

Annual Report

For The Financial Year Ended

December 31

2025

شور
SURE
SURE GLOBAL TECH
شور العالمية للتقنية



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



Custodian of the Two Holy Mosques
King Salman bin Abdulaziz Al Saud



His Royal Highness
Prince Mohammed bin Salman bin Abdulaziz Al Saud

Crown Prince and Prime Minister



We harness Artificial Intelligence
to continue leadership and excel through innovation

Preamble

Today, the world is witnessing the «post-adoption» phase of Artificial Intelligence (AI) technologies, transitioning from being a technical option to becoming a sovereign driver for national economies and innovative business models. In the Kingdom of Saudi Arabia, we are living at the peak of this rapid digital transformation, guided by the objectives of Vision 2030, which has turned the Kingdom into a global hub for data and AI, and an essential enabler for a sustainable knowledge-based economy.

In this context, Sure Global Tech continues to reinforce its position as a leading strategic partner for both the public and private sectors, drawing on a long technical history spanning two decades of experience in building advanced digital infrastructures. The year 2025 was not merely an operational year for the company, but rather a pivotal year for a qualitative shift in our product identity. We successfully integrated Generative AI and advanced security solutions into the core of our technical ecosystem.

Our commitment to innovation has been manifested through the launch and development of pioneering AI solutions, representing a new generation of digital services enhanced by AI. This has contributed to empowering our clients to make proactive decisions based on precise analytics and protecting their digital assets with high efficiency.

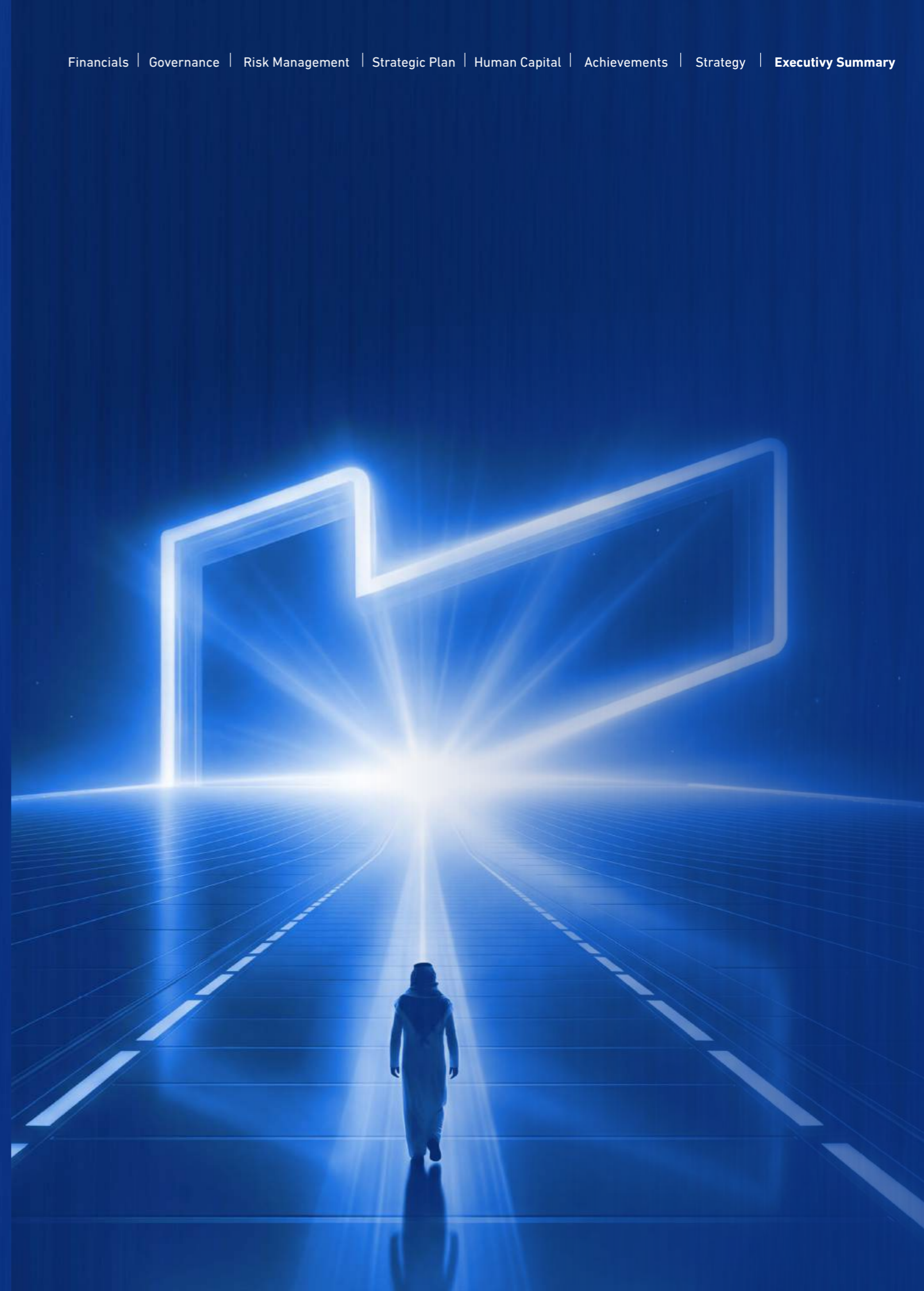
The company's financial and operational performance during the year also reflects the resilience of our business model and its ability to adapt to global technical shifts, while maintaining efficiency in capital management and achieving sustainable returns for our shareholders.

Our success is the fruit of our clients' trust, the dedication of our team, and our firm commitment to the highest standards of governance and transparency as a company listed on the Saudi Market.

The Board of Directors is pleased to present this annual report to the esteemed shareholders, reviewing a harvest year of ambitious achievements, financial performance indicators, and our future vision that aims to lead the technical landscape in the Kingdom, according to a methodology that ensures data accuracy and full compliance with applicable regulations and systems.

Contact

investors@sure.com.sa



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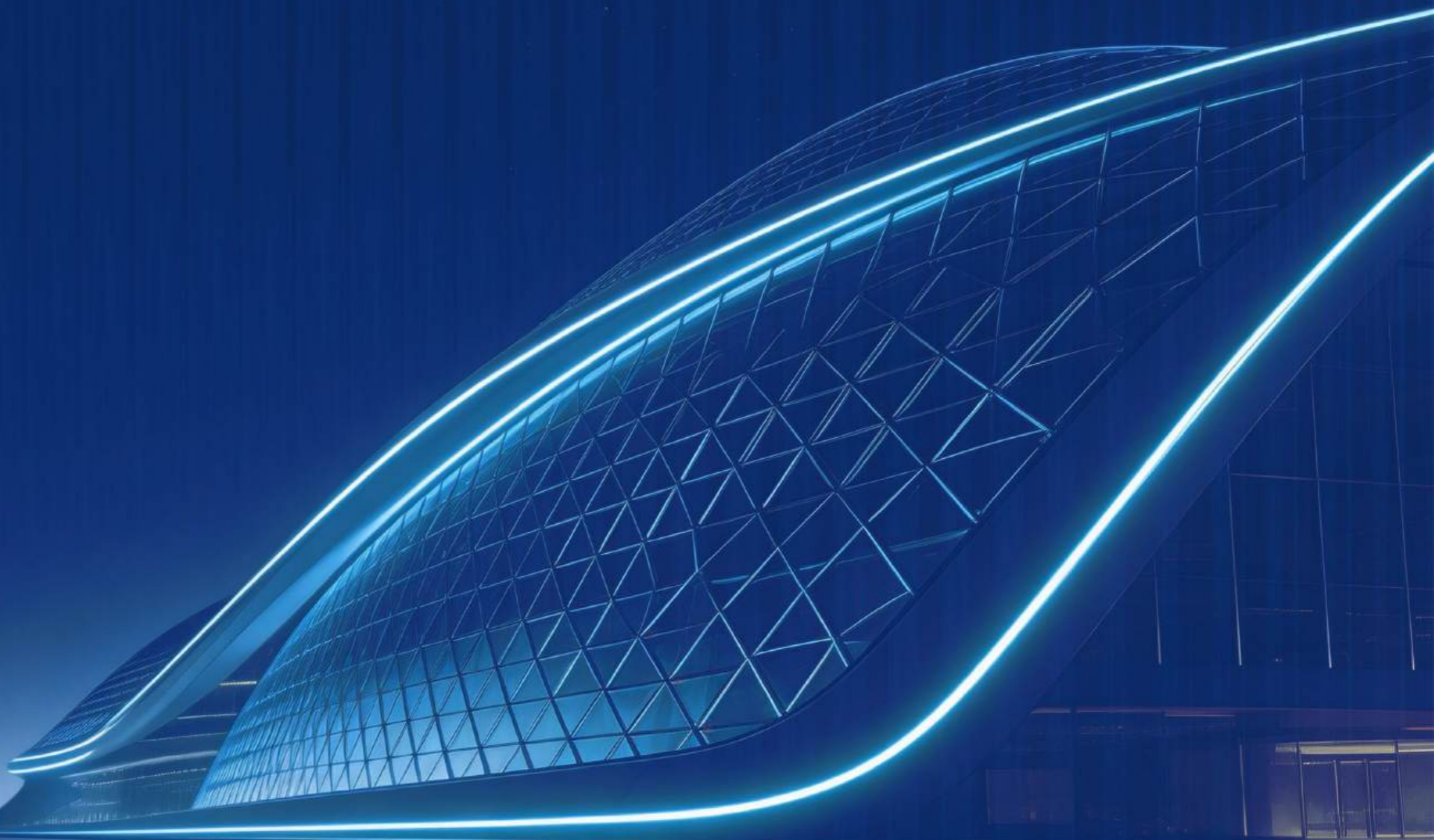
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Executive Summary

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1.1 Board of Directors



Nawaf bin Abdullah Al-Fawzan
Chairman of the Board



Ibrahim bin Abdullah Al-Zuhaymil
Vice Chairman of the Board



Osama bin Abdulrahman Al-Shalaan
Board Member



Ramez bin Ibrahim Al-Fayez
Board Member



Mohammed bin Saud Al-Eissa
Managing Director – Chief Executive Officer
Board Member

1.2 Chairman of the Board's Message

On behalf of my fellow Board Members, it is my pleasure to present the Annual Report of Shor International Company for Technology for the fiscal year ended 31 December 2025.

It has been an exceptional year in our journey, marked by the theme "Harnessing Artificial Intelligence to sustain leadership and elevate innovation." As the Kingdom of Saudi Arabia continues to reap the benefits of its significant investments in digital infrastructure and artificial intelligence, further strengthening its position as a global technology powerhouse and a hub for innovation, "Shor" has remained at the heart of this major digital transformation.

We have drawn inspiration from this national transformation as a strategic driver to further enhance our specialized capabilities, particularly in sovereign artificial intelligence, advanced cybersecurity, and digital governance. This has been clearly reflected in the strength of our financial position, the expansion of our market share, and our ability to develop nationally driven technology solutions aligned with global standards.

Our commitment to you, our valued shareholders, goes beyond financial performance and growth figures. We operate under a long-term strategic vision aimed at positioning "Shor International Company for Technology" as the leading technology enabler and the strongest driver of digital transformation in the region. We firmly believe that leadership requires embedding emerging technologies at the core of business models, while strictly adhering to the highest standards of transparency and corporate governance.

As we enter a new year, we reaffirm our commitment to sustaining this momentum and capturing promising investment opportunities enabled by Saudi Vision 2030, in order to deliver sustainable returns and maximize value for your investments.

In conclusion, we extend our deepest gratitude and appreciation to the Custodian of the Two Holy Mosques, King Salman bin Abdulaziz Al Saud, and to His Royal Highness the Crown Prince and Prime Minister, Prince Mohammed bin Salman bin Abdulaziz—may God protect them—for their unwavering support of the technology and innovation sector, which remains the cornerstone of our progress. We also sincerely thank our esteemed shareholders for their continued trust, which constantly drives us toward excellence, and we highly value the dedication of all Shor employees, who represent the true asset and foundation behind every achievement we are proud of.

May God grant continued security and prosperity to our country, and grant us success in continuing the journey of achievement and growth.

Nawaf bin Abdullah Al-Fawzan
Chairman of the Board



We operate under a long-term strategic vision aimed at positioning Shor International Company for Technology as the leading technology enabler and the strongest driver of digital transformation in the region.



1.3 Managing Director and Chief Executive Officer's Message

It is my pleasure and honor, at the outset of this report, to welcome you all and to express my sincere gratitude for your valuable trust, which serves as the primary driving force behind Shor International Company for Technology's journey. We fully recognize that the success of any organization is not measured by financial figures alone, but by the value it adds to its community and stakeholders, and its ability to anticipate the future.

During this year, we have achieved a fundamental transformation in the identity of our digital products. Shor has evolved from a traditional technology service provider into a developer and innovator of integrated intelligent solutions powered by generative artificial intelligence, big data analytics, and cloud computing. Our business model has demonstrated exceptional resilience and a strong ability to anticipate evolving market demands. We have invested significantly in developing our proprietary digital platforms, enabling both public and private sector clients to achieve unprecedented levels of operational efficiency and technological reliability, which has been positively reflected in our financial performance for the year.

Our focus at Shor today is centered on three strategic priorities: sustainable technological innovation, deep investment in national talent, and maximizing operational value for our partners. We do not merely seek to keep pace with digital transformation; rather, we aim to shape and lead it by delivering sovereign national solutions built to global standards, contributing effectively to a competitive and sustainable digital economy aligned with the aspirations of Saudi Vision 2030. These efforts have resulted in a tangible expansion of our customer base and the strengthening of our strategic alliances with global technology leaders, further reinforcing the Company's position in the parallel market as one of the fastest-growing and most innovative technology companies.

In conclusion, I would like to extend my sincere appreciation to the Board of Directors for their continuous support and guidance, and to my colleagues across the Company for their dedication, which has transformed challenges into opportunities and opportunities into tangible achievements. I also thank our valued shareholders for their continued trust and belief in our ambitious vision. We stand today at the threshold of a new phase filled with promising opportunities, and I am confident that Shor will continue to move forward with determination and ambition toward broader horizons of success, excellence, and technological leadership.

Mohammed bin Saud Mohammed Al-Eissa
Managing Director & Chief Executive Officer



Shor International Company for Technology continues to shape the future of digital solutions, guided by a vision that places innovation at the core of everything it delivers. The year 2025 was a year of qualitative empowerment and the expansion of innovation horizons.



1.4 Regulatory Disclosure

About this Report

This report covers the performance, achievements, governance, and financial statements of SURE Global Technology Company, hereinafter referred to as "SURE Global," "SURE," or "the Company," unless otherwise stated.

Scope of the Report

This report has been issued in both Arabic and English to ensure our message reaches all investors and partners. In the event of any discrepancy in interpretation between the two versions, the Arabic version shall prevail as the official and authoritative reference.

Language and Reference

This report has been issued in both Arabic and English to ensure our message reaches all investors and partners. In the event of any discrepancy in interpretation between the two versions, the Arabic version shall prevail as the official and authoritative reference.

Forward-Looking Statements

Disclaimer

This report contains forward-looking statements and projections related to the Company's plans and ambitions for 2026 and beyond. These statements are based on management assumptions and current market conditions. Actual results may differ due to evolving economic, technological, and regulatory factors.

Reporting Period

This annual report covers the twelve-month period from **1 January 2025** to **31 December 2025**, in accordance with the Company's approved annual reporting cycle.

Compliance and Regulatory

Adherence

SURE Global Technology Company's annual report for 2025, prepared for the Board of Directors, complies with Saudi Arabian laws, Capital Market Authority requirements, and IFRS.

Inquiries and Contact

Comments and inquiries about the annual report are welcome.

www.sure.com.sa

investors@sure.com.sa

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Company Strategy

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2.1 About Sure Global Tech

Sure Global Tech was established in Riyadh in 2006. Over nearly two decades, the company has successfully established itself as one of the leading and most trusted providers of IT solutions and services in the Kingdom of Saudi Arabia. Since its inception, Sure has kept pace with major digital transformations, evolving from an ambitious technology company into a leading entity listed on the Nomu Parallel Market, driving innovation in fields of artificial intelligence and digital solutions.

Sure Global Tech is proud to be a strategic partner to over

200 Vital entities
in public & private sectors

supported by a global network of partnerships with more than

With **150**
More Than
Leading International Companies

This ensures knowledge transfer and the delivery of cutting-edge technology to its clients.

Values

Trust Quality Passion Innovation Teamwork

Vision

Sure Global Tech to be a leader in the communications and information technology sector in the Kingdom by enhancing and developing various activities and improving the effectiveness and performance of digital transformation.

Mission

To develop capabilities in the communications and information technology sector and optimally leverage them for the growth of the company's future projects, thereby contributing to the Kingdom's Vision 2030, serving the community.

