-style-type: none"> Chief Investment Officer, Al Faisal Group Holding Company, a Closed Joint Stock Company operating in the consumer goods sector, from 2014 to 2022. Vice President of Business Development, Mergers & Acquisitions, Mubadala GE Capital, a Limited Liability Company operating in the investment sector, from 2010 to 2014. Vice President of Mergers & Acquisitions, Audi Capital, a Closed Joint Stock Company operating in the investment management sector, from 2004 to 2010. Financial Analyst, Procter & Gamble Middle East, a Limited Liability Company operating in the consumer goods sector, from 2003 to 2004. Assistant Manager, PricewaterhouseCoopers, a Professional Partnership Firm operating in the professional services sector, from 2001 to 2003. 	<p>Memberships in the Boards of Directors of current companies or among their managers</p> <p>Inside the Kingdom</p> <ul style="list-style-type: none"> Sahara & Industrialization Olefins Company (Limited Liability) Saudi Medical Care Group (Limited Liability) <p>Outside the Kingdom</p> <ul style="list-style-type: none"> Asma Capital Company (Joint Stock) 	<p>Memberships in the Boards of Directors of previous companies or among their managers</p> <p>Inside the Kingdom</p> <ul style="list-style-type: none"> Arab International Medical Holding Company (Joint Stock)
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BIOGRAPHIES OF THE BOARD OF DIRECTORS, COMMITTEES, AND SENIOR EXECUTIVES

2. Committee members



Dr. Abdulrahman Sulaiman Al-Tariqi
Member of the Nominations and Remuneration Committee

Qualifications:

- Ph.D. in Philosophy of Engineering Management, University of Missouri, United States, 1997.
- Bachelor's degree in Engineering Management Sciences, University of Missouri, United States, 1994.
- Master's degree in Industrial Systems Engineering Sciences, University of Michigan, United States, 1990.
- Bachelor's degree in Industrial Engineering Sciences, King Saud University, Kingdom of Saudi Arabia, 1986.

Current Positions:

- Member of the Audit and Risk Committee at Ocean Quest Foundation – a governmental entity – since 2024.
- Member of the Nomination and Remuneration Committee at the Saudi Agricultural Investment and Animal Production Company (SALIC), specializing in food security, since 2022.
- Member of the Nomination and Remuneration Committee at Water Solutions Company (Wasm), involved in water production, since 2023.
- Member of the Nomination and Remuneration Committee at the Sheikh Mohammed bin Abdullah Al-Jumailh Endowment, since 2024.
- Board Member at the Institute of Food Industries, since 2009.
- Board Member at Dr. Sulaiman Al-Habib Medical Services Group since 2021, and Chair of its Audit Committee since 2015.
- Board Member and Executive Committee Member at Enowa – Neom Energy and Water Company – since 2023.
- Member of the Nomination and Remuneration Committee at the Charity Association for Orphan Care (Ikhaa) since 2023.
- Chair of the Nomination and Remuneration Committee at Neom (Enowa – Energy and Water) since 2022.
- Board Member and Chair of the Audit and Risk Committee at Ahmed Abdulwahab Abed Trading Company since 2022.
- Member of the Nomination Committee at the Cultural Development Fund since 2021.
- Chair of the Audit Committee at First Mills Company since 2021.
- Member of the Audit Committee at King Abdullah University of Science and Technology (KAUST) since 2017.
- Board Member and Chair of the Audit and Risk Committee at the Agricultural Development Fund since 2015.

Experience and Previous Positions:

- Member of the Nomination and Remuneration Committee at Arab Agricultural Services Company (ARASCO) 2018 – 2024
- Member of the Remuneration Committee at Al-Ajoo Group 2022 – 2023
- Member of the Remuneration Committee at SAKO from 2021 to 2023
- Board Member, Chair of the Nomination and Remuneration Committee, Member of the Governance, Risk and Compliance Committee and Executive Committee Member at the Saudi Investment Company for Recycling (SERK) 2017 – 2023
- Senior Advisor to the Minister at the Ministry of Environment, Water and Agriculture in the Kingdom from 2015 to 2020
- President of the General Authority for Meteorology and Environmental Protection between 2019 and 2020
- Board Member at Almarai Company from 2017 to 2019
- Chair of the Audit Committee at Almarai Company from 2013 to 2019
- Board Member, Chair of the Audit Committee, Chair of the Risk Committee and Member of the Nomination and Remuneration Committee at Al-Dera'a Arab Cooperative Insurance Company from 2013 to 2018
- Secretary-General of the Board at Almarai Company from 2004 to 2018
- Member of the Audit Committee at Arab Agricultural Services Company (ARASCO) from 2015 to 2018
- Member of the Audit Committee at the Saudi Electricity Company from 2015 to 2018
- Chairman of the Board of Gulf Industrial Development Company from 2012 to 2018
- Board Member and Audit Committee Member at Al-Hassan Ghazi Ibrahim Shaker Company 2013 – 2016
- Assistant Chief Executive Officer for New Projects at Almarai Company from 2009 to 2010
- General Manager of the Support Services Department at Almarai Company from 2007 to 2010
- General Manager of the Human Resources Department at Almarai Company from 2004 to 2007
- Human Resources Manager for the Sales and Marketing Department at Almarai Company from 2001 to 2003
- Human Resources Manager for the Operations Department at Almarai Company from 1999 to 2001
- Assistant Professor and Head of the Production Engineering Department at Riyadh Technical College from 1997 to 1999
- Vice President of the Arab Student Association at the University of Missouri of Science and Technology, United States from 1993 to 1996
- Advisor at the Small Business Center in the Business Administration Department at the University of Missouri, United States from 1994 to 1995
- Lecturer at the Technical College of the Technical and Vocational Training Corporation from 1986 to 1988



Mr. Lotfi Qasim Shahada
Member of the Audit Committee

Qualifications:

- Master's in Accounting from Houston University, United States, in 1979; Bachelor's in Business Administration and Accounting from the American University, Lebanon, in 1973.

Current Positions:

- Financial Advisor since 2016
- Chair of the Audit Committee at Meshkati Company, a closed joint-stock company operating in the retail sector, since 2021
- Member of the Audit Committee at Al Obaikan Group for Investments, a closed joint-stock company operating in the investment sector, since 2021
- Member of the Audit Committee at Al Yamamah Cement Company, a public joint-stock company operating in the industrial sector, since 2021
- Member of the Audit Committee at Al Dera'a Arab Company, a public joint-stock company operating in the cooperative insurance sector, since 2019
- Chair of the Audit Committee at Al Malaz Capital, a closed joint-stock company operating in the investment sector, since 2017
- Chair of the Audit Committee at Arab Agricultural Services Company (ARASCO), a closed joint-stock company operating in the field of food supply and food security, since 2017
- Chair of the Audit Committee at Al Khorayef Group, a closed joint-stock company operating in the investment field, since 2016
- Chair of the Audit Committee at Saudi Numbers and Tools Company (SAKO), a public joint-stock company operating in the retail sector, since 2016
- Member of the Audit Committee at Gulf Training Company, a closed joint-stock company operating in the education field, since 2016
- Member of the Nomination and Remuneration Committee at Saudi Numbers and Tools Company (SAKO), a public joint-stock company operating in the retail sector, since 2018

Experience and Previous Positions:

- Chair of the Family Business Center for the Middle East and North Africa at Ernst & Young Professional Services, a closed joint-stock company operating in the field of consulting, from 2011 to 2015
- Senior Partner in Assurance and Advisory Services at Ernst & Young Professional Services, a closed joint-stock company operating in the field of consulting, from 2002 to 2011
- Partner in Assurance and Advisory Services at Arthur Andersen, a limited liability company operating in the field of consulting, from 1994 to 2002
- Director of Auditing and Saudi Taxes at PricewaterhouseCoopers, a professional limited liability company operating in the field of consulting, from 1985 to 1994
- Audit Director at Deloitte, a professional limited liability company operating in the field of consulting, from 1978 to 1985
- Senior Auditor at PricewaterhouseCoopers, a professional limited liability company operating in the field of consulting, from 1973 to 1978



Mr. Ali Abdulrahman Othman Al-Ghamdi
Member of the Nominations and Remuneration Committee

Qualifications:

- Executive Master's in Business Administration, IE Business School, Madrid, Spain
- Bachelor's in Business Administration – Administrative Systems Track, Saudi Open University
- Diploma in Mechanical Engineering – Operations Engineering Track, Saudi Technical College

