

## Nominations and Remuneration Committee Decision

Date: 12-11-2024

Corresponding to: 10-05-1446 (H)

**Subject: Approval of the list of candidates for membership of the Board of Directors for a new session Starting from 01-01-2025 for a period of four years ending on 31-12-2028<sup>1</sup>**

Minutes of the Nominations and Remuneration Committee Meeting No. (57-07-2024) Held remotely (via modern technology) on Tuesday 12-11-2024 corresponding to 10-05-1446 (H) the committee reviewed the list of candidates with its attachments, numbering (36) candidates for membership of the company's board of directors for its new term, which begins on 01-01-2025 for a period of four years ending on 31-12-2028, including those nominated by current members. After the committee verified that the submitted applications met the nomination requirements, it concluded that all candidates met the requirements.

Based on the above, the Nominations and Remuneration Committee submits to the Fifty-Second Ordinary General Assembly its recommendation regarding the list of candidates for membership of the Board of Directors for its new term, which begins on 01-01-2025 for a period of four years ending on 31-12-2028, and their number is (36) candidates without excluding any of the nomination applications for membership of the Board of Directors.

The following list includes the names of the candidates, and Highlights of their knowledge and experience as follows;

Ser	Candidate's name	Highlights of knowledge and expertise	Classification
1.	Dr. Khalid bin Hamad Saleh Al Turki	Academic in Accounting and Business Administration	independent
2.	Mr. Abdullah bin Abdulrahman Abdullah Al Sheikh	Finance, Governance and Risk	independent
3.	Mr. Mosaed Bin Raheel Manadi Al-Anzi	Mining Management	independent
4.	Mr. Abdulmalik bin Khalid Suleiman Al Rajhi	Business Administration and Investment	independent
5.	Eng. Ali bin Saeed Ali Al-Qahtani	Construction Project Management	independent
6.	Eng. Moataz bin Abdulaziz Abdullah Qattan	Business Administration, Sales	independent
7.	Mr. Mohammed bin Othman Mohammed Al-Aiban	Human Capital Management	independent
8.	Mr. Abdulrahman bin Saleh Abdulaziz Al-Anqari	Business Administration, Purchasing	independent

<sup>1</sup> Majority of the Board must be non-executive members, and the number of independent members must not be less than one third of the members (at least 4 members).



Ser	Candidate's name	Highlights of knowledge and expertise	Classification
9.	Eng. Ahmed bin Saleh Abdullah Al Sultan	Construction Project Management and Consulting	independent
10.	Mr. Saad bin Ibrahim Saad Al-Mashouh	Finance, Audit, Investment Management, M&A Programs	Non-executive
11.	Dr. Abdul Aziz bin Majid Abdullah Al-Qasabi	Business Administration Finance and Investment	independent
12.	Mr. Raed Bin Yaqoub Mohammed Mushtaq	Internal Audit and Risk	independent
13.	Eng. Hazal bin Safar Abdullah Al-Otaibi	Strategy and industrial investment	independent
14.	Mr. Omar bin Abdullah Omar Abdul Jabbar	Strategy and Financial Investments	independent
15.	Eng. Abdulaziz bin Mazid Ghanem Al-Hamid	Academic and Management	independent
16.	Mr. Sami bin Ahmed Suleiman Al-Babtain	Finance, Audit and Information Security	independent
17.	Eng. Saleh bin Mohammed Saleh Al Namlah	Business Administration and Implementation	independent
18.	Eng. Ibrahim bin Mohammed Hadi Al Dagher	Business Administration and Development	independent
19.	Prince Dr. Badr bin Khalid Abdullah Al Saud	Business Administration, Strategic Planning, Investment Management, M&A Programs	independent
20.	Dr. Ghazi bin Abdul Rahim Mohammed Al-Rawi	Consulting, strategic management, investment and M&A programs	independent
21.	Mr. Bandar bin Nasser Hamad Al-Tamimi <sup>2</sup>	Human Capital Management	Non-executive
22.	Dr. Mohammed bin Nasser Abdullah Al Dawood <sup>3</sup>	Consulting, investment management, financial analysis and M&A programs	Non-executive

<sup>2</sup> Mr. Bandar bin Nasser Al-Tamimi was nominated by the shareholder, the General Organization for Social Insurance (GOSI).

<sup>3</sup> Dr. Mohammed bin Nasser Abdullah Al-Dawood (current Chairman of the Board of Directors) was nominated by the shareholder, Public Investment Fund (PIF).



Ser	Candidate's name	Highlights of knowledge and expertise	Classification
23.	Eng. Ahmed bin Abdulaziz Abdulrahman Al Sheikh <sup>4</sup>	Strategic Transformation Management, Marketing and Sales	Non-executive
24.	Eng. Raad bin Nasser Saad Al-Qahtani	Project Management and Planning	independent
25.	Mr. Abdulrahman bin Mohammed Abdulrahman Al-Rawwaf	Investment, Human Capital Management and M&A Programs	independent
26.	Mr. Fayez bin Abdullah Ayish Al Zaidi	Finance, Audit, Governance and Compliance	independent
27.	Dr. Faisal bin Abdul Karim Ali Al Khamis	Public Administration and Economics, Strategic Transformation Management	independent
28.	Eng. Omar bin Abdullah Ibrahim Al-Omar <sup>5</sup>	Strategy, Investment, Management, Finance, Operations and M&A Programs	executive
29.	Eng. Abdullah bin Mahmoud Abdullah Abed Al-Thaqafi	Business Administration, Contract Management	independent
30.	Mr. Abdullah bin Mohammed Ali Al-Ghamdi	Business Development	independent
31.	Dr. Moaz bin Khalid Abdullah Al-Zamil	Strategy, Financial Management and M&A Programs	independent
32.	Mr. Abdullah bin Youssef Abdullah Al Hosani	Finance and Internal Audit	independent
33.	Mr. Ahmed bin Khader Abdullah The Buqshi	Strategy, restructuring, M&A programs	independent
34.	Mr. Mohammedsiddiq bin Abdulrahman Mohammedsiddiq Qassab	Strategic Transformation, Investment and Risk	independent
35.	Dr. Abdul Wahab bin Musab Abu Kuwaik	Academic in Industrial and Mechanical Engineering, Project Management, Operations and Production Management	independent

<sup>4</sup> Eng. Ahmed bin Abdulaziz Abdulrahman Al-Sheikh was nominated by the shareholder, Public Investment Fund (PIF).

<sup>5</sup> Eng. Omar bin Abdullah Al-Omar has been the CEO of Qassim Cement since 01-06-2006 until now.



Ser	Candidate's name	Highlights of knowledge and expertise	Classification
36.	Mr. Wael bin Abdul Rahman Hamad Al-Bassam	Human Resources Management	independent

Accordingly, the signing took place as follows;

**Mr. Abdulrahman bin Mohammed Al-Rawaf**

Chairman of the Nominations and Remuneration Committee, Board Member

**Mr. Tariq bin Khalid Al-Marshood**

Member of the Nominations and Remuneration Committee , Member of the Board of Directors

**Dr. Fahd bin Musa Al Zahrani**

Member of the Nominations and Remuneration Committee, from outside the Board