Sure Global Tech offers a comprehensive system of professional services and solutions, including:

Cloud Computing



Providing advanced hybrid cloud solutions that ensure infrastructure flexibility, with comprehensive management of technological systems to guarantee business continuity

Artificial Intelligence



Developing intelligent models and solutions based on machine learning and generative AI

E-Services Development



Automating government and institutional processes according to the highest standards

Advanced Digital Products



Developing smart platforms that leverage data analytics and artificial intelligence

Digital Transformation Consulting



Formulating digital strategies that support business sustainability and growth

Infrastructure & Cybersecurity



Enhancing the resilience of technological systems and protecting national data

2.2 Company's Main Activities

The company's main activity is the installation of communications equipment and mainframe computers, wholesale of computers and their supplies including printers and ink, retail sale of computers and their accessories, systems analysis and user interface and experience design, robotics and virtual and augmented reality technologies, application development, artificial intelligence and cybersecurity technologies, blockchain technologies, big data technologies and data science and analysis, establishment of the infrastructure for hosting websites on the network and data processing services and related activities, provision of senior management consulting services, design and programming of special software, wholesale and retail of security devices, installation and maintenance, provision of Internet of Things Virtual Network Operator (IoT-VNO) services, provision of SMS services, registration for the provision of cloud computing services, and provision of management and monitoring services for communications and information networks.

Subsidiary Name	Ownership Percentage	Activity
* شركة شور الابتكارية لتقنية المعلومات	100%	Consulting and IT facility management activities
اس جي تي للحلول الرقمية	100%	Software, database, and application specification, analysis, and design services of all types

* Sure Innovative Information Technology Company has not conducted any business since its establishment on 9 Ramadan 1440 AH, corresponding to May 14, 2019.

2.3 Services and Solutions

- 1 Digital Solutions and Services
- 2 Artificial Intelligence
- 3 Cloud Computing
- 4 Infrastructure & Information Security
- 5 Managed Services
- 6 Professional Products



2.4 Products

Sure Global Tech offers a suite of solutions that combine efficiency with cost reduction and minimization of human error:



A leading digital governance system that supports board meetings and general assemblies with secure electronic voting and signature technologies, holding international quality certifications.



A specialized system for automating executive office procedures, including managing visits, meetings, and tasks with superior security standards, serving sovereign government entities.



A digital authentication and certification system.



Smart marketing solutions via SMS, enabling companies to precisely reach their target audience while ensuring data privacy.



An intelligent tool for planning and implementing strategies and measuring key performance indicators (KPIs) according to best practices.

2.5 Investment

Sure Global Tech continues to seek promising investment opportunities that support its expansion and growth strategy, focusing on emerging technology companies that offer innovative solutions based on artificial intelligence and cloud computing, ensuring rewarding and sustainable returns for our investors.



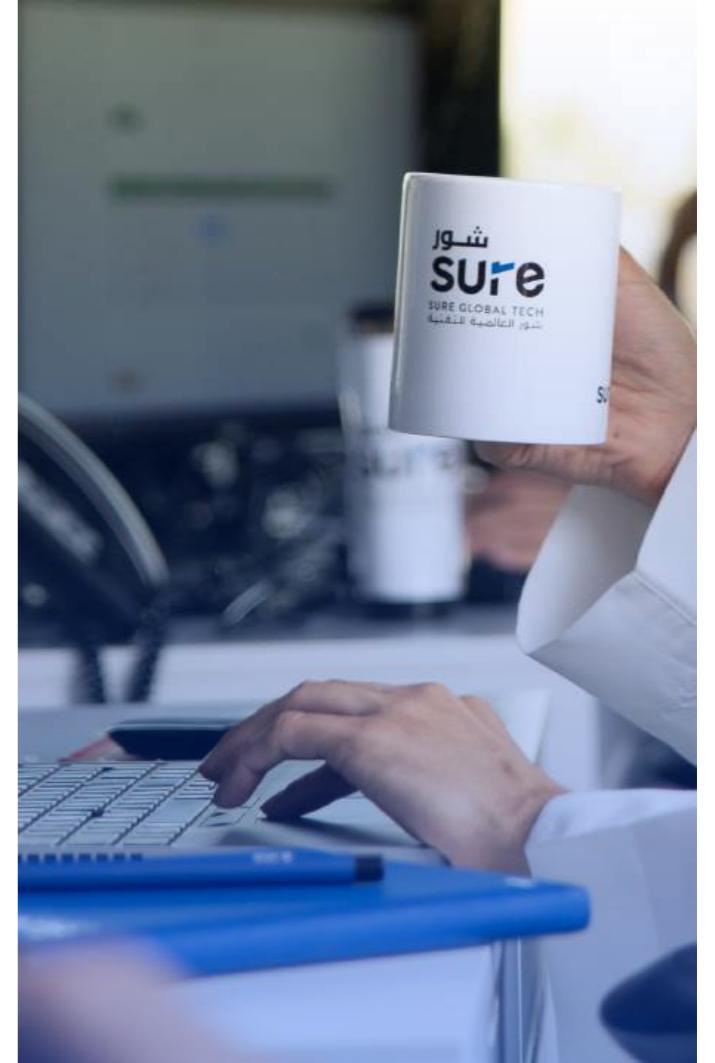
The financial arm specializing in providing innovative electronic payment solutions. The company has witnessed significant growth by providing secure and fast payment technologies that meet the aspirations of businesses and individuals in the Kingdom. It aims to build an integrated digital payment ecosystem that contributes to reducing reliance on cash and achieving the objectives of the Financial Sector Development Program.



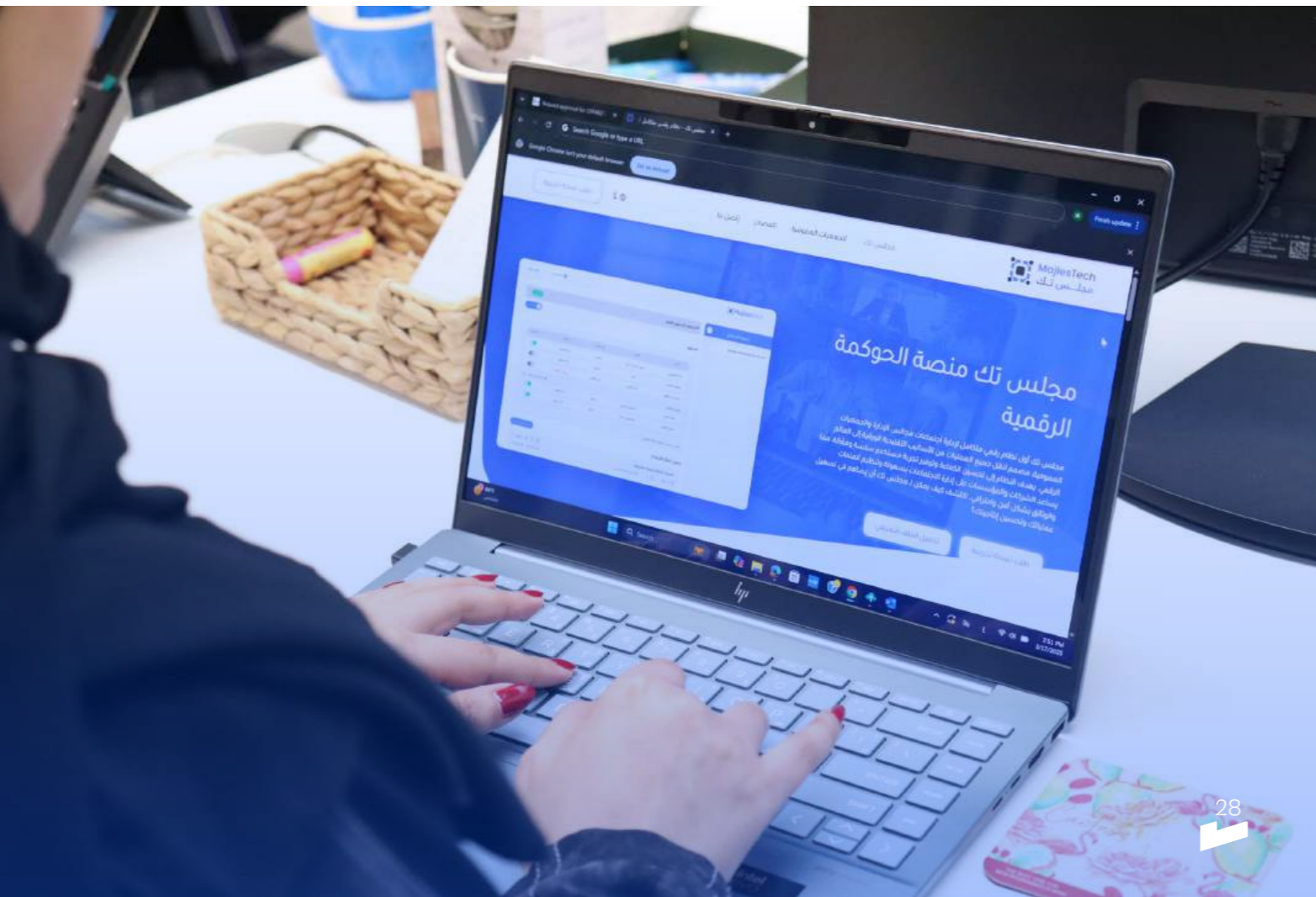
An integrated electronic system for managing residential units, hotels, and furnished apartments. The system gives owners and investors complete control over booking, check-in, and payment collection processes, with direct integration with regulatory bodies (such as Shomoos platform and the Ministry of Tourism), ensuring smart management and outstanding performance in the hospitality and real estate sectors.



يعد معهد المدينة الخضراء للتدريب الزراعي التعليمية والاستشارية التي تستثمر من خلالها شركة شور في بناء العقول وتطوير المهارات البشرية. يركز المعهد على تقديم برامج تدريبية تخصصية في مجالات التقنية والإدارة والذكاء الاصطناعي، بهدف كسر الفجوة بين المخرجات الأكاديمية ومتطلبات سوق العمل المتغيرة. وقد حقق المعهد أثراً ملموساً



Sure Global Tech continues to seek promising investment opportunities that support its expansion and growth strategy, focusing on emerging technology companies that offer innovative solutions based on artificial intelligence and cloud computing, to ensure sustainable returns for our investors.



2.6 Milestones in the Journey to Success



2.7 Advantages of Investing in Sure

Sure Global Tech is based on an ambitious vision that anticipates a limitless digital future. Through its strategic plans, it aims to achieve the following objectives:

1 Leadership and Tech Innovation

Introducing high-quality products and services based on generative artificial intelligence and machine learning technologies

Continuously developing existing products to ensure their competitive advantage

Strengthening the national digital economy through technological solutions that enhance productivity

2 Geographical & Market Expansion

Expanding the scope of business in managed services and artificial intelligence into new regional markets

Maintaining the existing customer base while attracting new vital sectors (such as the financial and logistics sectors)

Investing in the promising opportunities offered by the major projects of the Kingdom's Vision 2030

3 Enhancing Digital Sovereignty

Developing advanced cybersecurity solutions to protect technology systems from evolving threats

Ensuring the highest levels of compliance with national and international regulatory standards for data protection and privacy

4 Strategic Partnerships

Deepening collaboration with global technology leaders to exchange expertise and create unique competitive advantages

Continuing to implement the highest standards of transparency and disclosure to safeguard shareholder rights

5 Investing in Human Capital

Empowering national talent to keep pace with rapid technological changes

Creating a stimulating work environment that prioritizes innovation and excellence as core corporate values

2.8 Operational Performance & Results

Throughout 2025, Sure Global Tech maintained a high level of operational efficiency across all business units, based on a strategy focused on intelligent automation and increased productivity. In a rapidly changing and highly competitive technology market, the company demonstrated exceptional agility in adapting to new requirements, particularly in major digital transformation projects and high-impact initiatives related to artificial intelligence. Our operational efforts this year focused on:

Applying rigorous standards

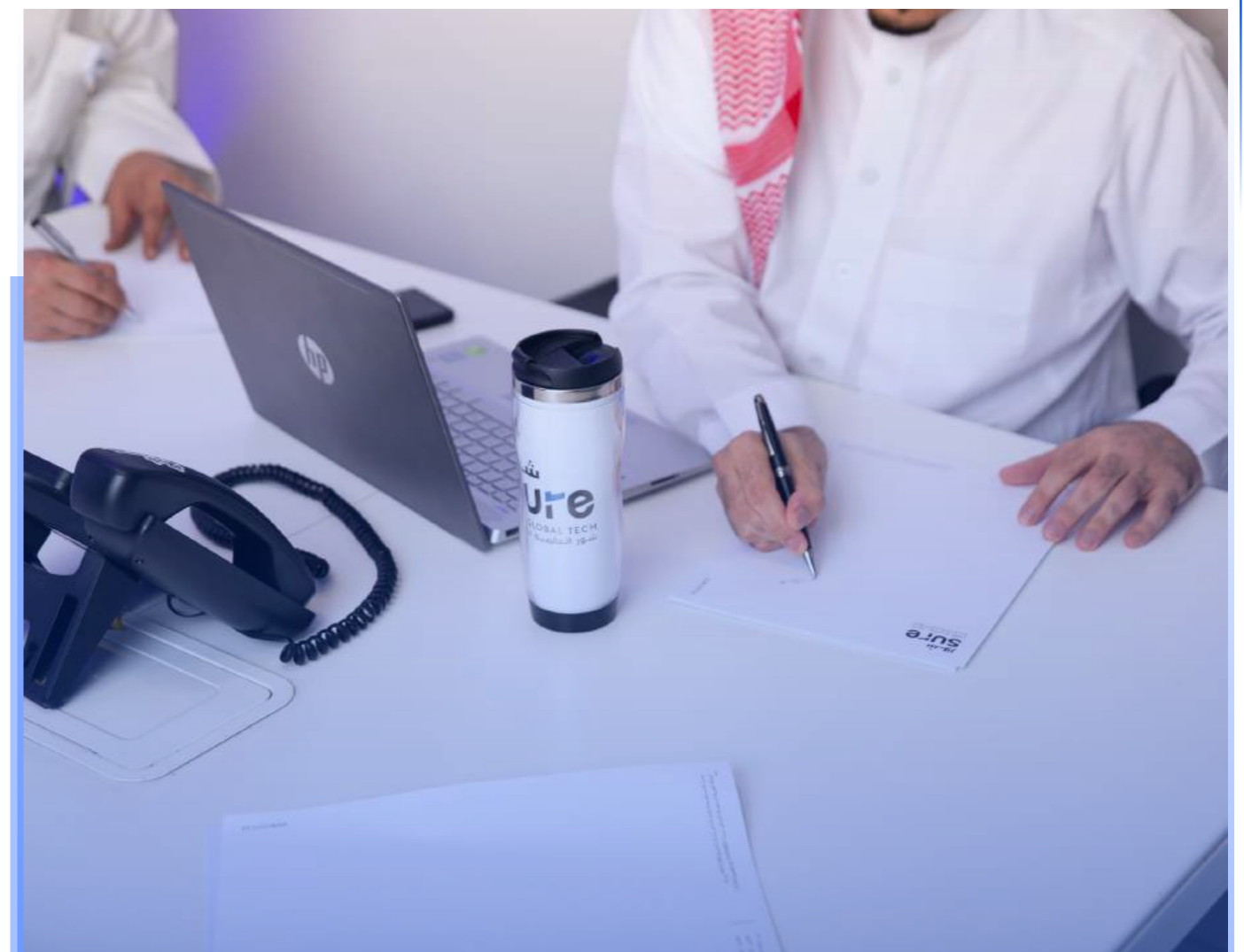
throughout the software and digital solutions development lifecycle.

Ensuring a prompt response

to all managed services provided to our clients in critical sectors.

Improving profitability

by adopting technologies to reduce operational costs.



2.9 Investment Advantages in Sure

Sure Global Tech represents a qualitative investment opportunity in the Saudi technology sector, supported by several strategic pillars that make it a preferred choice for investors seeking growth and sustainability:

Human Capital

We at Sure believe that our specialized national competencies are the actual engine for innovation, and they are the true guarantee for delivering technological outputs that exceed customer expectations.

Strong Financial Position

The company enjoys a proven track record of financial stability and balanced growth, giving it the ability to expand and continuously innovate.

Stimulating Economic Environment

The company operates at the heart of the fastest-growing economy in the region, benefiting from significant government spending on digital transformation within the programs of Saudi Vision 2030.

Transition to the Main Market *TASI*

Raising levels of transparency and governance, and opening broader horizons to attract local and international institutional investments.

Market Trust and Reputation

As a trusted partner to more than 200 government and private entities.



2.10 Global Accreditation & Compliance Certificates

In culmination of our commitment to institutional excellence and international standards, Sure Global Tech continued during the year 2025 to update and obtain the highest global accreditation certificates, most notably:

ISO 22301

in Business Continuity Management System
to ensure the company's readiness to deal with any emergent challenges.

ISO 27001

in Information Security Management System
which confirms our commitment to protecting our clients' data and our digital assets.

ISO 9001

in Quality Management
to ensure the provision of technological solutions that comply with global standards.