Current Positions:

- Chief Human Resources Officer, ARASCO, Saudi Arabia, Closed Joint Stock Company, Trade, Investment, Agriculture, and Manufacturing, 2021 – Present.
- Chief Shared Services Officer, ARASCO, Saudi Arabia, Closed Joint Stock Company, Trade, Investment, Agriculture, and Manufacturing, 2023 – Present.
- Independent Board Member, Al Majdiah Residence, Saudi Arabia, Closed Joint Stock Company, Real Estate Development, 2022 – Present
- Chairman of the Nominations & Remuneration Committee, Al Majdiah Residence, Saudi Arabia, Closed Joint Stock Company, Real Estate Development, 2022 – Present.
- Board Member, EDAC Merieux, Saudi-French Partnership, Closed Joint Stock Company, Food & Beverage Services, 2024 – Present.
- Independent Member of the Nominations & Remuneration Committee, SMASCO, Public Joint Stock Company, Workforce Sector, 2022 – Present.
- Advisory Board Member, Khawaled Company, Closed Joint Stock Company, Real Estate Development, 2023 – Present.
- Member of the Nominations & Remuneration Committee, Sulaiman Al Rajhi Real Estate Investments Company, Closed Joint Stock Company, Real Estate Development, 2025 – Present.

Experience and Previous Positions:

- Executive Director of Corporate Affairs & Governance, ARASCO, Closed Joint Stock Company, Trade, Investment, Agriculture, and Manufacturing, 2020 – 2021
- Senior Manager of Workforce Development & Continuous Improvement, SABIC – Saudi Kayan Company, Public Joint Stock Company, 2018 – 2020
- Advisory Board Member, Aman Holding Company, Closed Joint Stock Company, Real Estate Development, 2023 – 2024
- Executive Member of the Compliance & Governance Committee, ARASCO, Closed Joint Stock Company, Trade, Investment, Agriculture, and Manufacturing, 2022 – 2024
- Executive Management Representative to the Nominations & Remuneration Committee, Saudi Kayan Company, Public Joint Stock Company, 2017 – 2020
- Executive Management Representative to the Nominations & Remuneration Committee, SAFCO Saudi Company, Public Joint Stock Company, 2015 – 2017
- Various Human Resources Positions, SABIC, Public Joint Stock Company, 2012 – 2017



Mr. Mohamed Mahmoud Abu Diab
Member of the Audit Committee

Qualifications:

- MBA from London Business School, United Kingdom, in 2021
- Bachelor's in Accounting from the University of Jordan, Amman, in 2006.

Current Positions:

- Member of the Audit Committee and Board Member at Dar Al Majd Real Estate Company, a closed joint-stock company operating in real estate development, since 2023
- Chief Executive Officer of Internal Audit at Arab Agricultural Services Company (ARASCO), a closed joint-stock company operating in food supply and food security, since 2017

Experience and Previous Positions:

- Secretary of the Board and Secretary of the Audit and Risk Committee at Arab Agricultural Services Company (ARASCO), a closed joint-stock company operating in food supply and food security, from 2018 to 2024
- Chief Executive Officer of Internal Audit at Buan, a public joint-stock company operating in the industrial sector, from 2014 to 2017
- Internal Audit Supervisor at Buan, a public joint-stock company operating in the industrial sector, from 2010 to 2014
- Principal External Auditor at Talal Abu Ghazaleh Group and Partners International Chartered Accountants, a professional firm operating in statutory auditing, from 2008 to 2010
- Senior External Auditor at Ghosha & Partners Nexia Global Chartered Accountants, a professional firm operating in statutory auditing.

BIOGRAPHIES OF THE BOARD OF DIRECTORS, COMMITTEES, AND SENIOR EXECUTIVES

3. Executive Management



Mr. Raja Bin Mohammed Al-Harbi
CEO

Qualifications:

- Holds a Bachelor's degree in Manufacturing Engineering from Boston University, United States, in 2000

Current Positions:

- Chief Executive Officer

Experience and Previous Positions:

- Chief Executive Officer at Saudi Coffee Company, one of the companies of the Public Investment Fund, operating in the food sector, from 2021 to 2023
- Chief Executive Officer at Baja Food Industries Company, a closed joint-stock company operating in the food sector, from 2018 to 2021
- General Manager of Supply Chains at Nadak Food Company, a public joint-stock company operating in the food sector, from 2017 to 2018
- General Manager of Supply Chains at Three Fields Company, a limited liability company operating in the contracting sector, from 2013 to 2017
- Operations Management Advisor at Al Rabie Food Company, a closed joint-stock company operating in the food sector, from 2013 to 2015
- Chief Operating Officer at Al Safi Danone Company, a limited liability company operating in the food sector, from 2012 to 2013
- General Manager of Supply Chains at Al Safi Danone Company, a limited liability company operating in the food sector, from 2009 to 2012
- Operations Manager at Al Safi Danone Company, a limited liability company operating in the food sector, from 2006 to 2009
- Operations Lines Manager at Procter & Gamble, an American joint-stock company operating in the consumer goods sector, from 2002 to 2006



Mr. Ahmed Abdul Latif Shaheen
Vice President of Sales and Customer Excellence

Qualifications:

- Holds a Bachelor's degree in Commerce with a major in Accounting from Zagazig University, Egypt, in 2000

Current Positions:

- Vice President of Sales and Customer Excellence

Experience and Previous Positions:

- Sales Manager at Al-Farouj Al-Dhababi Company, a limited liability company operating in the food sector, from 2019 to 2024
- Sales Manager at Radwa Saudi Limited Company, a limited liability company operating in the food sector, from 2015 to 2018
- General Sales Manager at Al Ittihad Food Industries Limited Company, a limited liability company operating in the food sector, from 2013 to 2014
- Sales Development Manager at MH Projects Company, a company registered in the United Arab Emirates, from 2010 to 2012
- Regional Sales Manager at Al-Islami Foods Company, a company registered in the United Arab Emirates, from 2004 to 2010
- Deputy Human Resources Manager at Orba 2000 Contracting Company, a company registered in the Arab Republic of Egypt, from 2000 to 2003
- Sales Manager and Authorized Representative at Al-Hajj Atef Shaheen for Paints Company, a company registered in the Arab Republic of Egypt, from 1995 to 2000



Eng. Ahmed Mohammed Al-Alawi
Vice President of Manufacturing

Qualifications:

- Holds a Bachelor's degree in Electrical Engineering from King Fahad University of Petroleum and Minerals, Kingdom of Saudi Arabia, in 2003

Current Positions:

- Vice President of Manufacturing

Experience and Previous Positions:

- General Manager of Manufacturing at Al Safi Danone Company, a limited liability company operating in the food sector, from 2019 to 2021
- Plant Manager at Al Safi Danone Company, a limited liability company operating in the food sector, from 2014 to 2019
- Plant Control Manager at Al Safi Danone Company, a limited liability company operating in the food sector, from 2013 to 2014
- Plant Operations Manager at Al Safi Danone Company, a limited liability company operating in the food sector, from 2009 to 2013
- Projects and Technical Services Manager at Al Safi Danone Company, a limited liability company operating in the food sector, from 2006 to 2009
- Maintenance Manager at Al Safi Danone Company, a limited liability company operating in the food sector, from 2008 to 2009
- Production Line Manager at Procter & Gamble (Modern Products Company), a limited liability company operating in the consumer goods sector, from 2005 to 2007
- Project Leader and Technical Support Manager at Procter & Gamble (Modern Products Company), a limited liability company operating in the consumer goods sector, from 2004 to 2005



Mr. Amir Mahmoud Kamel
Vice President of Finance

Qualifications:

- Holds a Bachelor's degree in Administrative Sciences, Department of Accounting, from Higher Cairo, Egypt, in 2000

Current Positions:

- Vice President of Finance

Experience and Previous Positions:

- Financial Planning and Analysis Manager at Arab Agricultural Services Company (ARASCO), a closed joint-stock company operating in food supply and food security, from 2014 to 2022
- Senior Cost Analyst at Arab Agricultural Services Company (ARASCO), a closed joint-stock company operating in food supply and food security, from 2008 to 2013
- Cost Manager at Idafco Company, a limited liability company operating in the food sector, from 2005 to 2008
- Senior Financial Accountant at Idafco Company, a limited liability company operating in the food sector, from 2003 to 2005



Eng. Ahmed Mohammed Hamed
Vice President of Supply Chains

Qualifications:

