



# Tamer Group: Shaping a Brighter Future Together

RESILIENT, INCLUSIVE GROWTH ACROSS  
SAUDI ARABIA & THE REGION



“For nearly 15 years at the World Economic Forum, I’ve witnessed how collaboration can transform industries, inspire innovation & create sustainable solutions. Tamer Group takes pride in contributing to this collective progress, shaping a brighter future for generations to come.”

**Ayman Tamer** Chairman, Tamer Group

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**“ I AM PROUD TO BE A MEMBER OF THE WORLD ECONOMIC FORUM DEMONSTRATING HOW OUR EFFORTS ARE CONTRIBUTING TO SHAPING A BRIGHTER FUTURE FOR OUR KINGDOM. ”**

Interview with **Ayman Tamer** Chairman, Tamer Group

**How have you adapted to global disruptions, particularly in healthcare & logistics?**

Geopolitical and pandemic-related disruptions have tested supply chains worldwide, but we see challenges as opportunities. At Tamer Group, we are implementing AI-driven tools for demand forecasting and supply chain optimization, ensuring resilience even during material shortages. These innovations allow us to navigate uncertainties while maintaining operational efficiency. Beyond logistics, we support national growth by investing in advanced technologies and sustainable practices. For example, we're aligning with Saudi Vision 2030 to bolster healthcare and logistics resilience. This forward-thinking approach positions us to meet emerging needs while fostering long-term progress. The future holds immense promise, and we are excited to be part of this transformative journey.

**How do you promote equal opportunities and stimulate engagement?**

In healthcare, logistics, and consumer care, we focus on initiatives that promote equal opportunities and employee engagement. By integrating advanced technologies and prioritizing skill development, we ensure our workforce is equipped to meet future challenges. This approach not only strengthens our business but also contributes to reducing economic disparity and improving access to essential services. Our commitment is to create a fair and inclusive ecosystem where talent is nurtured, ensuring that growth benefits individuals and communities alike.

**How do you align with the values of today's youth to foster trust and inclusivity?**

Organizations are shifting toward cultures driven by merit, influenced by social media and the values of younger generations. Today's youth prioritize equality, diversity, sustainability, and social responsibility, redefining workplace norms. This cultural evolution includes a stronger focus on upskilling, good governance, and high ethical standards, fostering trust and integrity.

Purpose has become central to organizations, attracting talent aligned with these values. By embracing these principles, we not only create fairer and more inclusive workplaces but also position ourselves as leaders in innovation and societal progress.

**How do you contribute to promoting inclusiveness and reducing economic disparity?**

Saudi Arabia is leading the way in promoting inclusiveness by creating opportunities for both large companies and SMEs to employ Saudis. At Tamer Group, 54% of our workforce is Saudi, including our CEO and our CHRO, who is a Saudi woman. This diversity reflects our commitment to equal opportunity and talent development.

This inclusive approach addresses economic disparity, enhances skill development, and creates jobs. Unemployment has dropped significantly to 4% for men and around 7% overall, a dramatic improvement from the double-digit rates of recent years. These are clear signs that economic benefits are reaching everyone.

**How do you collaborate with the public sector to enhance access to quality healthcare?**

Accessible, quality healthcare is a priority for Saudi Arabia, and we are committed to supporting this goal. The Ministry of Health has expanded regional polyclinics, covering 80–90% of basic healthcare needs, while public hospitals ensure free access for all Saudis, including emergency care.

The private sector plays a critical role in addressing gaps. With health-

care privatization underway, we are stepping up to complement government efforts. For instance, during past health crises, we collaborated to provide vaccinations and essential medical products, even in remote areas. Our focus is on innovation and partnerships to make healthcare more accessible and efficient. By leveraging advanced technologies and fostering collaboration, we are helping meet the growing demand for affordable, high-quality healthcare while supporting Saudi Arabia's vision of equitable health services for all.

**How has your investment in e-commerce driven growth and aligned with your core focus areas?**

E-commerce is a vital part of our strategy. While our core focus remains healthcare, nutrition, and wellness, we've invested heavily in our digital arm over the past five years. Our largest investment, Mumzworld, leads the way, followed by VitaCare, a B2B wholesale platform, and our newly launched pharmacy business, Pharmaciaty. These initiatives are driving high double-digit growth post-COVID, reflecting strong market demand.