Certified Golden Solution
by the Digital Government Authority

Certified AI Solution Provider
by SDAIA

Accredited Golden Solution Provider
by CST

These accreditations are not merely certificates; rather, they are a reflection of the established compliance culture within the company, which aims to mitigate operational risks and provide a secure and sustainable technological environment that supports the aspirations of our shareholders and clients.

03

Company Achievements

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3.1 Key Achievements of the Year

The year 2025 was full of important milestones and achievements, in which Sure continued its ongoing journey towards achieving its strategic goals of being a trusted partner in providing technological solutions and digital transformation services, and meeting the changing market needs through a package of competitive advantages for its clients. During this year, it successfully maintained its position and enhanced its pioneering standing in the information technology field by launching innovative digital products, for which it received honors and certificates that will serve as an incentive for further development and performance improvement. The company also renewed its determination to implement its plans related to all business units, ensuring the continuation of leadership and the provision of services with quality and competitive advantages in accordance with the approved strategy.



During the year 2025, Sure Global Tech launched its new product, "Sure Connect," which is a digital platform for SMS marketing, providing comprehensive marketing services through short promotional messages designed to suit all types of companies and institutions.

His Royal Highness the Emir of Al-Qassim Region Honors Sure on the Occasion of Launching the «Majlis Tech» System



His Royal Highness Prince Dr. Faisal bin Mishaal bin Saud bin Abdulaziz, Emir of Al-Qassim Region, honored Sure Global Tech on the occasion of its launch of the "Majlis Tech" system, which was launched by the company to manage the business of the Board of Directors and the General Committees at the Federation of Saudi Chambers.

"Maktabi Live" and "Sure Connect" Obtain Intellectual Property Certificates

Sure Global Tech's two products, "Maktabi Live" and "Sure Connect," obtained two intellectual property certificates issued by the Saudi Authority for Intellectual Property, which enhances the market value of the company and protects its products.



Obtaining Digital Certification Services

Sure Global Tech obtained a license issued by the Digital Government Authority, under which it provides digital certification services to its clients and partners, in accordance with the highest global standards in the security of digital and electronic signatures.



3.2 Key Achievements of the Sectors

1. Digital Solutions and Software Sector

Developing the New Generation of Platforms:

The sector succeeded in launching and developing integrated digital platforms based on a flexible infrastructure, which contributed to accelerating the digital transformation of more than 50 government and private entities during the year.

Integrating Artificial Intelligence:

Generative Artificial Intelligence technologies were integrated into resource and operations management systems, which led to raising the operational performance efficiency for our clients by a tangible percentage.

Expanding Self-Services:

Launching a range of solutions that support user experience and facilitate access to electronic services with high efficiency.

2. Cybersecurity & Digital Governance Sector

Enhancing Digital Sovereignty:

Developing advanced national tools for proactive monitoring and analysis of cyber threats, which enhanced the immunity of technical systems for clients in sensitive sectors.

Compliance and Legislations:

Supporting partner entities in achieving full compliance with the National Cybersecurity Authority controls and personal data protection standards.

Technical Risk Management:

Executing more than 100 vulnerability assessment and penetration testing operations for major digital infrastructures, to ensure business continuity and protect informational assets.

3. Infrastructure and Managed Services Sector

Cloud Transformation:

Leading massive projects to migrate data and infrastructures to hybrid cloud environments, which provided high flexibility and a reduction in capital costs for clients.

Business Continuity:

Achieving a service availability rate of 99.9% across all managed projects, reflecting the efficiency of the operations centers and technical teams at Sure.

Expanding Support Centers:

Modernizing and expanding the technical support and operations centers to accommodate the increasing demand for digital services around the clock.

4. Consulting and Digital Transformation Sector

Formulating Digital Strategies:

Providing strategic consultations to more than 30 entities, including developing a digital transformation roadmap and adopting emerging technologies.

Improving Customer Experience:

Implementing qualitative initiatives for business process reengineering and simplifying the beneficiary's journey in digital ecosystems.

5. Products Sector

Majlis Tech



The company worked on investing in expanding the active customer base for the Majlis Tech product during the year 2025, and achieved great success in acquiring sovereign entities in the public sector, as well as significant success in acquiring dozens of private sector companies as clients. The continuous expansion of the customer base has contributed to building a deeper understanding of their needs, resulting in the development of a new version of the product that offers more features and a smoother customer experience, which contributed to increasing the active customer retention rate.

S360



The product developed during the year 2025 in parallel with other Sure Global Tech products, as the company worked on launching new models that contribute to developing the customer experience for managing the organization's strategy and tracking performance more accurately. The company's developmental efforts contributed to the expansion of the active customer base and the growth of the retention rate of current customers.

Sure Connect



The company invested in developing the features and benefits of the Sure Connect product to enable clients to conduct marketing and business communication in more innovative and effective ways. It also worked on launching new communication channels at more competitive prices, and expanded its growth efforts, which contributed to achieving an annual growth rate exceeding 100%.

Maktabi Live



The product developed significantly during the year 2025, and the company succeeded in launching the product within sovereign entities, as the year 2025 concluded with dozens of governors, ministers, and their excellencies managing their offices through it. The expansion in the customer base has contributed to significantly developing the product and increasing the retention rate of current customers.

04

Human Capital

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4.1 Human Resources and Training

Human Capital

Engine of Growth & Innovation

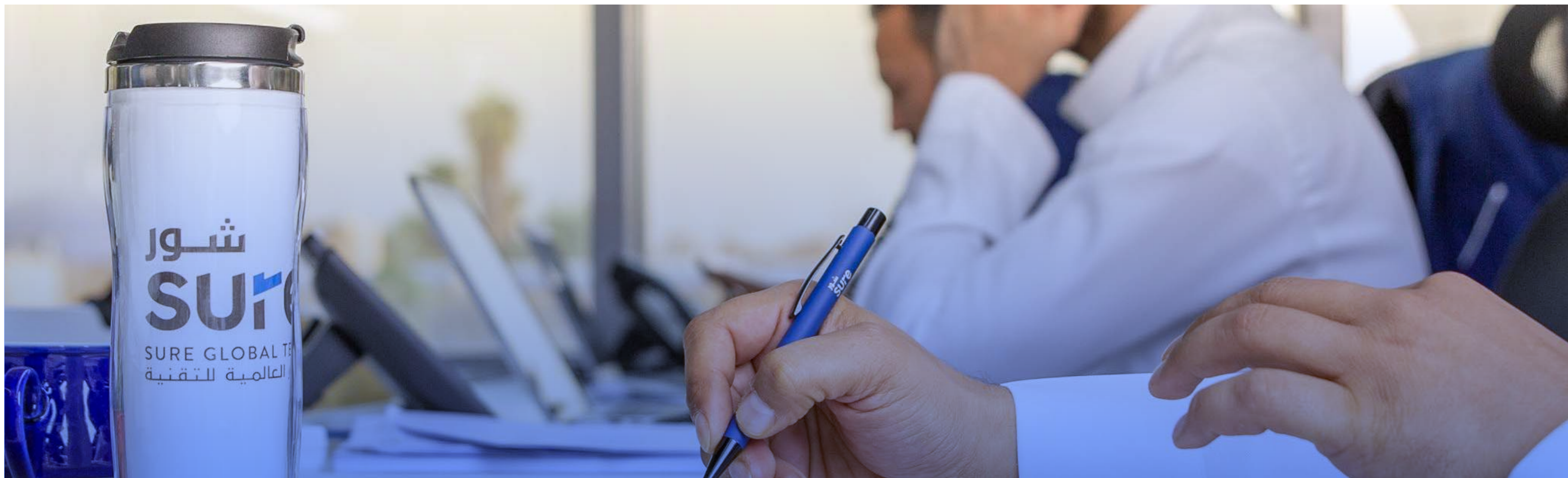
Human capital is considered the true wealth of Sure Global Tech. This section covers our comprehensive talent management strategy, starting from investing in Saudization and women's empowerment, through intensive training programs in artificial intelligence and cybersecurity, up to improving the work environment and regulatory compliance.

In the following pages, we review the achievements of the year 2025 in developing competencies, and the roadmap for the year 2026, which focuses on comprehensive automation and smart performance analysis, to ensure the sustainability of our institutional excellence and our leadership in the technology market.

4.1 Human Resources and Training

Employee Statistics

Total number of employees	296
Number of males of all nationalities	253
Number of Saudi males	68
Saudization rate among males	26.88%
Number of females of all nationalities	43
Number of Saudi females	38
Saudization rate among females	88%
Automation rate of human resources operations	84%



4.1 Human Resources and Training

1 Professional Training & Development Programs

The year 2025 witnessed the launch of a series of intensive training programs to keep pace with global changes. Most notably:

Sure Academy for Emerging Technologies: Implementing specialized training tracks in Artificial Intelligence, and Machine Learning, and Advanced Cybersecurity, to ensure the team's readiness to deal with the latest technologies.

Professional Certificates: Supporting employees to obtain accredited global certificates from major technology providers in the world, which raises the quality of the company's technical outputs.

Leadership Programs: Developing management and leadership skills for executive managers and project managers, to enhance the efficiency of decision-making and resource management.

2 Investment in National Cadres

Sure Global Tech continues its firm commitment to supporting localization targets, as localization rates have reached qualitative levels that reflect the company's belief in the ability of Saudi youth to lead the technology sector. Our efforts were not limited to recruitment only, but included empowering national cadres in advanced leadership and technical positions, which enhances institutional stability and transfers deep technical knowledge to future generations.

3 Work Environment & Corporate Culture

the company worked on improving the employee experience through:

Enhancing Innovation Culture: Creating channels that allow employees to present ideas for new digital projects and products, and adopting outstanding ideas and turning them into reality.

Wellbeing and Job Satisfaction: Implementing initiatives to balance work and private life,

Digital Transformation of the Human Resources Sector: Automating all administrative procedures for employees to ensure speed and accuracy in providing internal services.

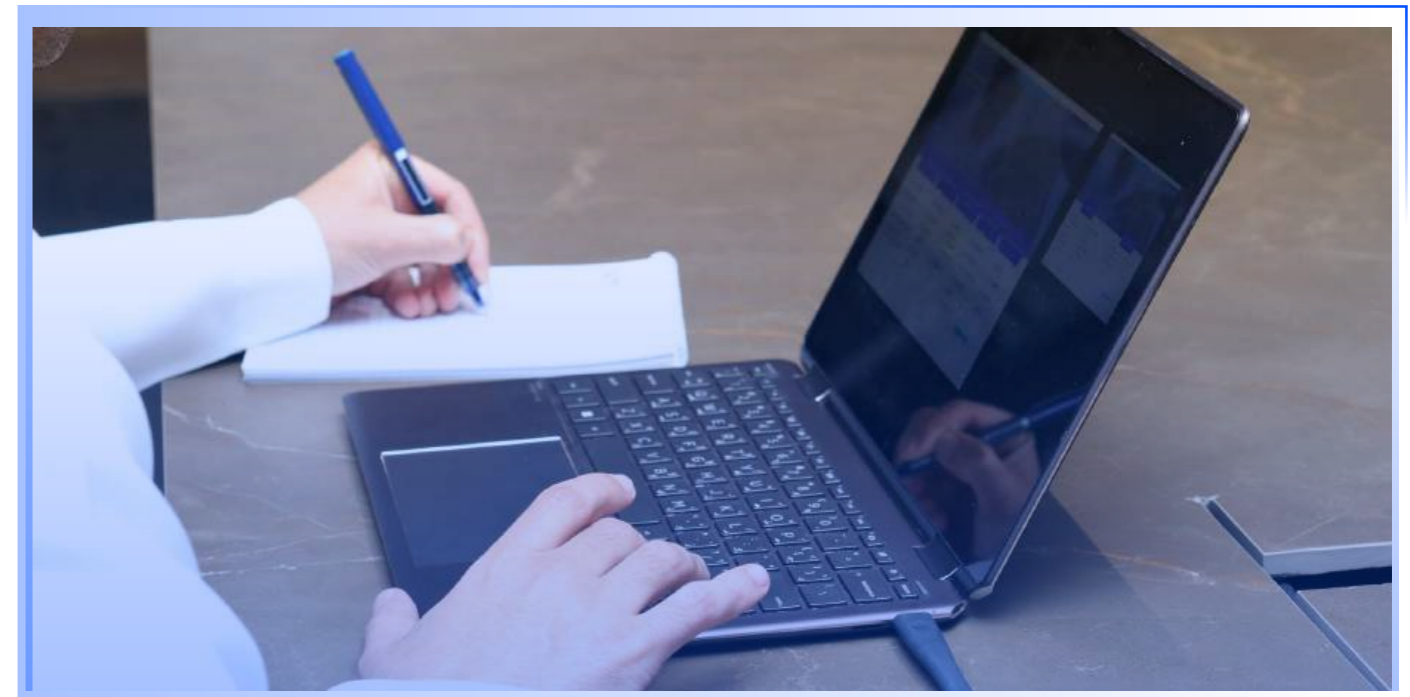
4 Talent Acquisition

The company continued to attract the best competencies in the fields of software development, data scientists, and cybersecurity experts, with a focus on innovators who possess the passion to develop technological solutions that serve comprehensive digital transformation in the Kingdom.

Human Capital

The Core Pillar for Growth

Sure believes that its human competencies are the true engine for innovation, and therefore the Human Resources strategy for the year 2026 places the interest of the employee and their development at the heart of its operations.



4.2 Targets for the Year 2026 within the Human Resources Sector

تؤمن «شور» بأن كفاءاتها البشرية هي المحرك الحقيقي للابتكار، ولذلك تضع استراتيجية الموارد البشرية لعام 2026 مصالحة الموظف وتطويره في قلب عملياتها.

Improving and Developing the Work Environment

We continuously work on creating a motivating and attractive work environment through:

Administrative Digital Transformation: Automating travel procedures and logistical services for employees to ensure speed and flexibility.

Financial Benefits: Signing partnerships with local banks to provide financing solutions and exclusive banking facilities for the company's personnel.

Social Cohesion: Enhancing the corporate culture through periodic events such as the annual Ramadan Iftar and celebrating national occasions and holidays, to consolidate the spirit of one team.

Attracting Competencies and Occupational Excellence

The company continues its commitment to localization and women's empowerment programs, as the partnership with the national "Jadarat" platform and the "Tawteen" program was activated to attract the best Saudi talents. In parallel, the company enhances its global competitiveness by attracting qualitative foreign expertise, benefiting from its inclusion among the approved entities for the Premium Residency program, which facilitates bringing in creative minds to exchange expertise and localize knowledge.

Compliance & Transparency

Sure is committed to full compliance with all government and regulatory systems and regulations. Our adherence to the highest standards of transparency and accountability is what enhanced the company's reputation as a trusted entity before official bodies, partners, and shareholders.

4.3 Future Aspirations for Human Resources

Sure believes that its human competencies are the true engine for innovation, and therefore the Human Resources strategy for the year 2026 places the interest of the employee and their development at the heart of its operations. Our plan for the year 2026 includes a qualitative leap in talent management, including:

Comprehensive Automation

Fully digitizing all administrative processes and human resources systems.

Smart Performance Analysis

Using advanced tools to measure performance and analyze functional data to raise productive efficiency.

Motivation Programs

Launching new social initiatives and incentive awards to support the professional career of employees and boost their morale.