- Holds an MBA from the International Business Academy, Switzerland, in 2022, and a Bachelor's degree in Production Engineering from Helwan University, Egypt, in 2006

Current Positions:

- Vice President of Supply Chains

Experience and Previous Positions:

- Chief Operating Officer of Operations at the Saudi Coffee Company, a company owned by the Public Investment Fund and operating in coffee cultivation, from 2021 to 2024
- Chief Executive Officer of Agricultural Management at the Saudi Coffee Company, a company owned by the Public Investment Fund and operating in coffee cultivation, from 2022 to 2024
- Supply Chains Manager at Baja Food Industries, a limited liability company operating in the food sector, from 2019 to 2021
- Senior Manager of Logistics Operations at the National Agricultural Development Company (Nadec), a publicly listed company operating in the food sector, from 2017 to 2019
- Supply Planning Manager at the National Agricultural Development Company (Nadec), a publicly listed company operating in the food sector, from 2015 to 2017
- Warehouse Manager at the National Agricultural Development Company (Nadec), a publicly listed company operating in the food sector, from 2014 to 2015
- Supply Chains Executive at SCHEP Chemicals – a company registered in the Arab Republic of Egypt, from 2010 to 2014
- Supply Chains Specialist at Egypt Foods – a company registered in the Arab Republic of Egypt, in 2010
- Planning Engineer at VIMCO Automotive Feed Industries – a company registered in the Arab Republic of Egypt, in 2009
- Research Assistant at the College of Engineering/Department of Mechanical Engineering, University of the Emirates, a public university in the United Arab Emirates, from 2006 to 2008



Mr. Bader bin Hamad Al-Shuwaimi
Vice President of Shared Services

Qualifications:

- Holds a Bachelor's degree in Accounting from King Saud University, Kingdom of Saudi Arabia, in 2002
- Holds a Fellowship in Real Estate Appraisal from the Saudi Authority for Certified Appraisers

Current Positions:

- Vice President of Shared Services

Experience and Previous Positions:

- Executive Vice President at Zood Al-Anwal Real Estate Company, a closed joint-stock company operating in investment and real estate development, from 2023 to 2024
- Chief Executive Officer of Al-Mawasem Al-Arba'a Group for Trading, operating in real estate and facility management, from 2013 to 2023
- General Sales Manager at Samba Capital Financial Company, a public joint-stock company operating in financial and banking services, from 2005 to 2013
- General Accountant at Kodo Food and Catering Company, a limited liability company operating in the food sector, from 2001 to 2003

BIOGRAPHIES OF THE BOARD OF DIRECTORS, COMMITTEES, AND SENIOR EXECUTIVES

3. Executive Management



Mr. Gart Flynn
Vice President of Marketing and Innovation

Qualifications:

- Holds an MBA from University College Dublin, Ireland, in 2012 and a Bachelor's degree in Marketing Management from the Technological University, Ireland, in 2007

Experience and Previous Positions:

- Senior Marketing Manager at Almarai Company, a publicly listed company operating in the food and beverage sector, from 2013 to 2019
- Marketing Manager at Coca-Cola Company, a publicly listed company operating in the food sector, from 2011 to 2012
- Head of Marketing Department at Kerry Group, a private consulting company operating in the food sector, from 2007 to 2008

Current Positions:

- Vice President of Marketing and Innovation



Mr. Markus Fraitás
Vice President of Livestock

Qualifications:

- Holds an MBA in Business Administration from Cascavel Getúlio Vargas University, Brazil, in 2009 and a Bachelor's degree in Veterinary Medicine from the Federal University, Brazil, in 2004

Experience and Previous Positions:

- Live Production Manager at GBS Company, a publicly listed company registered in Brazil operating in the field of protein products, from 2014 to 2015
- Live Production Manager at Tyson do Brasil Alimentos Limited, a limited liability company registered in Brazil operating in the field of protein products, from 2010 to 2014
- Area Manager at Brasil Laboratories Limited, a limited liability company registered in Brazil operating in the pharmaceutical products sector, from 2009 to 2010
- Veterinarian and Production Supervisor at São Paulo Farm, a farm in Brazil operating in the poultry sector, from 2004 to 2009

Current Positions:

- Vice President of Livestock

BOARD OF DIRECTORS AND COMMITTEES MEETINGS

Board of Directors Meetings

The Board of Directors held a total of six (6) meetings during the year 2024, as follows

Members	18 Feb	19 May	05 Aug	15 Oct	30 Oct	09 Dec
1. Bader Hamed Al-Aujan	✓	✓	✓	✓	✓	✓
2. Ziad Abdul Latif Al-Sheikh	✓	✓	✓	✓	✓	✓
3. Ibrahim Abdulaziz Al-Muhanna	✓	✓	✓	✓	✓	✓
4. Rami Hassan Farhat*	-	-	-	✓	✓	✗
5. Faris Abdullah Al-Habeeb	✓	✓	✓	✓	✓	✓
6. Fahad Mutlaq Al-Hanaqi	✓	✓	✓	✓	✓	✓

* Date of appointment to the Board: September 01, 2024

Committee Meetings

• Audit Committee

The Audit Committee held a total of eight (8) meetings during the year 2024, as follows

Members	05 May	13 June	06 Aug	18 Aug	17 Sep	07 Oct	03 Dec	24 Dec
1. Rami Hassan Farhat*	-	-	-	-	✓	✓	✓	✓
2. Lotfi Qasim Shahada	✓	✓	✓	✓	✓	✓	✓	✓
3. Mohammed Mahmoud Abu Diab	✓	✓	✓	✓	✓	✓	✓	✓
4. Khaled Abdullah Al-Rubaian**	✓	✓	✓	✗	-	-	-	-

* Date of appointment to the Committee: September 01, 2024

** Date of departure from the Committee: September 01, 2024

• Nomination and Remuneration Committee

The Nomination and Remuneration Committee held a total of three (3) meetings during the year 2024, as follows:

Members	14 Oct	12 Nov	24 Dec
1. Ibrahim bin Abdulaziz Al-Muhanna	✓	✓	✓
2. Abdulrahman Suleiman Al-Tariqi	✓	✓	✓
3. Ali Abdulrahman Al-Ghamdi	✓	✓	✓

ROLES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS, COMMITTEES, AND EXECUTIVE MANAGEMENT



Board of Directors

The primary responsibility of the Board is to provide effective oversight of the company's operations in the best interest of its shareholders while balancing the interests of related parties, such as the company's customers, employees, suppliers, and the community. The Board is also responsible for reviewing and implementing strategies, reassessing the selection, performance, and compensation of senior executives, and ensuring disclosure and transparency of both financial and non-financial information. The key duties and responsibilities of the Board include:

- Establishing the company's main plans, policies, strategies, and objectives, supervising their implementation, reviewing them periodically, and ensuring the availability of the necessary human and financial resources to achieve them.
- Developing internal control systems and general oversight mechanisms.
- Preparing clear and well-defined policies, standards, and procedures for Board membership—without contradicting the mandatory provisions of laws and regulations—and implementing them after approval by the General Assembly.
- Establishing written policies that regulate relationships with stakeholders.
- Developing policies and procedures that ensure the company's compliance with laws and regulations, as well as its commitment to disclosing material information to shareholders and stakeholders, while verifying the executive management's

adherence to them.

- Preparing and approving the company's interim and annual financial statements before publication, overseeing the company's financial management, cash flows, and financial and credit relations with external parties.
- Recommending to the Extraordinary General Assembly any decisions regarding increasing or reducing the company's capital, dissolving the company before its designated term as per the company's bylaws, or determining its continuation.
- Recommending to the Ordinary General Assembly decisions regarding the use of the company's statutory reserve, if formed by the Extraordinary General Assembly and not allocated for a specific purpose, as well as the formation of additional reserves or financial provisions, and the distribution of the company's net profits.
- Establishing effective communication channels that allow shareholders to be continuously and periodically informed about the company's various activities and any material developments.
- Defining the values and standards that govern the company's operations.

In addition to other duties and responsibilities assigned to the Board under the Companies Law, the company's bylaws, and the Corporate Governance Regulations.