**How do you balance protecting intellectual property with fostering collaboration for equitable access to essential resources?**

While private enterprises must protect their intellectual property

due to the immense time, risk, and investment involved, collaboration is essential for fostering inclusive growth. The COVID-19 pandemic taught us valuable lessons about the importance of regionalizing production to ensure equitable access, particularly for essential resources like vaccines.

During the crisis, vaccine production was swift, but distribution was hampered by logistics and centralized manufacturing. Companies like Arabio, collaborating with Sanofi and Lifera, are now working to localize vaccine production, addressing these gaps. Some companies, like AstraZeneca, shared their technology to facilitate wider access, but others faced challenges in making their processes fully usable. This highlighted the need for structured collaboration between governments and corporations.





At the World Economic Forum leaders are united in driving positive global change. As a healthcare leader, we've learned that preparing for future pandemics requires regionalizing vaccine production & ensuring equitable access. Tamer Group is committed to making this vision a reality.”

enhancing our focus on healthcare services that complement our products, providing comprehensive solutions in key therapeutic areas, and this strategy has even earned recognition from McKinsey.

While we continue to work with international partners from countries like Sweden and Japan, we're equally focused on fostering local collaborations. Saudi Arabia's industrial cities present tremendous opportunities for innovation. Local partnerships are pivotal in shaping a healthcare ecosystem that delivers efficiency, precision, and better patient outcomes while generating new job opportunities.

Internationally, we see growth in biotechnology, biologics, biosimilars, and vaccines. We are making significant strides in these areas, including agreements with Sanofi and Arabio to localize advanced technologies. While the global industry is consolidating, we remain open to collaborations that align with our vision of driving innovation and excellence in healthcare. By combining international expertise with local potential, we're building a future-ready ecosystem that supports

Vision 2030 and global health progress.

**What advice do you have for the next generation of healthcare leaders?**

Collaboration is key. My nearly 40 years of experience in Saudi Arabia and 15 years with the World Economic Forum have taught me that transformative change happens when leaders work together to address global challenges. Tamer Group's legacy is rooted in fostering innovation and societal progress through meaningful partnerships.

For the next generation of healthcare leaders, I encourage building strong networks between global and regional players. These relationships are essential for addressing complex challenges like equitable healthcare access and pandemic preparedness. To my peers in leadership positions, I urge us all to 'pay it forward.' Ensuring the next generation has the tools, knowledge, and support they need is critical to advancing healthcare for all. Together, we can create a legacy of progress that inspires future leaders to do the same. ●

To prepare for future crises, governments could adopt a model where they compensate or acquire intellectual property to ensure global access. For example, if a company invests \$1 billion in research, the government could reimburse that amount, negotiate cost-plus pricing, and ensure fair distribution. Countries like Saudi Arabia have already shown strong leadership during the pandemic, leveraging Vision 2030's framework for effective governance and collaboration.

The World Health Organization's renewed focus on regionalized manufacturing, combined with initiatives from global and local corporations, offers a promising path forward. Tamer Group actively contributes to these discussions at the World Economic Forum.

**How do your collaborations balance international expertise with local innovation to drive healthcare progress?**

Collaboration has always been at the heart of our success. Our partnerships, some of which span 70 to 80 years, reflect our commitment to creating shared value. Moving forward, we're

For over 30 years, the King Salman Center for Disability Research (KSCDR) has been a leader in addressing challenges faced by persons with disabilities. Founded by H.R.H. Prince Sultan bin Salman bin Abdulaziz and supported by partners, the center bridges gaps in disability research, prevention, and rehabilitation, with a focus on the Arab and Islamic world. Based in Riyadh, it utilizes advanced research methods to uncover the causes of disabilities, promote early detection, and develop innovative solutions to improve lives. Among its recent successes is a program on "Comprehensive Education for Students with Multiple Disabilities," conducted in collaboration with the Ministry of Human Resources and Social Development. This initiative trained 170 participants on inclusive education, assistive technology, and evidence-based practices. With values of innovation and empowerment, KSCDR continues to pioneer disability research, promoting Saudi Arabia's vision of inclusive development and global impact. ●



**KING SALMAN CENTER LEADS DISABILITY RESEARCH EFFORTS**

Advancing Science, Empowerment & Inclusion



**AYMAN TAMER**  
Chairman, Tamer Group

“ I am honored to serve as a member of the King Salman Center for Disability Research supporting their transformative efforts in research and innovation. Their research center is conducting groundbreaking work in areas like orthopedics, vision and hearing— each of which holds the potential to radically improve lives and empower persons with disabilities. It promotes inclusion equal opportunity, and a future where everyone can thrive. ”