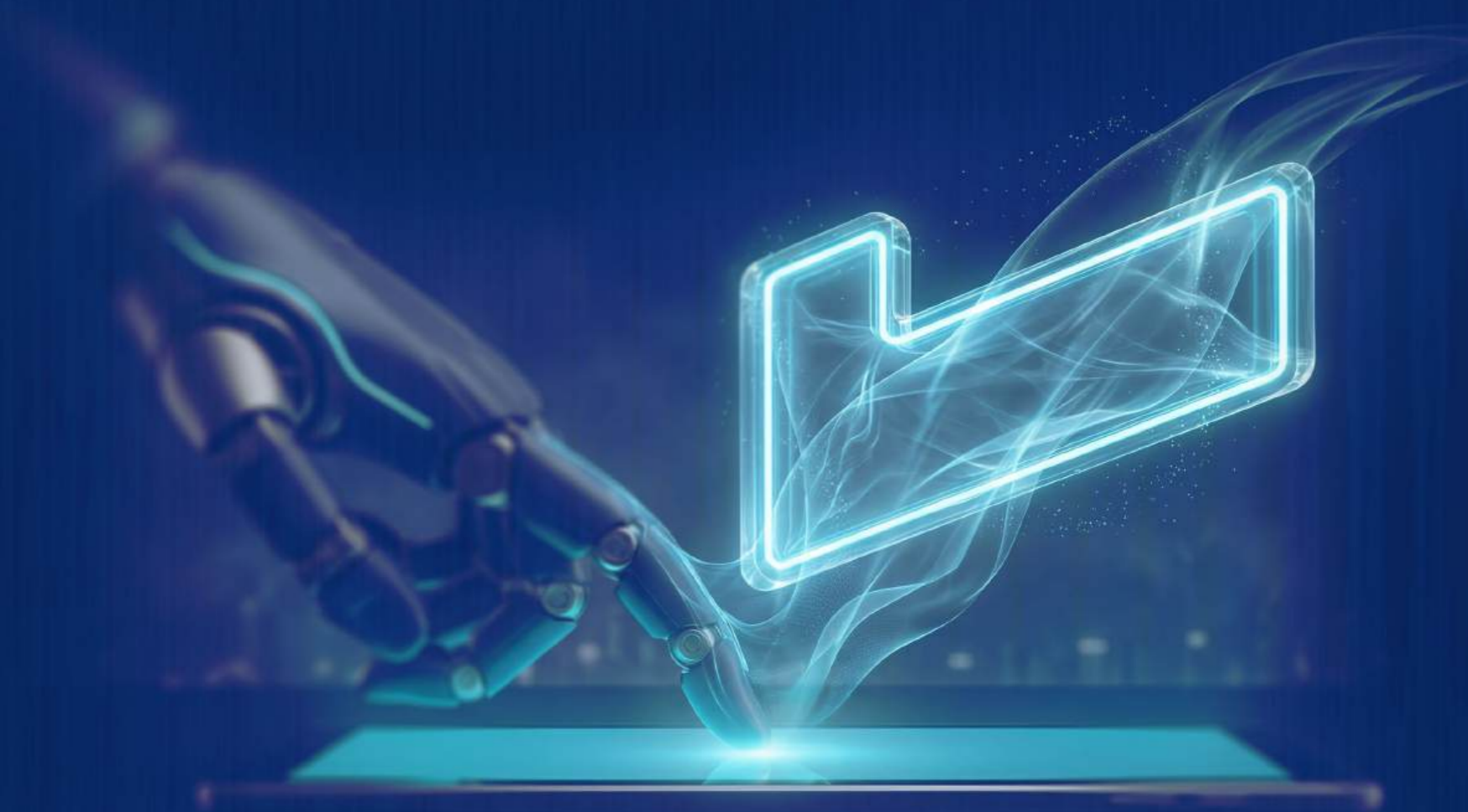


05

Strategic Plans

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Digital transformation powered
by artificial intelligence



5.1 Strategic Plans (2026)

Geographic Expansion and New Markets

The company looks forward to expanding the scope of its operations regionally and internationally by building strategic alliances, which contributes to the growth of market share and the diversification of income sources.

Investment in Research and Development

Continuing to invest in innovating qualitative technological products that precede market expectations and ensure a sustainable competitive advantage for the company.



Artificial Intelligence and Data Analysis

Adopting innovative digital solutions based on Big Data to raise operational efficiency and create an exceptional and interactive customer experience.

Technical and Cognitive Empowerment

Commitment to environmentally friendly technological practices and supporting the local community through qualitative initiatives that serve cognitive transformation.



5.2 Social Responsibility & Sustainability

Sure Global Tech is committed to contributing to achieving sustainable development in line with the targets of Saudi Vision 2030, through launching and participating in qualitative initiatives aimed at creating a tangible positive impact on society and the environment.

1 Technical & Cognitive Empowerment

Supporting Tech Entrepreneurship: Providing free technical consultations to a number of emerging companies in the Kingdom, to help them build solid digital infrastructures that ensure their growth and continuity.

Contributing to Digital Arabic Content: Sponsoring and launching initiatives aimed at enriching technical content in the Arabic language, to enhance awareness of Artificial Intelligence and Cybersecurity among community members.

2 Developing National Human Capital

Cooperative Training Programs: During the year 2025, the company received a group of outstanding students from Saudi universities majoring in computer science and information technology, to provide a professional training environment that prepares them for the actual labor market.

“Techies of Tomorrow” Initiative: In cooperation with academic entities, Sure offered free workshops on the basics of programming and Artificial Intelligence for youth, with the aim of discovering and developing promising technological talents.

3 Social & Environmental Responsibility

Supporting Non-Profit Organizations: The company continued to provide free or discounted technical and software solutions to a number of charitable societies and social institutions, which contributed to automating their business and raising the efficiency of delivering their services to beneficiaries.

Digital Environmental Practices: Out of our commitment to protecting the environment, we worked on reducing the company’s carbon footprint through a complete transition towards paperless operations inside the headquarters, and enhancing reliance on cloud solutions that contribute to rationalizing energy and resource consumption.

5.3 Social Responsibility Governance

All our community initiatives are subject to governance and transparency standards, as we are keen to measure the impact of these initiatives and ensure they reach the target groups with the highest degrees of efficiency, affirming Sure's role as an active and responsible member in the national ecosystem.

Sure Global Tech anticipates the year 2026 with an ambitious vision focused on deepening the impact of emerging technologies in the digital economy infrastructure of the Kingdom, according to the following pillars:

1 Leading Transformation with Artificial Intelligence

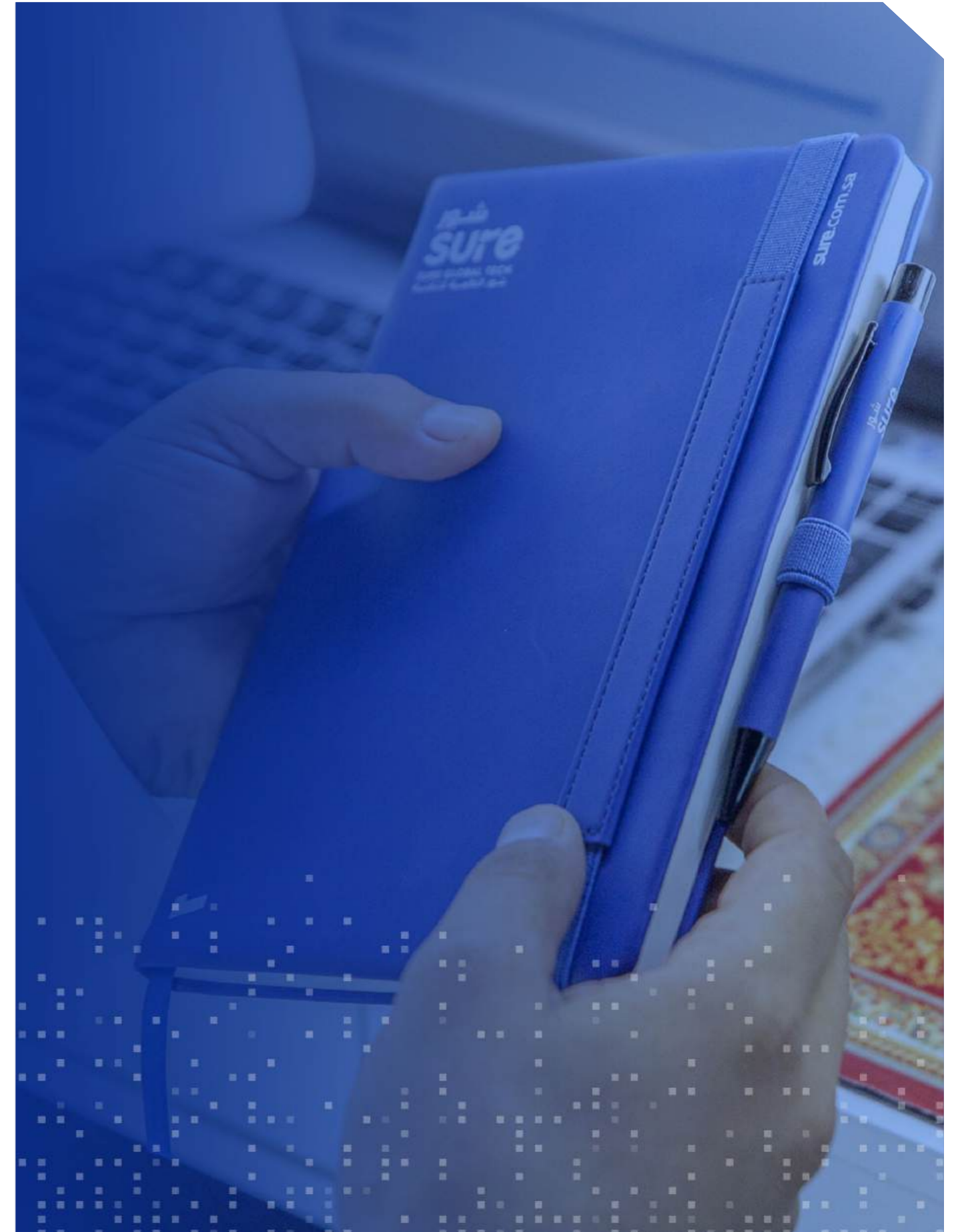
Sure seeks to enhance its leadership in developing innovative technological solutions based on Artificial Intelligence, with the aim of enabling our partners in the public and private sectors to achieve business sustainability. In 2026, we focus on providing systems capable of analyzing big data to support proactive decision-making, which ensures our clients can rapidly adapt to global market variables.

2 Proactive Cybersecurity

We work on elevating the digital defense ecosystem by providing advanced cybersecurity solutions that integrate Artificial Intelligence into threat detection mechanisms before they occur. Our strategy for the year 2026 aims to ensure the highest degrees of confidentiality and privacy for national data, and to protect sensitive infrastructures from advanced cyberattacks.

3 Enhancing Digital Governance

In continuation of our role as a partner in national success, the company places the support of digital governance at the forefront of its priorities. We aim to automate government and institutional operations according to professional standards that ensure integrity and transparency, and help organizations comply with regulations and laws and avoid legal risks.



06

Risk

Management

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Risk Management

All commercial businesses are exposed to numerous risks that vary in type and impact. In managing the risks it faces, Sure Global Tech adopts a proactive approach based on the analysis and evaluation of existing and potential risks. This enables the management to take appropriate decisions and measures regarding them, safeguarding the interests of its clients, employees, and all relevant stakeholders. Below is an overview of the key risks the company may encounter, along with the company's plans to confront these risks and mitigate their effects.

01

Company's Business & Operations Risk

02

Financing Risks

03

Market-related Risks

04

Legal & Regulatory Risks

05

Regulatory Non-Compliance Risks

06

Environmental, social, and governance risks



6.1 Risks related to the company's business and operations

Reliance on Government Contracts

The significant reliance on government and semi-government contracts represents a concern for the company that may expose it to a range of risks, especially those related to changing government priorities and policies, and economic changes. Also, government contracts are sometimes characterized by delays or suspension. Although this type of contract provides a stable source of revenue, changes in government priorities or economic policy may lead to direct threats to the company's profits. Sure Global Tech works on maintaining its strong and sustainable relationship that guarantees it priority in future projects, while diversifying its customer base by expanding into private markets or other industries, which may reduce the risks associated with the fluctuations of government policies and improve its financial and operational sustainability in the face of market fluctuations.

Technical Failures and System Breakdowns

Given the nature of the advanced technical solutions provided by Sure Global Tech, any technical failure or flaw in the infrastructure may lead to an interruption of the services provided to clients, which negatively affects their satisfaction and may drive them to search for other alternatives, and could cause significant financial losses, harm the company's reputation in the market, and expose it to legal penalties or financial compensation. Maintaining the stability of technical systems is considered a vital matter, and this highlights Sure Global Tech's interest in investing in a strong technical infrastructure with periodic monitoring and maintenance systems that ensure business continuity safely and effectively, along with continuous training for employees on dealing with failures quickly and efficiently, and providing contingency plans to ensure a rapid response in the event of a problem. The company also provides backup copies of data and operating systems to ensure service continuity in the event of any interruption to maintain the company's reputation and ensure customer satisfaction.

Reliance on Imported Components

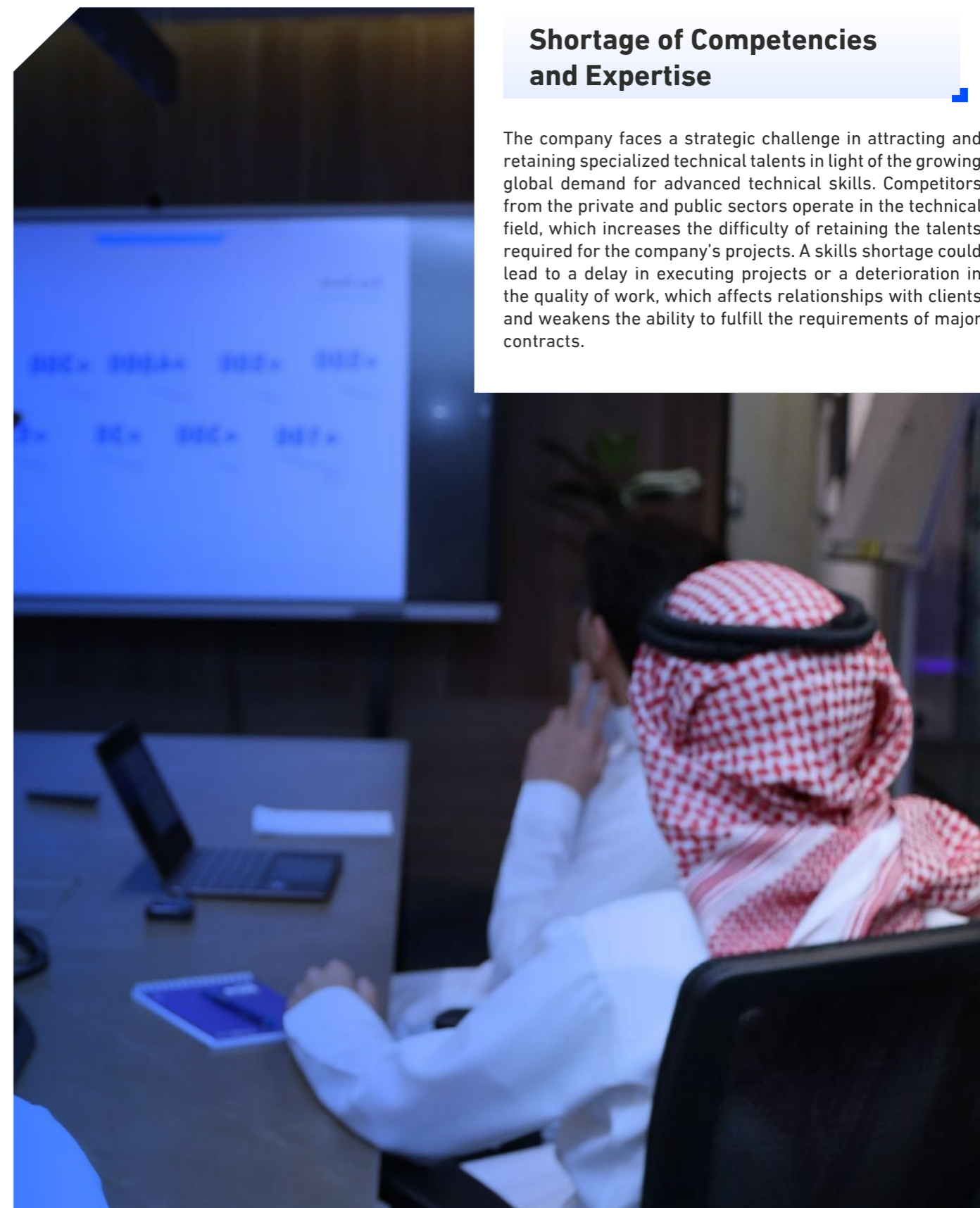
Sure Global Tech relies on imported technical components and software to meet the requirements of diverse projects, which makes it vulnerable to numerous risks related to trade restrictions between countries and global supply chains. It is possible that these disruptions significantly affect the ability to execute projects on time, leading to delays that may negatively impact the company's reputation and its relationship with clients, especially in government contracts that rely on the precise execution of the timeline. Sure Global Tech is keen to deal with more than one supplier to provide alternative or more diverse components, which reduces reliance on a single supplier or a single technology, and mitigates the impact of any disruptions in supply chains.

Cyber Threats and Data Security

Given that the company deals with sensitive data and government information, it is vulnerable to cyber threats that may lead to data theft or unauthorized access to information. Any security breach could cause significant financial and legal losses, in addition to damaging the company's reputation and losing customer trust. Dealing with sensitive data places the company under strict scrutiny from clients and regulatory bodies, which requires strict measures to protect data and continuously update security measures to confront emerging threats.

Shortage of Competencies and Expertise

The company faces a strategic challenge in attracting and retaining specialized technical talents in light of the growing global demand for advanced technical skills. Competitors from the private and public sectors operate in the technical field, which increases the difficulty of retaining the talents required for the company's projects. A skills shortage could lead to a delay in executing projects or a deterioration in the quality of work, which affects relationships with clients and weakens the ability to fulfill the requirements of major contracts.



6.2 Market-related risks

Fluctuations in Government Policies

Given the company's significant reliance on government contracts, any shift in government policies, such as reprioritization or budget cuts allocated for technical projects, may negatively affect the volume of available opportunities. The government may also trend towards adopting new strategies that exclude specific areas of work, which may limit the demand of government clients for the company's services. Therefore, the company must be flexible and capable of adapting to these changes by diversifying its offerings or expanding its customer base.

Sure Global Tech adopts a strategy of investing in innovation and advanced technology, and developing innovative and advanced technologies, enabling it to maintain its position as a distinguished provider of technical services, which increases its competitiveness in changing markets. The company also works on conducting continuous analysis of government policies, which helps in early adaptation to potential changes and taking strategic decisions in a better way that increases its ability to expand amid economic and political challenges.