Audit Committee

The Audit Committee is responsible for monitoring the company's operations. In this regard, it has the right to access the company's records and documents and to request any clarification or explanation from the Board members or the executive management. It may also request that the Board call a General Assembly meeting if the Board obstructs its work or if the company suffers significant damages or losses. Among the prominent tasks and responsibilities of the committee are the following::

- Studying the company's preliminary and annual financial statements and presenting them to the Board.
- Providing a technical opinion—upon the Board's request—regarding the fairness and clarity of the company's financial statements and whether they include the information that enables shareholders to assess the company's financial position and performance.
- Studying any significant or emerging issues contained in the financial reports.
- Investigating any matters raised by the company's Chief Financial Officer or by the person responsible for compliance in the company or the external auditor.
- Verifying the accounting estimates in the material matters included in the financial reports.
- Studying the accounting policies followed by the company and providing an opinion and recommendation to the Board regarding them.
- Ensuring that the financial reports are prepared in accordance with the generally accepted accounting principles in the Kingdom.
- Studying and reviewing the internal control and financial systems and the company's risk management.
- Considering the adequacy of the company's estimation of the material risks it may face and the steps the company has taken to monitor and address these risks.
- Studying and approving the annual internal audit plan.
- Following up on the implementation of the tasks assigned to the internal audit department and verifying that the internal audit department carries out its work in accordance with the approved annual plan.
- Studying the internal audit reports and following up on the implementation of corrective actions for the observations contained therein.
- Monitoring and supervising the performance and activities of the internal audit department in the company to verify the availability and effectiveness of the resources necessary to

perform its assigned tasks.

- Recommending to the Board the appointment of the Head of Internal Audit and proposing his remuneration.
- Preparing a report on the Audit Committee's opinion regarding the adequacy of the company's internal control system and on other matters within its scope. The Board must file sufficient copies of this report at the company's headquarters at least ten days prior to the General Assembly meeting so that any interested shareholder may obtain a copy. The report will be reviewed during the meeting of the Assembly.
- Recommending to the Board the nomination of the external auditor, his dismissal, the determination of his fees, and the evaluation of his performance, after verifying his independence and reviewing the scope of his work and the terms of his contract.
- Verifying the independence, objectivity, and fairness of the external auditor, and the effectiveness of his audit work, taking into account the relevant rules and standards.
- Reviewing the external auditor's plan and his work, verifying that he does not perform any technical or administrative tasks outside the scope of the audit, and expressing its views regarding that matter.
- Studying the external auditor's report and his observations on the financial statements and following up on the measures taken in response thereto.
- Regularly discussing the external auditor's observations and ensuring that they are addressed by the company's management, and referring them to the Board if necessary.
- Reviewing the results of reports from regulatory bodies and verifying that the company has taken the necessary measures in response thereto.
- Verifying the company's compliance with the relevant laws, regulations, policies, and instructions.
- Reviewing the contracts and transactions proposed to be executed by the company with related parties, and presenting its views on this matter to the Board.
- Referring issues that it deems necessary to take action on to the Board, and expressing its recommendations regarding the measures to be taken, with its reports being submitted to the Board.

Nomination and Remuneration Committee

The Nomination and Remuneration Committee's key tasks and responsibilities include the following:

- Developing policies and controls for nominations to Board and Committee membership in accordance with the applicable systems, laws, and regulations issued by the supervisory authorities of the company's operations.
- Developing, reviewing, and updating policies related to the compensation and rewards of Board, Committee, and executive management members, and submitting any recommendations thereon to the Board for presentation to the General Assembly for approval.
- Clarifying the relationship between the rewards granted and the prevailing policy, and specifying any material deviations from the policy and their reasons.
- Periodically reviewing the reward policies and evaluating their effectiveness in achieving the desired objectives.
- Recommending to the Board the rewards for Board, Committee, and senior executive members in accordance with the approved policies.
- Reviewing the nomination requests for Board and Committee membership, ensuring their alignment with the relevant policies and controls, and submitting recommendations to the Board.
- Supervising the nomination process for Board and Committee membership in coordination with the Board Secretariat, the General Assembly, and the relevant regulatory authorities.
- Periodically evaluating the effectiveness of the Board and executive management structure based on criteria and standards established by the Committee, and submitting recommendations regarding possible changes to the Board.
- Periodically reviewing the required skills and competencies for Board and Committee membership and preparing a description of the capabilities and qualifications required for membership, including the time that must be allocated by a member for Board and Committee activities.
- Preparing a description of the capabilities and qualifications required for executive management positions.

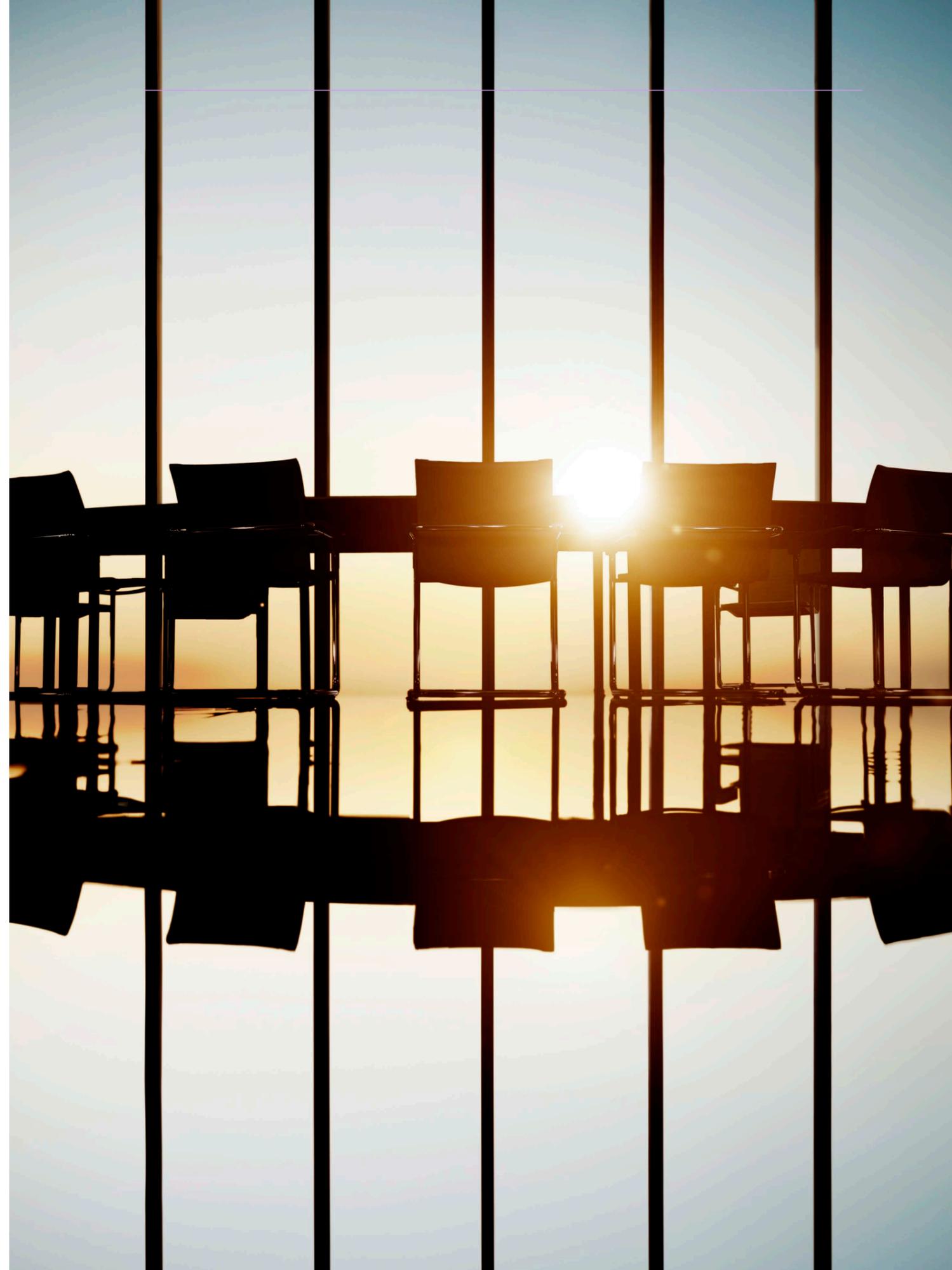
Executive Management

The Board of Directors is responsible for forming the company's executive management, organizing its operations, monitoring and supervising it, and ensuring that it performs its tasks, in accordance with the responsibilities assigned to the Board. The executive management is charged with implementing the company's plans, policies, strategies, and main objectives in a manner that achieves its purposes. Among the key responsibilities and duties of the executive management are the following:

- Implementing the company's internal policies and regulations approved by the Board.
- Proposing a comprehensive strategy for the company, as well as the main and interim work plans, and policies and mechanisms for investment, financing, risk management, and emergency administrative management, and executing them.
- Proposing the optimal capital structure for the company, along with its strategies and financial objectives.
- Proposing the company's major capital expenditures, asset ownership, and asset disposal.
- Proposing the company's organizational and functional structures and submitting them to the Board for consideration and approval.
- Effectively implementing the company's governance rules—in a manner that does not conflict with the provisions of the Corporate Governance Regulations—and proposing amendments when necessary.