Overcoming disability with initiative

Knowledge & Innovation

Reliability in presenting data

Novelty & Originality in Scientific Research

Knowledge of serving people & nurturing social work

## REVOLUTIONIZING HEALTHCARE WITH AI

Empowering Millennials to Shape a Future Fueled by AI

In an age where artificial intelligence (AI) is reshaping industries, Tamer Group emerges as a trailblazer in the Middle East's healthcare sector. The Saudi-based conglomerate is harnessing AI not just as a tool but as a transformative force to optimize processes, inspire innovation, and foster inclusivity. The Group has integrated AI deeply into its operations. "We're leveraging AI to drive innovation and efficiency, empowering tech-savvy millennials to optimize processes and shape a technology-driven future," Tamer explains. This decentralized approach, empowering young, technology-proficient teams, aligns with the company's broader



vision of a digitally inclusive future. In 2023, Tamer partnered with Digital Diagnostics to implement LumineticsCore™, a groundbreaking AI system approved by the FDA for detecting diabetic retinopathy. This initiative is set to safeguard the vision of over 8 million individuals in Saudi Arabia. Beyond this, the company is embracing AI in diverse domains,

from streamlining administrative tasks to enhancing clinical decision-making. The Group's initiatives embody the region's dedication to harnessing AI for meaningful societal impact. As the AI revolution advances, Tamer Group remains a trailblazer, showcasing how visionary leadership can leverage technology to transform industries and inspire a future with unlimited potential. ●

## LEADING IN SUSTAINABILITY

A Commitment to Clean Energy & Environmental Stewardship

Tamer Group, a prominent player in logistics, is making significant strides in sustainability with the development of a solar-powered Logistics Park in Riyadh. This facility, designed to operate entirely on renewable energy, is a cornerstone of the company's commitment to reducing its carbon footprint. Aligning with Saudi Vision 2030's focus on sustainable development, the company is also adding some electric vehicles (EVs) to minimize its environmental impact in transportation. Ayman Tamer, chairman of the Tamer Group, highlighted, "We're pushing hard on environmental goals. We aim to make every new facility solar-powered, and we've already started using EVs for deliveries." The company's

sustainability efforts extend to the logistics sector, where advanced technologies like AutoStore systems, designed to optimize storage, retrieval, and order fulfillment, are optimizing energy use and operational efficiency. In addition to these initiatives, the Group has appointed a full-time Environmental, Social, and Governance (ESG) manager to oversee sustainability across operations. This ambitious ESG strategy includes 15

material ESG topics and we are already making positive progress on more than 70% of these goals. We also have plans for further collaboration on the remaining initiatives. Tamer's sustainable logistics initiatives not only support global emissions reduction efforts but also demonstrate the company's leadership in environmental stewardship, creating a cleaner, more efficient future for Saudi Arabia. ●



## TAMER GROUP DRIVES SAUDI VACCINE TRANSFORMATION

Vision 2030's Innovation Strategy Takes Shape with Sanofi Collaboration

Saudi Arabia is rapidly transforming its healthcare landscape with Tamer Group at the forefront of a groundbreaking partnership with Sanofi and Lifera. As a majority shareholder in Arabio, the Group is spearheading efforts to localize vaccine production, a key pillar of the Kingdom's Vision 2030 National Biotechnology Strategy. This initiative aims to develop end-to-end vaccine manufacturing capabilities for self-sufficiency and MENA exports. Under the partnership, Sanofi, a French multinational, is transferring critical biotechnology expertise to Arabio and Lifera. Arabio, a Saudi leader in vaccine production, and Lifera, a biotechnology-focused entity established by the Saudi Public Investment Fund, are pivotal to realizing this vision. Together, they will enable the production of seven essential vaccines, including those for meningitis, influenza, and pediatric immunizations.

Tamer Group's extensive experience in healthcare and biopharmaceuticals ensures the venture is well-equipped to meet the Kingdom's growing demands while positioning Saudi Arabia as a vaccine hub for the MENA region. Faisal Tamer, Chairman of Arabio and Vice-Chairman of Tamer Group, described the initiative as transformative: "This partnership represents a new era for Saudi Arabia's biopharmaceutical sector, fostering local talent and advancing our capacity to serve both regional and global markets." The project is already underway, with production infrastructure and workforce training rapidly progressing. As Vision 2030 accelerates, this strategic collaboration underscores its vital role in shaping the future of Saudi Arabia's healthcare sector. ●



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SAUDI ARABIA

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