Intense Competition

The Saudi technology market witnesses strong competition between local and international companies. This competition may lead to lower prices and reduced profit margins. If the company fails to offer competitive proposals in terms of quality and cost, it may lose its market share to competitors offering similar services at more attractive prices or with additional benefits.

Sure Global Tech is distinguished by providing innovative, high-quality technologies that enable it to stand out from competitors and help improve customer performance. Through investment in scientific research and development, and adopting the latest technologies such as Artificial Intelligence and Data Analysis, this can help maintain technological superiority and provide innovative solutions that are difficult to replicate. Sure Global Tech continuously monitors market developments and analyzes competitors in terms of pricing strategies and services provided, in order to identify opportunities and threats and achieve excellence.

Changing Customer Needs

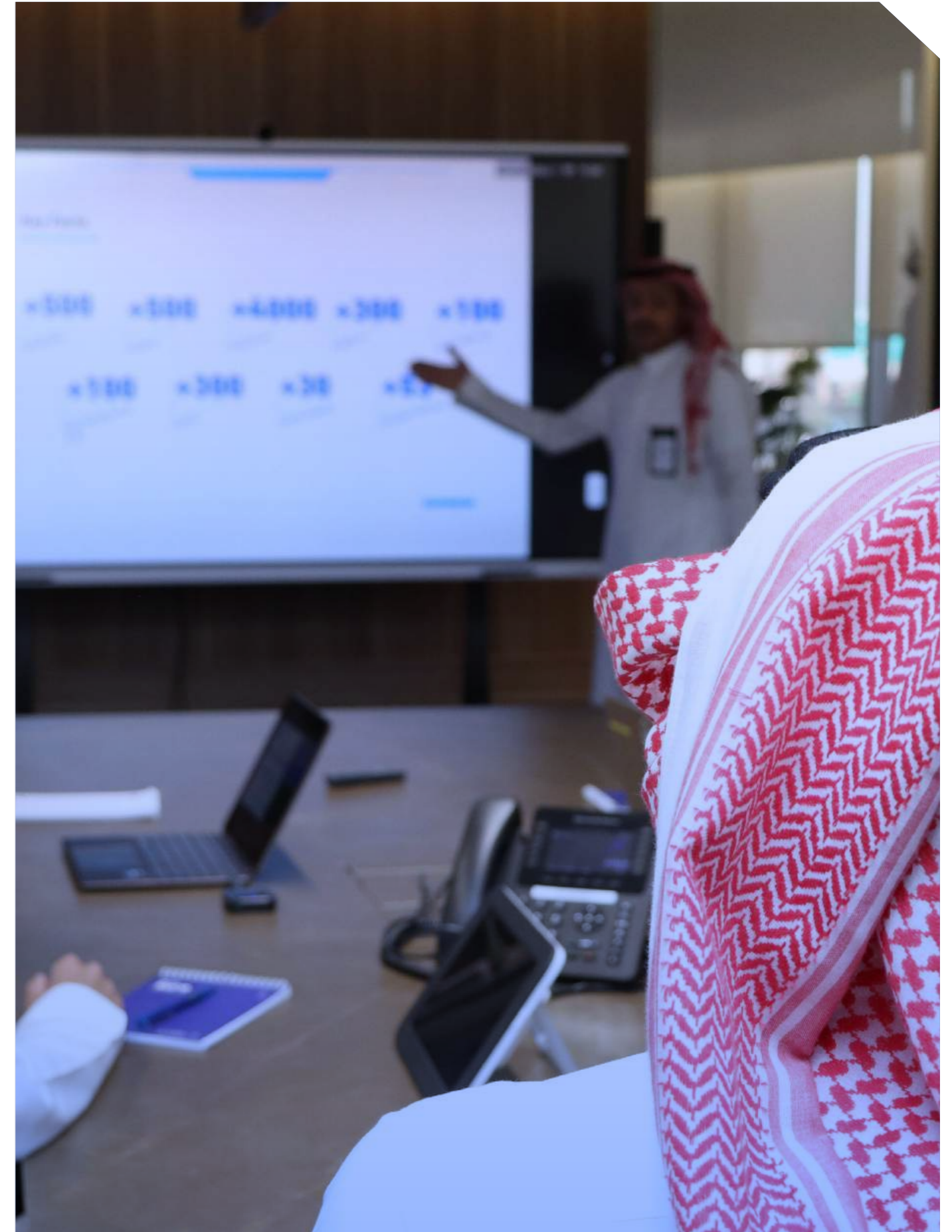
Changing customer needs in the tech market poses a major challenge for the company, as clients in the technology sector expect continuous updates and successive innovations. Rapid changes may occur in customer preferences or in the required technology, which requires significant investments to keep pace with these developments. If the company is unable to meet these changing requirements, it may lose its clients to competitors who offer more advanced and modern solutions.

Sure Global Tech contributes to providing innovative and advanced technological solutions to its clients. It also provides regular monitoring and analysis of market trends, enabling the company to better understand changes in customer needs and adapt to them early on. Sure Global Tech works on improving marketing strategies to highlight the latest innovations or updates it offers, and to enhance awareness of the company's ability to meet continuous changes.

Economic Fluctuations

The company is directly affected by economic conditions, as an economic recession or slowdown can lead to a reduction in government spending on non-essential projects. This may negatively affect the volume of contracts available to the company, especially if these projects are not legally binding or are postponed due to budgetary pressures.

Therefore, Sure Global Tech has made sure to diversify revenue sources by entering diverse sectors such as infrastructure, technology, and digital services, and expanding into global markets along with developing new solutions and modern technologies that help improve the efficiency of project execution at a lower cost, which grants the company a competitive advantage.



6.3 Legal and Regulatory Risks

Updates in Legislations & Regulations

Regulatory authorities may impose continuous updates on laws related to data protection and cybersecurity. These updates require tech companies to have additional obligations, such as periodic security updates and specific methods for data storage. Compliance with these regulations may impose additional operational and financial burdens on the company, such as the costs of technological updates and training employees on new requirements.

6.4 Exposure to Government Contracting Risks

Government contracts are often accompanied by strict conditions requiring high-quality execution within specific timelines. The company may face difficulties in completing contracts even in the event of circumstances beyond its control, and the contracts may be conditional on performance evaluation. In the event of failure to meet expectations, the company may face the risk of reducing the contract value or even terminating it.

Sure Global Tech worked on developing contingency plans to face emergency circumstances and improve performance by setting clear performance indicators, using project management tools, and continuous communication with government entities.

The company is subject to the Capital Market Law and the regulations issued by the Capital Market Authority. Non-compliance with these regulations may expose the company to financial fines and penalties, including suspension of stock trading, cancellation of its listing, or the imposition of penalties or financial fines that may have a material negative impact on the company's business, financial position, and future operational results.

6.5 Risks of Non-Compliance with the Companies Law and its Executive Regulations

The new Companies Law imposes stricter requirements that require the company to take measures to ensure compliance with them. These requirements may affect the company's business plan and take a long time to implement. The new law imposes penalties that may reach up to three years of imprisonment and fines ranging between 500 thousand to five million Saudi Riyals for violating its provisions. Non-compliance with these rules may expose the company to penalties that negatively affect its business and financial position. The company has built strong relationships with regulatory bodies to better understand the requirements and avoid any potential risks.



6.6 Environmental, Social, & Governance ESG Risks

Environmental, Social, and Governance factors constitute a set of factors that companies must take into consideration to ensure their sustainability and responsibility towards society and the environment. Governments may impose new environmental laws requiring companies to adopt more sustainable practices, such as using clean energy. These requirements may entail additional costs, especially since technology is not necessarily considered industrial. However, Sure Global Tech worked on complying with environmental standards by identifying several environmental risks and initiatives to manage these risks, in addition to enhancing business continuity.



6.7 Financing Risks

1 Debt-Related Risks

Technology companies usually rely on banking facilities to finance their businesses, and the continuous rise in interest rates is one of the factors that may make it difficult for them to manage financing burdens. Also, any default in debt repayment may weaken the company's credit reputation and reduce its chances of obtaining additional financing when needed.

Sure Global Tech implemented an integrated strategic plan to enhance operational efficiency and raise productivity levels, with a focus on improving and reducing cost management, which led to shrinking the need for borrowing. In the context of enhancing financial resources, the company works on attracting large investments to ensure achieving sustainable growth and adequate financing for the journey of development and prosperity.

2 Delay in Collection from Government Contracts

Government contracts usually lead to delays in payment compared to commercial contracts. Due to the lengthy procedures associated with financial auditing and approvals, this can cause severe pressure on the company's cash liquidity, especially if it relies primarily on government contracts as a major source of revenue. Sometimes, the company may be forced to borrow to cover its operational and financial obligations, which increases financial burdens and reduces its flexibility.

The company was keen on enhancing its relations with government entities to ensure the smoothness of the auditing and approval operations, with a focus on the principle of transparency in all transactions. Sure Global Tech also worked on diversifying its income sources by entering into commercial partnerships outside the scope of government contracts, which reduces reliance on government revenues and mitigates the risks of delayed payments. In addition, the company relies on accurate financial planning to build cash reserves that guarantee the continuity of operations and protect it from any unexpected financial challenges.

3 Cash Flow Fluctuations

Companies operating with large contracts face a variance in cash flows due to the irregularity of project payments and the difference in their schedules from periodic operational expenses. This fluctuation hinders the company's ability to cover operating costs efficiently, which may force it to rely on short-term loans or credit facilities or even capital increase, which may negatively affect its financial health. In some cases, the company may resort to reducing operational costs or taking austerity measures to achieve cash balance.

Sure Global Tech works on enhancing its financial stability through preparing periodic forecasts for revenues and expenses, using scenario analysis to identify critical periods and take proactive measures. It also seeks to diversify its income sources by targeting smaller projects and commercial contracts alongside government contracts, which reduces the risks of relying on limited sources.

In the context of cost reduction, the company relies on technology and the automation of financial and administrative operations to raise efficiency. It also provides services and products with fast cash flows to enhance revenues, which contributes to ensuring sustainable liquidity and flexibility in facing economic challenges.

07

Governance Report

Strategic plans (2026)

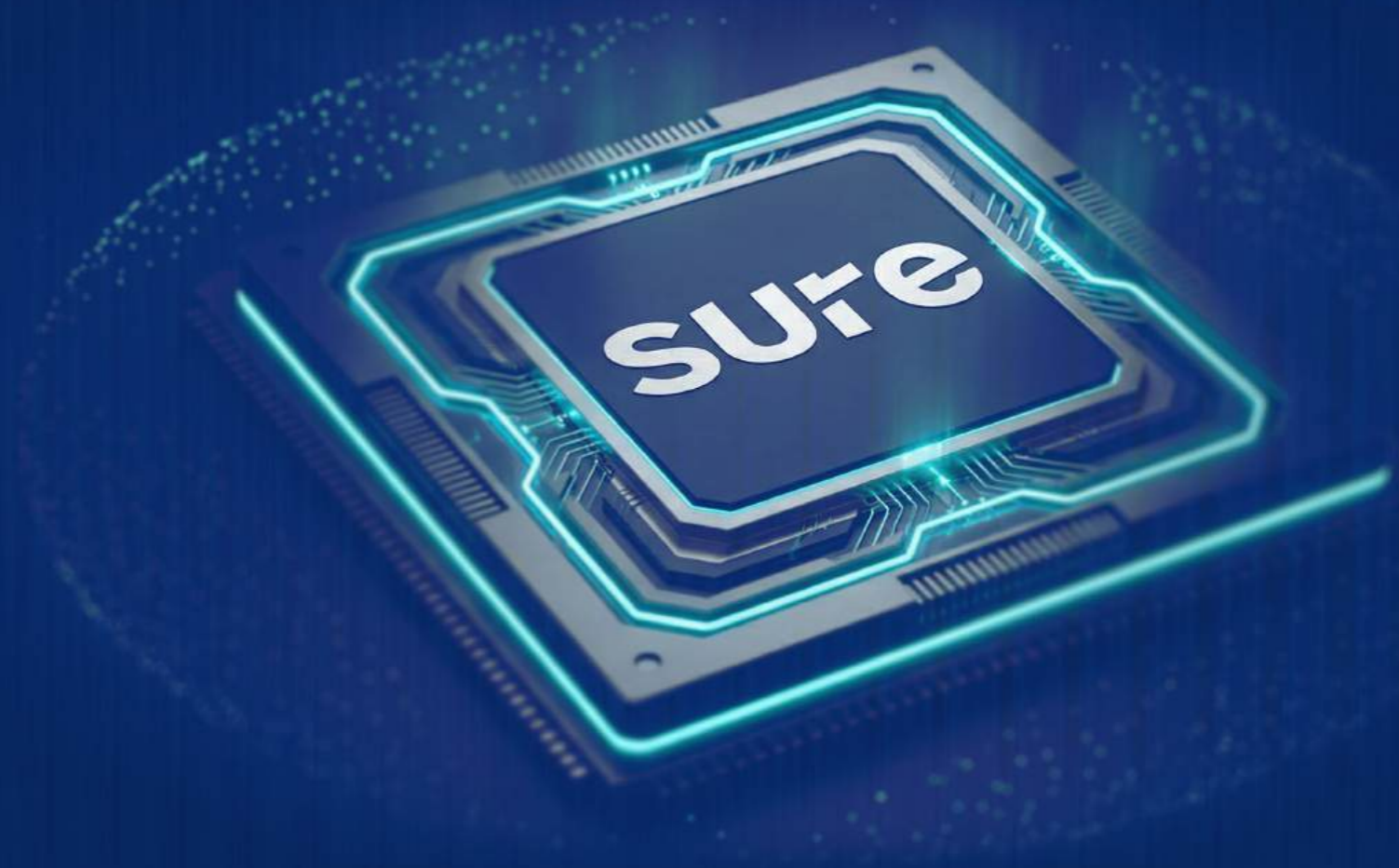
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Social Responsibility and Sustainability

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Social Responsibility Governance

x



Governance Report

Governance is considered an important part of the principles and practices of Sure Global Tech, and the company is committed to following the regulations and governance rules issued by regulatory bodies and competent authorities, as it applies all the provisions contained in the Corporate Governance Regulations issued by the Capital Market Authority in a manner that preserves the rights of shareholders and the rights of stakeholders.

7.1 What has been applied from the provisions of the Corporate Governance Regulations and what has not been applied and the reasons for that:-

The company applies all the provisions contained in the Corporate Governance Regulations issued by the Capital Market Authority, with the exception of the provisions listed below:

Article Number in the Regulations	Paragraph	Text of the Article	Reasons for Non-Application
Thirty-Seventh		(Training)	The article is a guiding article and has not been applied
Thirty-Ninth		(Evaluation)	The article is a guiding article and has not been applied
Sixty-Seventh (Formation of the Risk Management Committee)		A committee named (Risk Management Committee) shall be formed by a decision of the company's Board of Directors. Its chairman and the majority of its members shall be non-executive Board members. It is required that its members have an adequate level of knowledge in risk management and financial affairs.	The article is a guiding article and has not been applied
Sixty-Eighth (Competencies of the Risk Management Committee)		The Risk Management Committee shall be competent with the following: 1) Developing a comprehensive risk management strategy and policies commensurate with the nature and size of the company's activities, verifying their implementation, and reviewing and updating them based on the company's internal and external variables. 2) Determining an acceptable level of risks that the company may be exposed to, maintaining it, and verifying that the company does not exceed it. 3) Verifying the feasibility of the company's continuity and the successful continuation of its activities, while determining the risks that threaten its continuity during the next twelve months. 4) Supervising the risk management system in the company and evaluating the effectiveness of the systems and mechanisms for identifying, measuring, and monitoring the risks to which the company may be exposed; in order to identify their shortcomings. 5) Re-evaluating the company's ability to tolerate risks and its exposure to them periodically (for example, by conducting stress tests). 6) Preparing detailed reports on exposure to risks and the proposed steps to manage these risks, and submitting them to the Board of Directors. 7) Providing recommendations to the Board regarding issues related to risk management. 8) Ensuring the availability of adequate resources and systems for risk management. 9) Reviewing the organizational structure of risk management and formulating recommendations regarding it prior to its approval by the Board of Directors. 10) Verifying the independence of risk management personnel from activities that may expose the Company to risks. 11) Verifying the risk management personnel's understanding of the risks surrounding the Company, and working to increase awareness of the risk culture. 12) Reviewing issues raised by the Audit Committee that may impact risk management within the Company.	The article is a guiding article and has not been applied

Article Number in the Regulations	Paragraph	Text of the Article	Reasons for Non-Application
Sixty-Ninth (Risk Management Committee Meetings)		The Risk Management Committee shall convene periodically at least every (six months), and whenever the need arises.	The article is a guiding article and has not been applied
Eighty-Second (Motivating Employees)	(2)	Programs granting employees shares in the Company or a portion of the profits it generates, as well as retirement programs and the establishment of an independent fund to finance such programs.	The article is a guiding article and has not been applied
Eighty-Second (Motivating Employees)	(3)	Establishing social institutions for the Company's employees.	The article is a guiding article and has not been applied
Eighty-Fourth (Social Responsibility)		The Ordinary General Assembly shall establish, based on a proposal from the Board of Directors, a policy that guarantees striking a balance between its objectives and the objectives that the society aspires to achieve, for the purpose of developing the social and economic conditions of the community.	The article is a guiding article and has not been applied
Eighty-Fifth (Social Work Initiatives)		The Board of Directors shall establish the programs and determine the necessary means to launch the Company's initiatives in the field of social work.	The article is a guiding article and has not been applied
Ninety-Second (Formation of the Corporate Governance Committee)		If the Board of Directors forms a committee specialized in corporate governance, it must delegate to it the competencies stipulated under Article Ninety-One of these Regulations. This committee shall follow up on any matters regarding governance applications, and provide the Board of Directors, at least annually, with the reports and recommendations it concludes.	Guiding article and has not been implemented due to the presence of corporate governance specialists within the Company's management; thus, the Company deems it unnecessary to form this committee at present.