- Identifying the strengths and weaknesses of the Board and Committees, and providing recommendations and proposals regarding the mechanism for addressing weaknesses and leveraging strengths.
- The Committee shall determine whether a member qualifies as an independent member, taking into account the minimum requirements for independence. The Committee shall annually confirm the independence of independent members and ensure that no conflicts of interest exist if a member holds a Board membership in another company.
- Preparing job descriptions for executive and non-executive members, independent members, and senior executives of the company.
- The Committee is responsible for providing information and reports on important matters within its scope to Board members upon request.
- Establishing special procedures to address any vacancy in a Board or Committee member position or among senior executives of the company.
- Ensuring that the company has a suitable and clear rewards and compensation policy to attract and retain qualified human resources, and that this policy is linked to performance and objectives.
- Ensuring that there is a succession plan for the company's senior executives.
- Ensuring that the number of candidates for Board membership presented to the General Assembly exceeds the number of available seats, thereby providing the Assembly with the opportunity to choose among the candidates.
- Ensuring appropriate disclosure of rewards and compensation in the company's annual report in accordance with the applicable systems and laws.
- Studying the matters referred to the Committee by the Board and presenting recommendations regarding them.

- Implementing the policies and procedures that ensure the company's adherence to laws and regulations and its commitment to disclosing material information to shareholders and stakeholders.
- Proposing policies and types of rewards to be granted to employees, such as fixed rewards, performance-based rewards, and rewards in the form of shares.
- Preparing periodic financial and non-financial reports on the progress of the company's activities in light of its strategic plans and objectives, and presenting these reports to the Board.
- Managing the daily operations of the company and overseeing its activities, as well as optimally managing its resources in accordance with the company's objectives and strategy.
- Actively participating in building and fostering a culture of ethical values within the company.
- Implementing internal control systems and risk management, verifying their effectiveness and adequacy, and adhering to the level of risk approved by the Board.
- Proposing internal policies related to the company's operations and development, including defining the tasks, responsibilities, and authorities assigned to various organizational levels.



REWARDS FOR BOARD OF DIRECTORS, COMMITTEES, AND EXECUTIVE MANAGEMENT MEMBERS

The company pays rewards, expenses, and session attendance allowances to members of the Board of Directors and its committees, based on the provisions of the Companies Law and its executive regulations, the Capital Market Law and its executive regulations, and the company's Articles of Association. The company also pays salaries, rewards, and compensations to the executive management according to the employment contracts concluded with them.

Controls for Rewards of Membership in the Board and Its Committees

- The rewards must be aligned with the company's strategic objectives, serving as an incentive for the members of the Board, its committees, and the executive management to achieve the objectives, enhance the company's ability to grow its business and ensure its long-term sustainability, and link the variable portion of the rewards to long-term performance.
- The rewards shall be determined based on the job level, the tasks and responsibilities assigned to the holder, academic qualifications, practical experience, skills, and level of performance.
- The rewards for the executive management shall be consistent with the size, nature, and degree of risk, as well as the financial performance of the company.
- Consideration shall be given to the practices of other companies in determining the rewards, while avoiding any unjustified increase in rewards and compensations.
- The rewards should target attracting, retaining, and motivating professional talent, without exaggeration.
- The policy shall be prepared in coordination with the Nomination and Remuneration Committee upon new appointments.
- It is permissible for the rewards for Board members to vary in amount to reflect the member's experience, specializations, assigned tasks, independence, the number of sessions attended, and other considerations.
- The granting of company shares to Board members and executive management shall be organized, whether through a new issuance or shares purchased by the company through a dedicated program, in accordance with the systems and regulations issued in this regard.
- In all cases, the total rewards and financial or in-kind benefits received by a Board member shall not exceed the limits stipulated in the company's Articles of Association or any other supplementary regulations, in addition to what the Board member receives as allowances and rewards for his membership in the Audit Committee, or in return for any additional executive, technical, administrative, or consulting positions—under a professional license—assigned to him in the company, or any travel, accommodation, and housing allowances and similar benefits granted for performing his designated responsibilities in accordance with the regulations, resolutions, and instructions issued in the Kingdom by the competent authorities.

Rewards for Board of Directors and Committees

According to Article (21) of the Company's Articles of Association, the reward for Board members shall be a specific amount, or an attendance allowance for sessions, or in-kind benefits, or a certain percentage of net profits, and any combination of two or more of these, in addition to travel, accommodation, and boarding expenses. The Ordinary General Assembly shall determine the amount of these rewards, ensuring that the rewards are fair, motivating, and proportional to both the member's performance and the Company's performance, taking into account the regulations issued by the competent authority in this regard.

The Board's report to the Ordinary General Assembly at its annual meeting must include a comprehensive statement of all that each Board member has received or is entitled to receive during the financial year in terms of rewards, session attendance allowances, expense allowances, and other benefits. It must also include a statement of what the Board members have received in their capacity as employees or executives or for any technical, administrative, or consultancy work, as well as a statement of the number of Board sessions and the number of sessions attended by each member.

Rewards for Board Members

The rewards for Board members consist of a specific amount or an attendance allowance for sessions, or in-kind benefits, or a certain percentage of net profits, or a combination of two or more of these benefits, within the limits stipulated in the Companies Law or any other supplementary regulations, as follows:

- The fixed annual reward for a Board member shall be a lump sum of SAR 200,000, and a lump sum of SAR 400,000 for the Chairman of the Board.
- When an annual reward for Board members is approved as a certain percentage of the Company's net profits, the entitlement shall be 10% of the Company's net profits after deducting the statutory and contractual reserves as mandated by regulation and after distributing a dividend of not less than 5% of the paid-up capital.
- An attendance allowance for a single Board session shall be SAR 5,000 per member.
- The rewards for independent Board members shall not be a percentage of the profits earned by the Company, nor be based directly or indirectly on the Company's profitability.
- The reward entitlement for a Board member must be proportional to the number of sessions the member attends.

- The reward entitlement shall be calculated for the period from the member's appointment to the Board according to the duration of his membership.
- The recommendation for the disbursement of rewards for the Board for the financial year shall be presented as an independent item at the General Assembly, and Board members are not permitted to vote on it.
- Rewards shall be disbursed either semi-annually or annually as determined by the Board.

Rewards for Committee Members

The rewards for Committee members consist of a fixed annual reward (a specific amount) for membership in each committee or an attendance allowance for sessions, or both, as follows:

- The fixed annual reward for the Chair of the Audit Committee shall be SAR 200,000, and SAR 150,000 for each member of the Audit Committee.
- The fixed annual reward for the Chairs of other committees shall be SAR 150,000, and SAR 100,000 for each member of those committees.
- An attendance allowance for a single Committee session shall be SAR 3,000.
- Rewards shall be disbursed either semi-annually or annually as determined by the Board.

Residence, Travel, and Boarding Allowances

A member who is not residing at the meeting venue or the official assignment location is entitled to an allowance for transportation and travel expenses, as well as accommodation and boarding, in the amount of SAR 2,000 per day of the meeting.

Based on the above, the Board has set the rewards for the Board and committees for the year 2024 as follows: a specified amount for the Chairman of the Board of SAR 400,000, and SAR 200,000 for each Board member, with an attendance allowance of SAR 5,000 per session; a specified amount for the Chair of the Audit Committee of SAR 200,000, and SAR 150,000 for each member of the Audit Committee, with an attendance allowance of SAR 3,000 per session; and for the Chairs of the other committees SAR 150,000 and SAR 100,000 for each member of those committees, with an attendance allowance of SAR 3,000 per session, in accordance with the above policy.

Reward for the Managing Director

- The Board shall determine the types of rewards to be granted to the company's senior executives based on the recommendation of the Nomination and Remuneration Committee, such as fixed rewards, performance-linked rewards, or incentive rewards, in a manner that does not conflict with the organizational controls and procedures issued under the Companies Law.
- The Nomination and Remuneration Committee shall continuously review the incentive plans for senior executives and submit recommendations to the Board for approval.
- The rewards aim to provide the necessary competitive conditions to attract and retain qualified and competent employees and to maintain the high level of skills required by the Company.

Accordingly, the rewards that senior executives receive include a basic salary, housing allowance, and transportation allowance in accordance with the contracts signed with them, in line with the Labor Law.

Rewards for Board Members

The following table illustrates all the rewards and compensations that have been paid to the Board members as follows:

Member Name	Fixed Amount	Board Meeting Attendance Allowance	Total Committee Meeting Attendance Allowance	Total	Expense Allowance
Independent Members					
Ibrahim bin Abdulaziz Al-Muhanna	116,667	20,000	9,000	145,667	
Ramy Hassan Farhat	66,667	10,000	12,000	88,667	
Total	183,334	30,000	21,000	234,334	
Non-Executive Members					
Bader Hamed Al-Aujan	233,333	20,000	-	259,333	6,000
Ziad Abdul Latif Al-Sheikh	116,667	20,000	-	136,667	-
Fares Abdullah Al-Habib	116,667	20,000	-	136,667	-
Fahad Mutlaq Al-Hanaki	116,667	20,000	-	136,667	-
Total	583,334	80,000	-	669,334	6,000

Rewards for Committee Members

The following table shows all the rewards and compensations that have been paid to the committee members as follows:

Committee Members	Fixed Rewards	Attendance Allowance	Total
Nominations and Remuneration Committee			
Ibrahim Abdulaziz Al-Muhanna	56,250	9,000	65,250
Fahad Mutlaq Al-Hanaqi	31,250	-	31,250
Abdulrahman Sulaiman Al-Tariqi	100,000	9,000	109,000
Ali Abdulrahman Al-Ghamdi	58,333	9,000	67,333
Total	245,833	27,000	272,833
Review Committee			
Rami Hassan Farhat	66,667	12,000	78,667
Lotfi Qasim Shahada	183,333	24,000	207,333
Khaled Abdullah Al-Rubaian	37,500	6,000	43,500
Mohammed Mahmoud Abu Diab	87,500	21,000	108,500
Total	375,000	63,000	438,000

Rewards for Senior Executives

The following table illustrates all the rewards and compensations that have been paid to five of the senior executives, including the CEO and CFO, as follows

Senior Executives	Fixed Rewards				Variable Rewards	Overall Total
	Salaries	Allowances	In-kind Benefits	Total		
Five senior executives	4,064,419	1,863,942	225,000	6,153,361	546,665	6,700,026

*Periodic rewards pertaining to the year 2023 and disbursed in the year 2024.

Deviation from the Reward Policy

There is no deviation between the granted rewards and the applicable reward policy, whether for Board members, derivative committees, or senior executives.

Shareholders' Rights

The Company gives special consideration to the rights of its shareholders by incorporating them in the Company's Articles of Association and Corporate Governance Rules. These documents include the shareholders' rights as stipulated by the laws and regulations, including:

- The right to receive a share of the profits that are decided to be distributed.
- The right to receive a share of all the Company's assets upon liquidation.
- The right to attend shareholders' meetings, participate in their deliberations, and vote on their decisions.
- The right to inquire and request to review the Company's books and documents, including data and information related to the Company's activities and its operational and investment strategy, provided that such access does not harm the interests of the Company or conflict with the Companies Law, the Capital Market Law, and their executive regulations.
- The right to monitor the performance of the Company and the activities of the Board of Directors.
- The right to dispose of one's shares in accordance with the provisions of the Companies Law and the Capital Market Law and their executive regulations.
- The right to hold Board members accountable and to file a derivative suit against them, as well as to challenge the invalidity of decisions made in general or special shareholders' meetings according to the conditions and restrictions stipulated in the Companies Law and the Company's Articles of Association.
- Priority in subscribing to new shares issued in exchange for cash, unless the Extraordinary General Assembly disapproves of the right of priority.
- The right to restrict one's shares in the Company's shareholder register.
- The right to request to review a copy of the Company's Memorandum of Association and its Articles of Association, unless the Company has published them on its website.
- The right to nominate and elect Board members.

COMPANY CAPITAL

Authorized Capital

300,000,000 SAR

Number of Issued Shares

30,000,000 SAR

Paid-up Capital

300,000,000 SAR

Nominal Value

10

Paid Value

10

Shareholders' General Assemblies

The following table shows the General Assemblies of shareholders that were convened during the year 2024, as well as the names of the Board members who attended those assemblies. Two General Assemblies were held during the year, and below is the attendance record of the Board members for those assemblies.

Number	19 May	24 Sep
1. Bader Hamed Al-Aujan	✓	✓
2. Ziad Abdul Latif Al-Sheikh	✓	✓
3. Ibrahim bin Abdulaziz Al-Muhanna	✓	✓
4. Ramy Hassan Farhat	✓	✓
5. Fares Abdullah Al-Habib	✓	✓
6. Fahad Mutlaq Al-Hanaki	✓	✓

Shareholders' Register

No shareholder register was requested during the year 2024, as the company was listed on 17/03/2025.

- The results of the annual review of the effectiveness of the company's internal control procedures, in addition to the Audit Committee's opinion on the adequacy of the company's internal control system.

During the year 2024, the Audit Committee of Entaj Company focused on priority matters and projects such as following up on the implementation of the Initial Public Offering (IPO) plan, ensuring the follow-up of the external auditor's work, issuing the quarterly and annual consolidated financial statements, monitoring the implementation of the approved internal audit plan, and discussing the approval of the strategic internal audit plan for 2025–2027 based on risk assessment. The committee also followed up on issues related to legal matters, adequacy of provisions, and inventory, in addition to other responsibilities.

The committee reviewed the effectiveness of internal control procedures based on the recommendations and observations provided by the Internal Audit Department, as well as the comments from the Company's external auditors. It is important to note that absolute assurance regarding the comprehensiveness of evaluations conducted by internal or external auditors cannot be provided, as the assessment process is based on random sampling to obtain reasonable assurance of the effectiveness of internal control procedures.

Accordingly, in light of the committee's work in 2024 and the observations from the external auditors and internal audit activity, the committee believes that the internal control, financial, and risk management environments and procedures applied in the company require improvement.

The committee, alongside the company's management, is committed to continuing the efforts to establish an effective and efficient control environment and to strengthen governance systems by providing recommendations to build and enhance these aspects across the company and its departments. The committee will also propose tools and methods to achieve these goals. Specifically, in 2025, the committee will continue to monitor the activities of the Enterprise Risk Management, Compliance Management, and Internal Audit functions, review their reports and observations, oversee the work of the external auditor, follow up on their activities and comments, and ensure their independence. Additionally, the committee will review significant reports and legal cases in coordination with the Legal and Compliance Departments and focus on monitoring the update and effective utilization of the SAP program.

- The Audit Committee's recommendation regarding the extent to which there is a need to appoint an internal auditor in the company.

There is no recommendation from the Audit Committee regarding the appointment of an internal auditor in the company, as the company already has an internal audit department, an audit manager, and a number of internal auditors.

- The Audit Committee's recommendations that conflict with the Board of Directors' decisions, or that the Board refused to adopt, concerning the appointment of the company's external auditor, his dismissal, the determination of his fees, the evaluation of his performance, or the appointment of the internal auditor, as well as the justifications for those recommendations and the reasons for not adopting them.

There are no recommendations from the Audit Committee that conflict with the decisions of the Board of Directors or that the Board has refused to adopt regarding the appointment of the company's external auditor, the determination of his fees, the evaluation of his performance, or the appointment of the internal auditor; nor did the Committee present any recommendations regarding the dismissal of the company's external auditor.

- Any deviation from the accounting standards approved by the Saudi Organization for Certified Public Accountants.

There is no deviation from the accounting standards approved by the Saudi Organization for Certified Public Accountants.

RISKS

The company's risks are managed by its senior management in accordance with its established policies. The company's management identifies, assesses, and mitigates risks, estimates their likelihood and potential impact, and takes the necessary measures to minimize them. Below are the key risks the company faces:

Risks Associated with the Spread of Poultry Diseases and High Mortality Rates:

The spread of poultry diseases—or even the expectation of their occurrence—can significantly limit the company's ability to conduct its operations or carry out its sales activities. Even if such diseases do not directly affect the company's poultry, relevant government authorities may impose restrictions on the sale of the company's poultry products. Additionally, an outbreak of poultry diseases could lead to the loss of a large number of the company's poultry, resulting in direct economic losses. Moreover, the company's reputation could be negatively impacted, potentially leading to the cancellation of pre-orders by customers, which would have a materially adverse effect on the company's business, financial position, operational results, and future outlook.