7.2 Names of the Board of Directors Members, Committee Members, and Executive Management, their Current and Previous Positions, Qualifications, and Experiences:

(First term from 01-01-2025 to 09-09-2025):

A) Board of Directors Members

#	Name	Current Positions	Previous Positions	Qualifications	Experiences
1	Mr. Nawaf Abdullah Al-Fozan	Chairman of the Board of Directors of Sure Global Tech Company	Head of Investment Services Group at Falcom Financial Services Company	Bachelor's Degree in Accounting Master's Degree in Business Administration	Over 27 years of experience in the fields of finance, investment, financial technology, and retail. In addition to holding seats on boards of directors, as well as in the fields of real estate development and food manufacturing.
2	Mr. Abdullah lyad Al-Faris	Member of the Board of Directors of Sure Global Tech Company, and Financial Manager of Riyadh Capital	Director of Financial Policies and Control - Riyadh Bank	Bachelor's Degree in Accounting, Master's Degree in Business Administration and Finance	Over 17 years of experience in the public and private sectors in the fields of finance, external and internal auditing.
3	Mr. Basem Abdullah Al-Salloum	Member of the Board of Directors of Sure Global Tech Company, and Chief Executive Officer of Wadi Al-Holoul Company	Chief Executive Officer at Sure Payments for Information Technology Company	Bachelor's Degree in Languages and Translation, Master's Degree in Information Technology Consulting	Over 17 years of experience in the field of management and business development.
4	Mr. Yasser Zouman Al-Zouman	Member of the Board of Directors of Sure Global Tech Company, and General Manager at Al-Saleh, Al-Zouman and Al-Fahad Certified Public Accountants and Auditors	Chief Financial Officer at Watani Iron and Steel Company Limited	Bachelor's Degree in Accounting, Master's Degree in Business Administration	Over 18 years of experience in the fields of finance, auditing, and management.
5	Mr. Mohammed Saud Al-Issa	Chief Executive Officer and Managing Director at Sure Global Tech Company	Executive Vice President at Sure Global Tech Company	Bachelor's Degree in Languages and Translation, Master's Degree in Occupational Safety Management	Over 15 years of experience in the fields of management, project management, and business development.

7.2 Names of the Board of Directors Members, Committee Members, and Executive Management, their Current and Previous Positions, Qualifications, and Experiences:

(Second term from 10-09-2025 to 31-12-2025):

A) Board of Directors Members

#	Name	Current Positions	Previous Positions	Qualifications	Experiences
1	Mr. Nawaf Abdullah Al-Fozan	Chairman of the Board of Directors of Sure Global Tech Company	Head of Investment Services Group at Falcom Financial Services Company	Bachelor's Degree in Accounting Master's Degree in Business Administration	Over 27 years of experience in the fields of finance, investment, financial technology, and retail. In addition to holding seats on boards of directors, as well as in the fields of real estate development and food manufacturing.
2	Mr. Ibrahim Abdullah Al-Moaiqel	Chief Executive Officer of Tharaa Debt Crowdfunding Company	Chief Executive Officer at OceanX Tenth Ocean for Business Solutions Company	Bachelor's Degree in Mechanical Engineering, Master's Degree in Financial Management	Over 16 years of experience in the fields of finance, investment, financial technology, and retail.
3	Mr. Ramez Ibrahim Al-Fayez	Chief Information Officer at King Abdullah Financial District	General Manager of Information Technology - Islamic Military Counter Terrorism Coalition	Bachelor's Degree in Information Systems, Master's Degree in Information Systems, Doctorate in Business Administration	Over 22 years of experience in the fields of management and information technology.
4	Mr. Osama Abdulrahman Al-Shaalan	Chief Executive Officer of Sure Payments Company	Senior Sales Manager - Business Development at Gartner Company	Bachelor's Degree in Mechanical Engineering Sciences, Master's Degree in Business Administration	Over 16 years of experience in the fields of engineering and information technology.
5	Mr. Mohammed Saud Al-Issa	Chief Executive Officer and Managing Director at Sure Global Tech Company	Executive Vice President at Sure Global Tech Company	Bachelor's Degree in Languages and Translation, Master's Degree in Occupational Safety Management	Over 15 years of experience in the fields of management, project management, and business development.



7.2 Names of the Board of Directors Members, Committee Members, and Executive Management, their Current and Previous Positions, Qualifications, and Experiences:

(First term from 01-01-2025 to 09-09-2025):

B) Committee Members

#	Name	Current Positions	Previous Positions	Qualifications	Experiences
1	Mr. Nawaf Abdullah Al-Fozan	Chairman of the Board of Directors of Sure Global Tech Company	Head of Investment Services Group at Falcom Financial Services Company	-Bachelor's Degree in Accounting -Master's Degree in Business Administration	Over 27 years of experience in the fields of finance, investment, financial technology, and retail. In addition to holding seats on boards of directors, as well as in the fields of real estate development and food manufacturing.
2	Mr. Abdullah Iyad Al-Faris	- Member of the Board of Directors of Sure Global Tech Company. - Financial Manager of Riyadh Capital	Director of Financial Policies and Control - Riyadh Bank	-Bachelor's Degree in Accounting, Master's -Degree in Business Administration and Finance	Over 17 years of experience in the public and private sectors in the fields of finance, external and internal auditing.
3	Mr. Basem Abdullah Al-Saltoum	- Member of the Board of Directors of Sure Global Tech Company. - Chief Executive Officer of Wadi Al-Holoul Company	Chief Executive Officer at Sure Payments for Information Technology Company	-Bachelor's Degree in Languages and Translation, -Master's Degree in Information Technology Consulting	Over 17 years of experience in the field of management and business development.
4	Mr. Yasser Zouman Al-Zouman	- Member of the Board of Directors of Sure Global Tech Company, and General Manager at Al-Saleh - Al-Zouman and Al-Fahad Certified Public Accountants and Auditors	Chief Financial Officer at Watani Iron and Steel Company Limited	-Bachelor's Degree in Accounting, Master's -Degree in Business Administration	Over 18 years of experience in the fields of finance, auditing, and management.
5	Mr. Faisal Mohammed Al-Obaid	- Member of the Audit Committee at Sure Global Tech Company - Executive Vice President of Investment, Strategy and Excellence at the Saudi Public Transport Company (SAPTCO)	Chief Investment Officer at Meraas Holding Company	-Bachelor's Degree in Accounting -Master's Degree in Business Administration, Certified Public Accountant (SOCPA) Certificate	Financial Analyst at the Saudi Telecom Company. Director of Investment Management at Rajhi Venture Capital. Chief Investment Officer at Meraas Holding Company.
5	Mr. Naif Saad Al-Qarni	- Member of the Audit Committee at Sure Global Tech Company - Head of Internal Audit at the Saudi Information Technology Company	General Manager of Internal Audit for Operational Processes and Information Technology at Saudi Telecom Channels Company	- Master's Degree in Business Administration from Notre Dame de Namur University, United States of America. - Bachelor's Degree in Accounting from King Saud University.	- Internal Audit Manager at the Job Creation and Employment Commission. - Acting Manager of the Internal Audit Unit for Operational Processes at the Saudi Industrial Development Fund.

7.2 Names of the Board of Directors Members, Committee Members, and Executive Management, their Current and Previous Positions, Qualifications, and Experiences:

(Second term from 10-09-2025 to 31-12-2025):

B) Committee Members

#	Name	Current Positions	Previous Positions	Qualifications	Experiences
1	Mr. Ibrahim Abdullah Al-Moaiqel	Chief Executive Officer of Tharaa Debt Crowdfunding Company	Chief Executive Officer at OceanX (Tenth Ocean for Business Solutions) Company	Bachelor's Degree in Mechanical Engineering, Master's Degree in Financial Management	Over 16 years of experience in the fields of finance, investment, financial technology, and retail.
2	Mr. Ramez Ibrahim Al-Fayez	Chief Information Officer at King Abdullah Financial District	General Manager of Information Technology - Islamic Military Counter Terrorism Coalition	Bachelor's Degree in Information Systems, Master's Degree in Information Systems, Doctorate in Business Administration	Over 22 years of experience in the fields of management and information technology.
3	Mr. Osama Abdulrahman Al-Shaalan	Chief Executive Officer of Sure Payments Company	Senior Sales Manager - Business Development at Gartner Company	Bachelor's Degree in Mechanical Engineering Sciences, Master's Degree in Business Administration	Over 16 years of experience in the fields of engineering and information technology.
4	Mr. Abdulalah Mohammed Al-Tayeb	Chief Governance and Risk Officer - King Abdullah Financial District (KAFD), a subsidiary of the Public Investment Fund. -Membership of board of directors' audit and risk committees in several companies.	-General Manager of Cybersecurity - Ministry of Education. -Executive Manager of Internal and Technical Audit - Al Rajhi Bank. -Manager of Operational and Technical Risk Department - Al Rajhi Bank.	-Executive Master of Business Administration (EMBA) - King Saud University. -Master's Degree in Information Technology and Systems Management. -Specialized executive programs in leadership, governance, and risk management from prestigious global educational institutions.	Over 20 years in leadership, governance, risk management, and compliance.
5	Mr. Faisal Mohammed Al-Obaid	- Member of the Audit Committee at Sure Global Tech Company. -Executive Vice President of Investment, Strategy and Excellence at the Saudi Public Transport Company (SAPTCO)	Chief Investment Officer at Meraas Holding Company	Bachelor's Degree in Accounting, Master's Degree in Business Administration, Certified Public Accountant (SOCPA) Certificate	Financial Analyst at the Saudi Telecom Company. Director of Investment Management at Rajhi Venture Capital. Chief Investment Officer at Meraas Holding Company.
5	Mr. Bandar Nasser Al-Tamimi	Chief Executive Officer of the Shared Services Sector at Alandalus Property Company	Chief Human Capital Officer at the General Organization for Social Insurance.	Master's Degree in Human Resources	20 years of experience in human resources and shared services.

7.2 Names of the Board of Directors Members, Committee Members, and Executive Management, their Current and Previous Positions, Qualifications, and Experiences:

B) Committee Members

#	Name	Current Positions	Previous Positions	Qualifications	Experiences
1	Mr. Mohammed Saud Al-Issa	Chief Executive Officer	Executive Vice President at Sure Global Tech Company	Bachelor's Degree in Languages and Translation, Master's Degree in Occupational Safety Management	Over 16 years of experience in the fields of management, project management, and business development.
2	Mr. Essam Othman Al-Aqeed	Chief Financial Officer	Audit Manager at Al-Rashed Certified Public Accountants and Auditors	Bachelor's Degree in Administrative Sciences, major in Accounting	Over 32 years of experience in accounting and auditing.

7.3 Names of companies inside or outside the Kingdom in which the Company's Board Member is a member of their current and previous boards of directors, or one of their managers.

(First term from 01-01-2025 to 09-09-2025):

Member Name	Names of the companies in which the Board Member is a member of its current Board of Directors or one of its managers	Inside the Kingdom / Outside the Kingdom	Legal Entity [Listed Joint Stock/Unlisted Joint Stock/Limited Liability/..]	Names of the companies in which the Board Member was a member of its previous Board of Directors or one of its managers	Inside the Kingdom / Outside the Kingdom	Legal Entity [Listed Joint Stock/Unlisted Joint Stock/Limited Liability/..]
Mr. Nawaf Abdullah Al-Fozan	Alandalus Property Company	Inside the Kingdom	Listed Joint Stock	Nayifat Finance Company	Inside the Kingdom	Closed Joint Stock
	Al-Raqtan for Central Kitchen Equipment Company	Inside the Kingdom	Limited Liability	Warehouses for Logistics Services Company	Inside the Kingdom	Closed Joint Stock
				Sure Payments for Information Technology Company	Inside the Kingdom	Limited Liability
				Al-Amthal Financing Company	Inside the Kingdom	Closed Joint Stock
Mr. Abdullah Iyad Al-Faris	Riyad REIT	Inside the Kingdom	Listed Fund	None		

7.3 Names of companies inside or outside the Kingdom in which the Company's Board Member is a member of their current and previous boards of directors, or one of their managers.

(First term from 01-01-2025 to 09-09-2025):

Member Name	Names of the companies in which the Board Member is a member of its current Board of Directors or one of its managers	Inside the Kingdom / Outside the Kingdom	Legal Entity [Listed Joint Stock/Unlisted Joint Stock/Limited Liability/..]	Names of the companies in which the Board Member was a member of its previous Board of Directors or one of its managers	Inside the Kingdom / Outside the Kingdom	Legal Entity [Listed Joint Stock/Unlisted Joint Stock/Limited Liability/..]
Mr. Basem Abdullah Al-Salloum	D360 Digital Bank	Inside the Kingdom	Closed Joint Stock	Al-Faleh Sports House Company	Inside the Kingdom	Closed Joint Stock
	Baas Investment Company	Inside the Kingdom	Limited Liability Company	Saudi Exports Development Authority	Inside the Kingdom	Government Sector
	Ewaa Al Arab Travel & Tourism Company	Inside the Kingdom	Closed Joint Stock	General Investment Authority	Inside the Kingdom	Government Sector
	Sure Global Tech Company	Inside the Kingdom	Listed Joint Stock	Nabataty Retail Company	Inside the Kingdom	Limited Liability Company
Mr. Yasser Zouman Al-Zouman	Basamat Advertising Company	Inside the Kingdom	Closed Joint Stock	Mohammed Bin Yaala Exchange Company	Inside the Kingdom	General Partnership Company
	Al-Saleh, Al-Zouman and Al-Fahad Certified Public Accountants and Auditors Company	Inside the Kingdom	Limited Liability	Watani Iron and Steel Company Limited	Inside the Kingdom	Limited Liability
	Watani Iron and Steel Company	Inside the Kingdom	Listed Joint Stock			
Mr. Mohammed Saud Al-Issa	Al Majed Oud Company	Inside the Kingdom	Closed Joint Stock			
	Sure Global Tech Company	Inside the Kingdom	Listed Joint Stock			
	Bayt Al-Nmo Company	Inside the Kingdom	Closed Joint Stock			
	Arab Knowledge Trading Company	Inside the Kingdom	Limited Liability			

None of the Board of Directors members is currently or was previously a member of a board of directors or a manager of a company outside the Kingdom.

7.3 Names of companies inside or outside the Kingdom in which the Company's Board Member is a member of their current and previous boards of directors, or one of their managers.

(Second term from 10-09-2025 to 31-12-2025):

Member Name	Names of the companies in which the Board Member is a member of its current Board of Directors or one of its managers	Inside the Kingdom / Outside the Kingdom	Legal Entity [Listed Joint Stock/Unlisted Joint Stock/Limited Liability/..]	Names of the companies in which the Board Member was a member of its previous Board of Directors or one of its managers	Inside the Kingdom / Outside the Kingdom	Legal Entity [Listed Joint Stock/Unlisted Joint Stock/Limited Liability/..]
Mr. Nawaf Abdullah Al-Fozan	Alandalus Property Company	Inside the Kingdom	Listed Joint Stock	Nayifat Finance Company	Inside the Kingdom	Closed Joint Stock
	Al-Raqtan for Central Kitchen Equipment Company	Inside the Kingdom	Limited Liability	Warehouses for Logistics Services Company	Inside the Kingdom	Closed Joint Stock
				Sure Payments for Information Technology Company	Inside the Kingdom	Limited Liability
				Al-Amthal Financing Company	Inside the Kingdom	Closed Joint Stock
Mr. Ibrahim Abdullah Al-Moaikel	Tenth Ocean for Business Solutions Company	Inside the Kingdom	Closed Joint Stock	None		
	The Chefz Company	Inside the Kingdom	Closed Joint Stock			
	Obeir Company	Inside the Kingdom	Limited Liability Company			
	Hama Financial Company	Inside the Kingdom	Closed Joint Stock			
Mr. Ramez Ibrahim Al-Fayez	Al-Bawani Holding Company	Inside the Kingdom	Private Holding Company			
Mr. Osama Abdulrahman Al-Shaalan	Basmat Adeem Company	Inside the Kingdom	Listed Joint Stock			
	Sure Global Tech Company	Inside the Kingdom	Listed Joint Stock			
Mr. Mohammed Saud Al-Issa	Bayt Al-Nmo Company	Inside the Kingdom	Closed Joint Stock			
	Arab Knowledge Trading Company	Inside the Kingdom	Limited Liability			

7.4 Composition of the Board of Directors and Classification of its Members as Follows:

Executive Board Member - Non-Executive Board Member - Independent Board Member.