Risks Associated with the Company's Reputation and Service Quality

Since its establishment, the company has strived to build a strong reputation linked to its brand. To maintain its reputation and brand in the future, the company focuses on enhancing the quality of services it provides to its customers. This depends on several factors, including the availability of the company's products across all categories through digital platforms and commercial markets. Therefore, if the company is unable to provide or maintain high-quality services for its customers, it will have a significant negative impact on its brand and reputation.

Furthermore, the company's inability to deliver high-quality services may expose it to negative publicity, which could harm its reputation and lead to a decline in customer demand for its products. The company's reputation could also suffer if it fails to maintain the quality of its services, which would have a materially adverse effect on its business, financial position, operational results, and future outlook.

Risks Associated with Adverse Exchange Rate Fluctuations

The company's operational results may be affected by currency exchange rate fluctuations and its ability to effectively manage foreign exchange risks. As the company continues to expand its equipment purchases to accommodate increased poultry production, its exposure to currency-related risks will rise. Unexpected exchange rate fluctuations could lead to increased costs for the company.

Risks Associated with Dependence on IT Infrastructure

The company relies on information technology (IT) systems. The efficiency and reliability of these systems are critical for the company to manage its operations effectively. Any potential failure in managing these systems could have a materially adverse effect on the company's business, financial position, operational results, and future outlook. The company's IT systems may be vulnerable to damage caused by computer viruses, natural disasters, hacker attacks, equipment or software failures, power fluctuations, cyberterrorism, and other similar events.

Risks Associated with High Competition in the Poultry Market

The poultry industry is characterized by intense competition, with the company competing against various local and international firms. This includes small local businesses serving regional markets and large corporations operating on national and international scales. A company with sufficient financial resources, a strong track record in the industry, and access to skilled professionals could emerge as a key competitor in these markets. Competition in the poultry sector is driven by multiple factors, including pricing, quality, geographic presence, innovation, and customer service.

Risks Associated with Climate Conditions

Severe climatic conditions in Saudi Arabia—such as extreme cold, high temperatures, floods, storms, or other natural disasters—can affect the health and growth of the company's poultry, as well as impact hatching, production, or distribution operations. Additionally, climate change may increase the intensity of extreme weather events. Adverse weather conditions, regardless of their cause, could negatively impact the company's business.

DIVIDEND DISTRIBUTION POLICY

According to Article (46) of the Company's Articles of Association and in accordance with the Dividend Distribution Policy, the Company's net annual profits are distributed as follows:

Annual Profits:

Annual profits are distributed in accordance with the Company's Articles of Association and based on the approval of the General Assembly following the recommendation of the Board of Directors regarding the Company's net profits, the calculated profit amount, and the proposed allocation.

The General Assembly reserves its right to refuse the distribution of profits in any year if it believes that such distribution would harm the Company's financial condition and working capital requirements.

The Board of Directors shall execute the General Assembly's decision and distribute the profits within fifteen (15) days from the due date specified in the decision.

Distributable Profits:

Distributable profits consist of the net income for the financial year as per the Company's audited financial statements, less all amounts that are allocated to the reserve for specific purposes under the Company's Articles of Association—if any—or that must be allocated to the reserves formed by the General Assembly, and added to the retained earnings and distributable reserves composed of profits.

The "par difference" account within shareholders' equity may not be used in distributing cash dividends to shareholders.

Calculation of the Profit Amount:

The General Assembly determines the percentage that should be distributed to the shareholders from the net profits after deducting reserves, if any, and distributes the Company's net annual profits—after deducting all general expenses and other costs—as follows:

- To the Ordinary General Assembly, based on the proposal of the Board of Directors to allocate a certain percentage of net profits to form a contractual reserve designated for a specific purpose.
- To the Ordinary General Assembly, which may decide to form additional reserves to the extent that it serves the interest of the Company or ensures the distribution of fixed dividends to shareholders as much as possible; it may also deduct from the net profits amounts to establish social institutions for the Company's employees and to support any such existing institutions.
- Dividends are distributed in cash or as bonus shares or both.

The Board of Directors shall include in its annual report submitted to the General Assembly the percentages of profits distributed to shareholders during different periods of the financial year, in addition to the percentage of profits recommended for distribution at the end of the financial year and the total of these profits.

Interim Profits:

The Company may distribute interim profits to its shareholders on a quarterly or semi-annual basis if the following requirements are met:

- The General Assembly delegates to the Board of Directors the authority to distribute interim profits by a decision that is renewed annually.
- The Company achieves good and regular profits.
- The Company has reasonable liquidity and is capable of reasonably forecasting its profit levels.
- The Company has distributable profits according to its latest audited financial statements that are sufficient to cover the profits proposed for distribution, after deducting what has been distributed and the capitalization of those profits after the date of those financial statements.

If the Board of Directors decides to distribute profits, the Company shall disclose and announce this decision and immediately provide a copy of it to the Capital Market Authority.

The Distribution of Interim Profits is Subject to the Following Controls:

- The distribution of profits shall be charged against the retained earnings accumulated from previous years or the distributable reserves composed of profits, or both, and the Company shall observe the sequence and regularity in the method and proportions of profit distribution according to its available capabilities and liquidity. The Board of Directors shall disclose and announce the regular periodic profit percentages that are decided to be distributed to shareholders on their due dates.
- The distribution of profits is subject to any restrictions or covenants under the financing agreements entered into by the Company.
- If the Board of Directors decides to distribute interim profits, the Company must disclose and announce this decision to the Capital Market Authority and the public immediately and without delay.
- Furthermore, the Company has not distributed any quarterly, semi-annual, or annual dividends to shareholders, nor did the Board recommend any distributions during the year 2024.

Evaluation of the Performance of the Board of Directors and Its Committees

The performance of the Board of Directors and its committees for 2024 has not been evaluated.

Statement on Any Arrangements or Agreements by Which Any Shareholder of the Company Has Waived Any Rights to Dividends

No arrangements or waiver agreements have been made by any shareholder of the company regarding any rights to dividends.

Statement on Any Arrangements or Agreements by Which Any Member of the Company's Board of Directors or Senior Executives Has Waived Any Rewards

The members of the Board of Directors and the committee members from outside the Board—namely Mr. Khalid Al-Rubaian and Mr. Mohammed Abu Dhiyab, members of the Audit Committee, and Mr. Ali Al-Ghamdi, member of the Nomination and Remuneration Committee—have waived the rewards for the Board and its committees from the beginning of the Board's term until May 31, 2024.

RELATED PARTY TRANSACTIONS

A description of any transaction between the Company and a related party, and information regarding any business or contracts in which the Company is a party, or in which any member of the Company's Board of Directors or its senior executives, or any person related to any of them, has an interest. This includes the names of the individuals involved in the business or contracts, as well as the nature of these businesses or contracts, their terms, duration, and amount.