(First term from 01-01-2025 to 09-09-2025):

Member Name	Membership Classification (Executive - Non-Executive - Independent)
Mr. Nawaf Abdullah Ali Al-Fozan	Independent
Mr. Abdullah Iyad Abdulmohsen Al-Faris	Non-Executive
Mr. Basem Abdullah Abdulkarim Al-Salloum	Non-Executive
Mr. Mohammed Saud Mohammed Al-Issa	Executive
Mr. Yasser Zouman Saad Al-Zouman	Independent

(Second term from 10-09-2025 to 31-12-2025):

Member Name	Membership Classification (Executive - Non-Executive - Independent)
Mr. Nawaf Abdullah Ali Al-Fozan	Independent
Mr. Ibrahim Abdullah Al-Zuhymil	Independent
Mr. Ramez Ibrahim Al-Fayez	Independent
Mr. Osama Abdulrahman Al-Shaalan	Non-Executive
Mr. Mohammed Saud Mohammed Al-Issa	Executive

7.5 Actions taken by the Board of Directors to inform its members, especially non-executives, of the shareholders’ proposals and remarks regarding the Company and its performance.

The Board confirms that during the year 2025, it did not receive any remarks or proposals from shareholders regarding the Company and its performance. In the event that the Company receives any proposals or remarks in the future from shareholders, the Board will take the necessary actions to directly inform the non-executive members and discuss them with all Board members. Shareholders can also submit their proposals or remarks regarding the Company and its performance through the communication mechanism clarified below:

Based on the Company’s keenness and its care for the rights of its shareholders, the Company has a dedicated official for following up on shareholders’ affairs. He performs his duties towards the Company’s shareholders through continuous communication, responding to inquiries, and following up on any potential issues that shareholders may face regarding dividend distribution processes and others. It is possible to communicate with the shareholders’ affairs official directly via the following e-mail: investors@sure.com.sa

7.6 A brief description of the committees’ competencies and tasks, such as: the Audit Committee, the Nomination Committee, and the Remuneration Committee, mentioning the names of the committees, their chairmen, and members, the number of their meetings, dates of their convening, and the attendance records for the members in each meeting.

Board of Directors Committees:

(1) Audit Committee (First Term)

Chaired by Mr. Yasser Zouman Al-Zouman - Board Member, and the membership of Mr. Faisal Mohammed Al-Obaid - Committee Member from outside the Board, and the membership of Mr. Naif Saad Al-Qarni - Committee Member from outside the Board. It concerns itself with assisting the Board in fulfilling its assigned responsibilities, particularly assisting in verifying the adequacy and effective implementation of the internal control system, and providing any recommendations to the Board of Directors that would activate and develop the system in a way that achieves the Company’s objectives and protects the interests of shareholders and investors with high efficiency and reasonable cost. Under this concept, the Committee’s tasks do not include carrying out any executive duties or making any decisions; rather, its tasks are limited to providing recommendations to the Board of Directors to take whatever it deems appropriate regarding them. The Committee held (5) meetings during the fiscal year 2025 according to the following statement:

#	Name	Membership Nature	First Meeting 132025/03/	Second Meeting 202025/03/	Third Meeting 122025/05/	Fourth Meeting 212025/07/	Fifth Meeting 242025/08/	Number of Meetings Attended by the Member
1	Yasser Zouman Al-Zouman	Committee Chairman	√	√	√	√	√	5
2	Faisal Mohammed Al-Obaid	Member	√	√	√	√	√	5
3	Naif Saad Al-Qarni	Member	√	√	√	√	√	5

√ Attendance in person X Non-attendance

7.6 A brief description of the committees’ competencies and tasks, such as: the Audit Committee, the Nomination Committee, and the Remuneration Committee, mentioning the names of the committees, their chairmen, and members, the number of their meetings, dates of their convening, and the attendance records for the members in each meeting.

Board of Directors Committees:

(1) Audit Committee (Second Term)

Chaired by Mr. Ibrahim Abdullah Al-Zuhymil - Board Member, and the membership of Mr. Faisal Mohammed Al-Obaid - Committee Member from outside the Board, and the membership of Mr. Abdulelah Mohammed Al-Tayeb - Committee Member from outside the Board. It concerns itself with assisting the Board in fulfilling its assigned responsibilities, particularly assisting in verifying the adequacy and effective implementation of the internal control system, and providing any recommendations to the Board of Directors that would activate and develop the system in a way that achieves the Company’s objectives and protects the interests of shareholders and investors with high efficiency and reasonable cost. Under this concept, the Committee’s tasks do not include carrying out any executive duties or making any decisions; rather, its tasks are limited to providing recommendations to the Board of Directors to take whatever it deems appropriate regarding them. The Committee held (2) meetings during the fiscal year 2025 according to the following statement:

#	Name	Membership Nature	First Meeting 212025/10/	Second Meeting 202025/11/	Number of Meetings Attended by the Member
1	Ibrahim Abdullah Al-Zuhymil	Committee Chairman	√	√	2
2	Faisal Mohammed Al-Obaid	Member	√	√	2
3	Abdulelah Mohammed Al-Tayeb	Member	√	√	2

√ Attendance in person X Non-attendance

Tasks and Scope of Work of the Audit Committee:

The Audit Committee is concerned with monitoring the Company's business and verifying the integrity and accuracy of the financial reports and statements and the internal control systems therein. The Committee's tasks specifically include the following:

1. Requesting documents, reports, clarifications, and other information from the Company's management.
2. Inviting the Company's management to the Committee's meetings to question them and request clarifications and explanations from them.
3. Seeking assistance from experts, consultants, and specialists from outside the Company whenever the need arises.
4. Performing any duties delegated to them by the Board of Directors within the scope of the Committee's work.
5. Conducting the annual review and evaluation of its charter and preparing recommendations to the Board of Directors regarding the amendment of part of it (if necessary).
6. Preparing reports on a periodic basis (quarterly) for the Board of Directors.
7. Informing the Board of Directors of developments that affect its independence or of conflicts of interest related to the decisions the Committee makes in preparing an annual evaluation and review of the Committee's activities and its members, including the degree of the Committee's commitment to its charter.

A) Financial Reports:

1. Reviewing the initial and annual financial statements of the Company and its announcements related to its financial performance prior to their presentation to the Board of Directors, and expressing its opinion and recommendation regarding them; to ensure their integrity, fairness, and transparency.
2. Expressing a technical opinion - upon the request of the Board of Directors - on whether the report of the Board of Directors and the financial statements of the Company are fair, balanced, and understandable, and contain the information that allows shareholders and investors to evaluate the Company's financial position, performance, business model, and strategy.
3. Reviewing any important or unusual matters contained in the financial reports.
4. Carefully researching any issues raised by the Company's Chief Financial Officer, whoever assumes his duties, the compliance officer in the Company, or the auditor.
5. Verifying the accounting estimates in the essential issues mentioned in the financial reports.
6. Reviewing the accounting policies followed in the Company and expressing an opinion and recommendation to the Board of Directors regarding them.

B) Internal Audit:

1. Studying and reviewing the internal and financial control systems and risk management in the Company.
2. Studying the internal audit reports and following up on the implementation of corrective measures for the observations contained therein.
3. Monitoring and supervising the performance and activities of the internal auditor and the internal audit department in the Company, to verify the availability of necessary resources and their effectiveness in performing the business and tasks entrusted to them.
4. Recommending to the Board of Directors the appointment of the Internal Audit Department Manager or the Internal Auditor, and proposing his remuneration.

C) Auditor:

1. Recommending to the Board of Directors the appointment of auditors, their dismissal, determination of their fees, and evaluation of their performance, after verifying their independence and reviewing the scope of their work and the terms of contracting with them.
2. Verifying the independence of the auditor, his objectivity, and his fairness, and the effectiveness of the audit work, taking into consideration the relevant rules and standards.
3. Reviewing the auditor's plan and his work, and verifying that he does not provide technical or administrative work that falls outside the scope of audit work, and expressing its views in this regard.
4. Answering the auditor's inquiries.
5. Studying the auditor's report and his notes on the financial statements and following up on what has been taken regarding them.

D) Ensuring Compliance:

1. Studying the results of the reports of regulatory authorities and verifying that the Company has taken the necessary actions regarding them.
2. Verifying the Company's compliance with relevant regulations, bylaws, and policies.
3. Reviewing the contracts and transactions that the Company conducts with related parties, and presenting its views regarding this to the Board of Directors.
4. Raising any issues it deems necessary to take action on to the Board of Directors, and providing its recommendations on the actions to be taken.

E) Completeness and Adequacy of the Internal Control System:

The Committee prepares an annual report on the effectiveness of the internal control procedures in the Company, and the adequacy of the internal and financial control system and risk management in the Company within the scope of its competencies. The Board of Directors shall recommend depositing sufficient copies of this report before the date of the Ordinary General Assembly by (21) days at least. The report shall be read during the holding of the Assembly.

The Committee has the right in this regard to seek the assistance of an independent external consultant to evaluate the internal control system and express an opinion on the extent of its adequacy; provided that it submits what justifies its request.

Most prominent tasks, authorities, and responsibilities of the Audit Committee:

Most prominent tasks, authorities, and responsibilities of the Audit Committee:

- The Committee has the right to access the Company's records and documents without restriction.
- Requesting any document, minute, report, or bank statement.
- The Committee has the right to investigate any matter that falls within its tasks, or any topic specifically requested by the Board of Directors.
- The Committee has the right to request clarifications or a statement from the members of the Board of Directors, the Executive Management, or the Company's employees for the purpose of investigation and inquiring about any information.
- Verifying any defect related to the internal audit department or risk management.
- The Committee has the right to seek legal and technical advice from any external party or any other independent consulting party whenever it is necessary to assist the Committee in performing its tasks.
- Recommending to the Board to nominate the external auditor, dismiss him, evaluate his performance, and determine his fees, and this is after verifying his independence and reviewing the scope of their work and the terms of contracting with them.
- Recommending the appointment or dismissal of the internal audit department manager or the internal auditor.
- Demanding the Board of Directors to invite the General Assembly of the Company to convene if the Board of Directors hinders its work or if the Company is exposed to material damages or losses.

(2) Nomination and Remuneration Committee (First Term):

Chaired by Mr. Abdullah Iyad Al-Faris - Vice Chairman of the Board of Directors, and the membership of Mr. Nawaf Abdullah Al-Fozan - Chairman of the Board of Directors, and the membership of Mr. Basem Abdullah Al-Salloum - Board Member. The Committee held one meeting during the fiscal year 2025 according to the following statement:

#	Name	Membership Nature	First Meeting 24/2025/07/	Number of Meetings Attended by the Member
1	Abdullah Iyad Al-Faris	Committee Chairman	√	1
2	Nawaf Abdullah Al-Fozan	Member	√	1
3	Basem Abdullah Al-Salloum	Member	√	1

√ Attendance in person X Non-attendance

(2) Nomination and Remuneration Committee (Second Term):

Chaired by Mr. Ramez Ibrahim Al-Fayez - Board Member, and the membership of Mr. Osama Abdulrahman Al-Shaalan - Board Member, and the membership of Mr. Bandar Nasser Al-Tamimi - Committee Member from outside the Board. The Committee held (2) meetings during the fiscal year 2025 according to the following statement:

#	Name	Membership Nature	First Meeting 17/2025/09/	Second Meeting 07/2025/10/	Number of Meetings Attended by the Member
1	Ramez Ibrahim Al-Fayez	Committee Chairman	√	√	2
2	Osama Abdulrahman Al-Shaalan	Member	√	√	2
3	Bandar Nasser Al-Tamimi	Member	√	√	2

√ Attendance in person X Non-attendance

*** Competencies and Tasks of the Nomination and Remuneration Committee:****Regarding remunerations as follows:**

1. Preparing a clear policy for the remunerations of the Board of Directors' members, the committees emanating from the Board, and the Executive Management, and presenting it to the Board of Directors for consideration prior to its approval by the General Assembly, provided that such policy considers following performance-related standards, disclosing them, and verifying their implementation.
2. Clarifying the relationship between the granted remunerations and the applicable remunerations policy, and stating any material deviation from this policy.
3. Periodic review of the remunerations policy, and evaluating its effectiveness in achieving its intended objectives.
4. Recommending to the Board of Directors the remunerations of the Board members, the committees emanating from it, and the Senior Executives of the Company in accordance with the approved policy, and reviewing the contracts of the Chief Executive Officer or General Manager and the annual financial remuneration plans for employees in the subsidiaries and in accordance with the approved policy for those companies and raising the recommendation to the Board of Directors.

Regarding nominations as follows:

1. Proposing clear policies and standards for membership in the Board of Directors and the Executive Management.
2. Recommending to the Board of Directors the nomination of members and their re-nomination according to the approved policies and standards, taking into account not nominating any person previously convicted of a crime involving moral turpitude and dishonesty.
3. Preparing a description of the capabilities and qualifications required for membership in the Board of Directors and occupying Executive Management positions.
4. Determining the time that the member must dedicate to the Board of Directors' work.
5. Annual review of the necessary requirements of suitable skills for membership in the Board of Directors and Executive Management positions.
6. Reviewing the structure of the Board of Directors and the Executive Management and making recommendations regarding the changes that can be made.
7. Annually verifying the independence of the independent members, and the absence of any conflict of interest if the member serves on the board of directors of another company.
8. Developing a job description for executive members, non-executive members, independent members, and senior executives.
9. Developing specific procedures in the event a vacancy occurs in the position of a Board of Directors member or senior executives.
10. Identifying the strengths and weaknesses of the Board of Directors, and proposing solutions to address them in a manner consistent with the Company's interests.

Most prominent competencies of the Nomination and Remuneration Committee:

1. The right to investigate any matter that falls within its competencies and tasks, or any subject specifically requested by the Board.
2. The right to access the Company's relevant records and documents.
3. Requesting clarification or a statement from the Board members, the Executive Management, or the Company's employees for the purpose of investigation and inquiring about any information related to the Committee's work.
4. The right to seek legal and technical advice from any external party or any other independent consulting party if that is necessary to assist the Committee in performing its tasks.

7.7 The means relied upon by the Board of Directors in evaluating its performance and the performance of its committees and members, and the external party that conducted the evaluation and its relationship with the Company, if any:

During the year 2025, no evaluation method approved by the Board of Directors was implemented to evaluate its performance and the performance of its committees and members, nor did any external party evaluate the performance of the Board, its committees, and its members.

7.8 Disclosure of the remunerations of the Board of Directors members and the Executive Management in accordance with what is stipulated in Article Ninety of the Corporate Governance Regulations.

The remuneration policy for the Board of Directors members, the committees emanating from it, and the Executive Management of **Sure Global Tech** Company was prepared in compliance with Article Fifty-Eight of the Corporate Governance Regulations issued by the Board of the Capital Market Authority pursuant to Resolution No. 8-16-2017 dated **16/05/1438 AH**, based on the Companies Law issued by Royal Decree No. M/3 dated **28/01/1437 AH**, amended by the Resolution of the Board of the Capital Market Authority No. **8-5-2023** dated **01/12/1443 AH** corresponding to **18/01/2023 G**, based on the Companies Law issued by Royal Decree No. M/132 dated **01/12/1443 AH**.

How the remunerations of the Board of Directors members, its committees, and the Executive Management were determined for the year 2024:

Remunerations of the Board of Directors for the year 2025:

The remunerations of the Board of Directors members and the committees emanating from it for the year 2025 were determined based on what is stipulated in the remuneration policy for the Board of Directors members, the committees emanating from it, and the Executive Management approved by the Ordinary General Assembly on 01-08-2025.

Remunerations of the Committee members for the year 2025:

The remunerations of the committee members for the year 2025 were determined based on what is stipulated in the remuneration policy for the Board of Directors members, the committees emanating from it, and the Executive Management approved by the Ordinary General Assembly on 01-08-2025.

Remunerations of the Executive Management for the year 2025:

The remunerations of the Executive Management for the year 2025 were determined through the evaluation and approval of the Nomination and Remuneration Committee.

- The Remuneration and Nomination Committee continuously reviews the annual remunerations for senior executives and the incentive programs and plans, and they are approved by the Board based on a recommendation from the Executive Management.
- The remuneration of the Executive Management is disbursed based on the recommendation of the Remuneration and Nomination Committee and is approved by the Board.
- The Remuneration and Nomination Committee recommends to the Board of Directors the remunerations of the Executive Management in the Company, taking into consideration the annual resources and the Company's performance.