Company Name	Member Name	Nature of Transaction	Amount	Duration
Arab Agricultural Services Company (ARASCO)	Mr. Ziad Abdul Latif Al-Sheikh Mr. Fares Abdullah Al-Habib Mr. Fahad Mutlaq Al-Hanaki	Rent and management of the main center's facilities	4,500,000	1 Year
Arab Agricultural Services Company (ARASCO)	Mr. Ziad Abdul Latif Al-Sheikh Mr. Fares Abdullah Al-Habib Mr. Fahad Mutlaq Al-Hanaki	Providing human resources services	4,048,590	1 Year
Arab Agricultural Services Company (ARASCO)	Mr. Ziad Abdul Latif Al-Sheikh Mr. Fares Abdullah Al-Habib Mr. Fahad Mutlaq Al-Hanaki	Providing information technology services	10,000,000	1 Year
Arab Agricultural Services Company (ARASCO)	Mr. Ziad Abdul Latif Al-Sheikh Mr. Fares Abdullah Al-Habib Mr. Fahad Mutlaq Al-Hanaki	Supplying raw materials / feed	585,925,202	1 Year
Arab Agricultural Services Company (ARASCO)	Mr. Ziad Abdul Latif Al-Sheikh Mr. Fares Abdullah Al-Habib Mr. Fahad Mutlaq Al-Hanaki	Transfer of financing	577,941,755	1 Year
Inspection, Diagnosis and Laboratory Analysis Company (IDAC)	Mr. Ziad Abdul Latif Al-Sheikh	Providing sample testing services	566,573	1 Year
Al-Emaar International Company for Chemicals and Veterinary Medicine (ARASCO Branch)	Mr. Ziad Abdul Latif Al-Sheikh Mr. Fares Abdullah Al-Habib Mr. Fahad Mutlaq Al-Hanaki	Supplying feed additives, disinfectants, and veterinary vaccines	4,502,729	1 Year
Abdullah Al-Othaim Markets Company	Mr. Bader Hamed Al-Aujan	Selling the company's food products	25,691,433	1 Year
Delicious Food Company	Mr. Fares Abdullah Al-Habib	Selling the company's food products	677,273	1 Year
Al-Hanaki Trading Establishment	Mr. Fahad Mutlaq Al-Hanaki	Selling the company's food products	2,719,940	1 Year
Al-Khareef Trading Company	Related party	Supplying, operating, testing, and commissioning main generators	1,567,243	4 months
Al-Khareef Agricultural Projects Company	Related party	Rent of a poultry farm	960,000	1 Year
Al-Khareef Lubricants Company	Related party	Supplying energy and fuel products for farms	102,434	1 Year

The procedures taken by the Board of Directors to inform its members – especially non-executive members – of the proposals and observations of the shareholders regarding the Company and its performance.

The Company's Board of Directors affirms its full commitment to responding to all shareholder inquiries, in accordance with the approved disclosure policies. The Board is always keen to provide all shareholders with the opportunity to raise and discuss their questions during General Assembly meetings.

In this regard, the Company clarifies that it did not receive any proposals or comments from shareholders regarding the Company and its performance during the year 2024, other than what was discussed during the General Assemblies held throughout the year and addressed at the time in the presence of the Board members or through shareholders' review of the meeting minutes.

A statement of the value of any investments or reserves established for the benefit of the Company's employees.

The Company has not established any investments or reserves for the benefit of its employees.

A statement regarding any treasury shares held by the Company and details concerning the uses of these shares.

The Company does not hold any treasury shares.

A description of any interest in the class of voting shares belonging to persons (other than members of the Company's Board of Directors, senior executives, or their relatives) who have notified the Company of those rights in accordance with Article 85 of the Rules for the Offering of Securities and Continuing Obligations, and any change in those rights during the last financial year.

The Company did not receive any notification from shareholders pursuant to Article 85 of the Rules for the Offering of Securities and Continuing Obligations.

A description of the categories and numbers of any convertible debt instruments and any contractual securities or subscription warrants or similar rights issued or granted by the Company during the financial year, along with an explanation of any consideration received by the Company in exchange for them.

There are no categories or numbers of any convertible debt instruments, contractual securities, subscription warrants, or similar rights issued or granted by the Company during the financial year, nor any consideration received by the Company in exchange for them.

A description of any redemption, purchase, or cancellation by the Company of any redeemable debt instruments, and the value of the remaining securities, with a distinction between the listed securities that the Company purchased and those purchased by its subsidiaries.

There has been no redemption, purchase, or cancellation by the Company of any redeemable debt instruments, nor any remaining securities.

A description of any conversion or subscription rights under convertible debt instruments, contractual financial bonds, subscription warrants, or similar rights issued or granted by the Company.

There are no conversion or subscription rights under convertible debt instruments, contractual financial bonds, subscription warrants, or similar rights issued or granted by the Company.

The external auditor's reservations on the annual financial statements.

There are no reservations from the external auditor on the annual financial statements.

The Board of Directors' recommendation regarding the change of the external auditor before the end of the designated term.

The Board of Directors did not make any recommendation during the year 2024 regarding a change of the external auditor.

Information regarding any competitive activities of the Company or any branch of the activity it conducts that is or was conducted by any member of the Board of Directors.

There are no competitive activities conducted by or that were conducted by any member of the Board of Directors.

STATEMENT OF THE NUMBER OF SHARES OWNED BY THE MEMBERS OF THE BOARD OF DIRECTORS AND SENIOR EXECUTIVES AND THEIR CHANGES DURING THE YEAR 2024, AND A DESCRIPTION OF ANY INTEREST, CONTRACTUAL SECURITIES, AND SUBSCRIPTION RIGHTS BELONGING TO THE MEMBERS OF THE COMPANY'S BOARD OF DIRECTORS, SENIOR EXECUTIVES, AND THEIR RELATIVES IN THE COMPANY'S SHARES OR DEBT INSTRUMENTS OR ANY OF ITS SUBSIDIARIES, AND ANY CHANGES IN SUCH INTEREST OR RIGHTS DURING THE LAST FINANCIAL YEAR.

Board of Directors

Name of the Interest Holder	Beginning of the Year		End of the Year		Net Change	Percentage Change
	Number of Shares	Debt Instruments	Number of Shares	Debt Instruments		
1. M. Bader Hamed Al-Aujan	--	--	--	--	--	--
2. Mr. Ziad Abdul Latif Al-Sheikh	--	--	--	--	--	--
3. Mr. Ibrahim bin Abdulaziz Al-Muhanna	--	--	--	--	--	--
4. Mr. Rami Hassan Farhat	--	--	--	--	--	--
5. Mr. Fares Abdullah Al-Habib	--	--	--	--	--	--
6. Mr. Fahad Mutlaq Al-Hanaqi	--	--	--	--	--	--

Board of Directors

Name of the Interest Holder	Beginning of the Year		End of the Year		Net Change	Percentage Change
	Number of Shares	Debt Instruments	Number of Shares	Debt Instruments		
1. Mr. Raja bin Mohammed Al-Harbi	--	--	--	--	--	--
2. Mr. Ahmed bin Mohammed Al-Alawi	--	--	--	--	--	--
3. Mr. Ahmed bin Mohammed Hamed	--	--	--	--	--	--
4. Mr. Ahmed bin Abdul Latif Shaheen	--	--	--	--	--	--
5. Mr. Amir Mohammed Kamel	--	--	--	--	--	--
6. Mr. Bader bin Hamad Al-Shuwaimi	--	--	--	--	--	--
7. Mr. Garrett Flynn	--	--	--	--	--	--
8. Mr. Marcus Freitas	--	--	--	--	--	--

There is no interest, contractual securities, or subscription rights belonging to the members of the Board of Directors, senior executives, or their relatives in the Company's shares or debt instruments, and there is no change in such interest or rights during the last financial year.

The penalties, sanctions, precautionary measures, or precautionary restrictions imposed on the Company by the authority or by any supervisory, regulatory, or judicial entity.

Penalty / Sanction / Precautionary Measure / Preventive Restriction	Reasons for the Violation	Authority Issuing the Violation	Means of Addressing and Preventing Its Recurrence
SAR 200,000	Engaging in activity without obtaining a permit	National Center for Environmental Compliance	Obtaining the necessary licenses

Statutory Payments Due and Paid

Statement	Paid during the year	Due during the year and not paid	Brief Description
Zakat	-	540,493	What is paid or charged for the year according to the provisions and rules of the executive regulations for the collection of zakat
Tax	84,373,060	17,276,038	What is paid or charged for the year according to the provisions of the system and the executive regulations for value added tax
General Organization for Social Insurance	6,353,264	560,761	What is paid or charged for the year according to the provisions of the labor system
Visa Costs	1,493,429	-	What is paid or charged for the year as visa fees based on the regulations related to them.
Labor Office Fees	-	-	The amount paid or charged to the year as fees in accordance with the applicable regulations.

Application of the Provisions of the Corporate Governance Regulations

The Company applies all the provisions contained in the Corporate Governance Regulations issued by the Capital Market Authority, except for the provisions set out below.

Article/Paragraph No.	Text of the article/paragraph	Reasons for non-implementation
37	Training	Guidance material
39	Evaluation	Guidance material
67	Formation of the risk management committee	Guidance material
82	Employee motivation	Guidance material
84	Social responsibility	Guidance material
85	Social work initiatives	Guidance material
92	Formation of the corporate governance committee	Guidance material

Declarations as Follows

- That the accounting records have been properly prepared.
- That the internal control system has been established on sound principles and implemented effectively.
- That there is no doubt regarding the Company's ability to continue its operations.



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