Senior executives receive the following benefits: basic salary, housing allowance, transportation allowance, medical insurance for the employee and his family, and any other allowances approved by the Board of Directors, and any allowances or other benefits paid to the employee under his employment contract. In addition to the end-of-service gratuity in the event the employee is entitled to it.

Hereby, the Company confirms that the remunerations were granted according to the approved remuneration policy for the Board of Directors, its committees, and the Executive Management, and there is no material deviation from it. Below is the remuneration policy for the Board of Directors members, the committees emanating from it, and the Executive Management:

The Relationship between the Granted Remunerations and the Applicable Remuneration Policy

Policy Objectives:

This policy aims to:

1. Determine clear standards for the remunerations of the Board of Directors members, its committees, and senior executives in light of the requirements of the Companies Law and the regulations and rules of the Capital Market Authority.
2. Attract individuals with a degree of competence, capability, and talent to work in the Board of Directors and executive committees, by adopting incentive plans and programs with remuneration linked to performance, which contributes to improving the Company's performance and achieving the interests of its shareholders.

Controls for Determining and Disbursing Remunerations for Board of Directors Members:

The Nomination and Remuneration Committee is responsible for recommending to the Board the remunerations of the Board members, committee members, and senior executives in the Company according to the approved standards as follows:

1. The remunerations shall be based on the recommendation of the Remuneration and Nomination Committee.
2. The remunerations shall be proportional to the Company's activity, strategy, objectives, and the skills necessary to manage it.
3. The remunerations shall be fair and proportional to the member's competencies and the duties and responsibilities undertaken and borne by the members of the Board of Directors and the committees emanating from it, in addition to the objectives set by the Board of Directors to be achieved during the fiscal year.
4. Consider the alignment of the remunerations with the Company's strategy and objectives, and with the size, nature, and degree of its risks.
5. The Company takes into consideration the practices of other companies and what is prevalent in the labor market when determining the remunerations, while avoiding any unjustified increase in remunerations that may arise from that.
6. The remunerations are determined based on the job level, the duties and responsibilities entrusted to its occupant, educational qualifications, practical experiences, skills, and performance level.
7. The remunerations shall aim to attract, retain, and motivate professional competencies without exaggeration.
8. The remuneration shall be reasonably sufficient to attract, motivate, and retain individuals with appropriate competence and experience.
9. The remunerations shall be fair and proportional to the member's competencies and the duties and responsibilities undertaken and borne by the Board of Directors members to be achieved during the fiscal year.

7.8 Disclosure of the remunerations of the Board of Directors members and the Executive Management in accordance with what is stipulated in Article Ninety of the Corporate Governance Regulations.

Controls for Determining and Disbursing Remunerations for Board of Directors Members:

10. The remunerations of the Board of Directors members are determined to reflect the member's experience, competencies, the duties entrusted to him, the number of meetings he attends, and other considerations.
11. 11- Taking into consideration the sector in which the Company operates, its size, and the experience of the Board of Directors members.
12. A member of the Board of Directors may receive a remuneration for his membership in the Audit Committee formed by the Board of Directors, or for any additional executive, technical, administrative, or advisory work or positions - under a professional license - assigned to him in the Company, in addition to the remuneration he may receive in his capacity as a member of the Board of Directors and in the committees formed by the Board of Directors in accordance with the Companies Law and the Bylaws.
13. The remunerations of the Board of Directors members may be of varying amounts to reflect the extent of the member's experience, competencies, duties entrusted to him, his independence, the number of meetings he attends, and other considerations.
14. The remuneration of the Board of Directors members in Sure Global Tech Company consists of the following:
 - A specific amount
 - Or attendance allowance for meetings
 - Or expense allowance
 - Or a percentage of the profits
15. It is permissible to combine two or more of these benefits, not exceeding what is stipulated in the Companies Law and the Company's Bylaws according to the details included in this policy.
16. This remuneration may be of varying amounts, and in light of this policy, the annual report of the Board of Directors to the General Assembly of shareholders must include a statement of that among the benefits, and it must also include a statement of what the Board members received in their capacity as employees or administrators, or in return for technical, administrative, or advisory work (if any), and it must also include a statement of the number of Board meetings and the number of meetings attended by each member since the date of the last meeting of the General Assembly.
17. The remuneration of the independent Board members must not be a percentage of the profits achieved by the Company, nor should it be based directly or indirectly on the Company's profitability.
18. If the remuneration is a specific percentage of the Company's profits, this percentage may not exceed (10%) of the net profits after deducting the reserves decided by the General Assembly in application of the provisions of the Companies Law and the Company's Bylaws, and after distributing a dividend to the shareholders of not less than (5%) of the Company's paid-up capital, provided that the entitlement to this remuneration is proportional to the number of meetings attended by the member, and any estimation to the contrary shall be null and void.
19. If the General Assembly decides to terminate the membership of an absent Board member due to his failure to attend three consecutive meetings or five non-consecutive meetings of the Board during his membership term without a legitimate excuse acceptable to the Board, this member shall not be entitled to any remunerations for the period following the last meeting he attended, and he must return all remunerations paid to him for that period.

Suspension or Recovery of Remunerations

1. If the General Assembly decides to terminate the membership of an absent Board member due to his failure to attend three consecutive meetings or five non-consecutive meetings of the Board during his membership term without a legitimate excuse acceptable to the Board, this member shall not be entitled to any remunerations for the period following the last meeting he attended, and he must return all remunerations paid to him for that period.
2. The disbursement of the remuneration shall be suspended or recovered if it is found that it was decided based on inaccurate information provided by the member in the Board of Directors or the Executive Management, in order to prevent the exploitation of the job position to obtain unmerited remunerations.
3. In the event of developing a program to grant shares in the Company to the Executive Management and its employees, whether they are a new issuance or shares purchased by the Company, this shall be done under the supervision of the Nomination and Remuneration Committee, and in compliance with the Company's Bylaws and the relevant regulations and rules of the Capital Market Authority, and according to the share granting plan approved by the Extraordinary General Assembly.

Remuneration of Committee Members

1. The Board of Directors determines and approves the remunerations for membership in its emanating committees, attendance allowances, and other entitlements based on a recommendation from the Nomination and Remuneration Committee.
2. The attendance allowance for meetings and other entitlements shall be disbursed, as outlined in this policy, according to the details of the remuneration of the Board of Directors members, its committees, and the Board Secretary.

Controls for Determining and Disbursing Executive Management Remunerations

1. The Nomination and Remuneration Committee shall continuously review the defined salary scale for all employees and senior executives, as well as incentive programs and plans, and they shall be approved by the Board based on a recommendation from the Executive Management. The Executive Management's remunerations include the following:

A- Basic salary (paid at the end of each Gregorian month and on a monthly basis) and allowances including, but not limited to, housing allowance, transportation allowance, children's education allowance, and telephone allowance.

B- An annual remuneration for the Company's employees linked to the achievement of the annual objectives approved by the Nomination and Remuneration Committee and the Board of Directors according to the annual evaluation conducted in this regard.

C- Short-term incentive plans linked to exceptional performance, and long-term incentive plans, such as: stock option programs (if any), and benefits, including but not limited to, annual leave, annual travel tickets, and end-of-service gratuity according to the Labor Law and the human resources policy approved by the Company.

2. Plans and programs for disbursing remunerations to senior executives are approved by the Board based on a recommendation from the Executive Management.
3. The Company's Chief Executive Officer implements the remuneration policy for the employees in the Company and the senior executives, in light of the general plans and programs approved by the Board.

Additional Determinants for Remunerations and Method of Disbursement

1. The members of the Board of Directors may not vote on any item regarding the remunerations of the Board of Directors members, and the remunerations of the Board of Directors members shall be presented to the General Assembly of shareholders in the General Assembly meeting of shareholders.
2. The Board of Directors' report presented to the Ordinary General Assembly must include a comprehensive statement of all that the Board members received during the fiscal year, including remunerations, expense allowances, and other benefits. It must also include a statement of what the Board members received in their capacity as employees or administrators, or what they received in return for technical, administrative, or advisory work. It must also include a statement of the total number of Board meetings, and the number of meetings attended by each member from the date of the last meeting of the General Assembly.
3. The member is entitled to the remuneration effective from the date of his joining the Board or the Committee and according to the term of his membership.
4. The procedures for disbursing the remunerations of the Board of Directors and committees members are prepared by the Board Secretary, provided that the order for their disbursement is approved by the Company's Chief Executive Officer.
5. The attendance allowance for Board meetings, committee remunerations, and committee meeting attendance allowances are disbursed monthly, quarterly, semi-annually, or annually, while the annual remuneration for Board members only is paid in full after its approval by the Board of Directors based on the recommendation of the Nomination and Remuneration Committee.

7.8 Disclosure of the remunerations of the Board of Directors members and the Executive Management in accordance with what is stipulated in Article Ninety of the Corporate Governance Regulations.

Statement of the Details of the Remuneration of the Board of Directors Members, its Committees, and the Board Secretary

- The remunerations are determined annually according to the Companies Law, and are entitled on the condition that the member attends 70% of the meetings of the Board of Directors or the committees emanating from it.
- Additional allowance (travel and transportation) for those outside the city of the meeting headquarters (Riyadh) according to actual expenses.
- The remunerations of the members of the Board of Directors, the committees emanating from it, and the Board Secretary are disbursed at the beginning of each Gregorian year, in accordance with Article No. (8) of this policy approved by the Assembly, without the need for the Assembly's approval for the disbursement of the remunerations.
- The annual remuneration for the Board of Directors members is disbursed only after its approval by the General Assembly of shareholders in the event of a deviation exceeding 10% of the amounts approved in this policy.
- In the event of the expiration of membership or the resignation of a Board or committee member, it is disbursed for the remaining period of the year only.

Table of Remunerations and Benefits for Board of Directors Members and its Committees	
Type of Remuneration	Recommended
Annual remuneration for the Chairman of the Board of Directors	An annual remuneration is disbursed to the Chairman of the Board amounting to eighty thousand (80,000) Saudi Riyals only.
Annual remuneration for independent Board members	An annual remuneration of fifty thousand (50,000) Riyals only is disbursed to each member of the Board (independent), and is entitled to the member on the condition that the member attends 70% of the Board's meetings.
Annual remuneration for independent committee members	An annual remuneration is disbursed to committee members amounting to twenty thousand (20,000) Riyals for each committee member (independent).
Annual remuneration for the Chairman of the Audit Committee	An annual remuneration is disbursed to the Chairman of the Audit Committee amounting to thirty thousand (30,000) Saudi Riyals only.
Attendance allowance for meetings of the Board of Directors and committees members	An attendance allowance is disbursed for the sessions of the Board and its committees amounting to two thousand and five hundred (2,500) Riyals for each session.

Modification of the Remuneration:

- It is permissible to review the amount of the annual remuneration for a Board of Directors member from time to time; based on a recommendation from the Nomination and Remuneration Committee, in light of performance-related variables, and then obtaining the approval of the General Assembly of shareholders for that.
- It is permissible to review the amount of the annual remuneration for a Board of Directors member from time to time based on a recommendation from the Remuneration and Nomination Committee, in light of performance-related variables, and then obtaining the approval of the General Assembly of shareholders for that.

Final Provisions

- The members of the Board of Directors may not vote on the item regarding the remuneration of the Board of Directors members in the Ordinary General Assembly meeting.
- This policy shall be effective from the date of its approval by the General Assembly, and this policy shall be published after its approval on the Company's website to enable shareholders, the public, and stakeholders to review it, and it shall not be amended except with the approval of the Assembly on such amendments.
- This policy is complementary to the Company's Bylaws and the Company's Corporate Governance Regulations.
- Anything not provided for in this policy shall be subject to the relevant regulations and rules issued by the competent authorities.
- This policy cancels and supersedes any internal procedures, decisions, and regulations of the Company that contradict it.

A. Remunerations of the Board of Directors Members

Board of Directors Members	Fixed Remunerations							Variable Remunerations							End of Service Remuneration	Grand Total
	Specific Amount	Board Sessions Attendance Allowance	Total Committees Sessions Attendance Allowance	In-kind Benefits	Fixed Remunerations - Statement of what the Board members received in their capacity as employees or administrators or in return for technical or administrative work	Remuneration of the Chairman of the Board or the Managing Director	Total	Percentage of Profits	Periodic Remunerations	Short-Term Incentive Plans	Long-Term Incentive Plans	Granted Shares	Total			
First: Independent, Non-Executive Members																
Nawaf Abdullah Al-Fozan	55,233	7,500	2,500	0	0	0	65,233	0	0	0	0	0	0	0	65,233	
Yasser Zouman Al-Zouman	34,521	7,500	12,500	0	0	0	54,521	0	0	0	0	0	0	0	54,521	
Total	89,753	15,000	15,000	0	0	0	119,753	0	0	0	0	0	0	0	119,753	
Second: Non-Independent and Non-Executive Members																
Abdullah Iyad Al-Faris	0	7,500	2,500	0	0	0	10,000	0	0	0	0	0	0	0	10,000	
Third: Executive Members																
Basem Abdullah Al-Salloom	0	7,500	2,500	0	0	10,000	0	0	0	0	0	0	0	10,000	10,000	
Muhammad Saud Al-Osaimi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	
Total	0	7,500	2,500	0	0	10,000	0	0	0	0	0	0	0	10,000	10,000	

7.8 Disclosure of the remunerations of the Board of Directors members and the Executive Management in accordance with what is stipulated in Article Ninety of the Corporate Governance Regulations.

A. Remuneration of Board of Directors Members (Second Session)

Board of Directors Members	Fixed Remunerations						Variable Remunerations						End of Service Remuneration	Grand Total	
	Specific Amount	Board Sessions Attendance Allowance	Total Committees Sessions Attendance Allowance	In-kind Benefits	Fixed Remunerations - Statement of what the Board members received in their capacity as employees or administrators or in return for technical or administrative work	Remuneration of the Chairman of the Board or the Managing Director	Total	Percentage of Profits	Periodic Remunerations	Short-Term Incentive Plans	Long-Term Incentive Plans	Granted Shares			Total
First: Independent, Non-Executive Members															
Nawaf Abdullah Al-Fouzan	24,767	7,500	0	0	0	32,267	0	0	0	0	0	0	0	32,267	32,267
Ibrahim Abdullah Al-Zaagi	15,479	7,500	5,000	0	0	22,979	0	0	0	0	0	0	0	22,979	22,979
Ramez Ibrahim Al-Fayez	15,479	7,500	5,000	0	0	22,979	0	0	0	0	0	0	0	22,979	22,979
Total	55,726	22,500	10,000	0	0	78,226	0	0	0	0	0	0	0	78,226	78,226
Second: Non-Independent and Non-Executive Members															
Osama Abdulrahman Al-Shalan	0	7,500	5,000	0	0	12,500	0	0	0	0	0	0	0	12,500	12,500
Third: Executive Members															
Muhammad Saud Al-Osaimi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-

B. Remuneration of Senior Executives

Position	Fixed Remunerations				Variable Remunerations						End of Service Reward	Grand Total	Expense Allowance
	Salaries	بدلات	Profits	Total	Periodic Remunerations	Periodic Remunerations	Profits	Short-term Incentive Plans	Long-term Incentive Plans	Granted Shares (Value Entered)			
Chief Executive Officer	1,366,500	0	0	1,366,500	0	0	0	0	0	0	1,078,667	2,445,167	0
Chief Financial Officer	536,964	0	0	536,964	0	0	0	0	0	0	621,113	1,158,077	0
Human Resources Director	324,000	0	0	324,000	0	0	0	0	0	0	124,650	448,650	0
Total	2,227,464	0	0	2,227,464	0	0	0	0	0	0	1,824,430	4,051,894	0

C. Remuneration of Committee Members (First Session)

	Fixed Remunerations (Excluding Meetings Attendance Allowance)		Meetings Attendance Allowance	Total
	Meetings Attendance Allowance	Meetings Attendance Allowance		
Audit Committee Members				
Yasser Zoman Saad Al-Zoman	20,712		12,500	33,212
Faisal Mohammed Al-Obaid	13,808		12,500	26,308
Nayef Saad Al-Qarni	13,808		12,500	26,308
Total	48,329		37,500	85,829
Nomination and Remuneration Committee Members				
Abdullah Eyad Al-Fares	0		2,500	2,500
Nawaf Abdullah Al-Fouzan	13,808		2,500	16,308
Basem Abdullah Al-Salloom	0		2,500	2,500
Total	13,808		7,500	21,308

7.8 Disclosure of the remunerations of the Board of Directors members and the Executive Management in accordance with what is stipulated in Article Ninety of the Corporate Governance Regulations.

C. Remuneration of Committee Members (Second Session)

	Fixed Remunerations (Excluding Meetings Attendance Allowance)	Meetings Attendance Allowance	Total
Audit Committee Members			
Ibrahim Abdullah Al-Zaagi	9,288	5,000	14,288
Faisal Mohammed Al-Obaid	6,192	5,000	11,192
Abdulelah Mohammed Al-Tayeb	6,192	5,000	11,192
Total	21,671	15,000	36,671
Nomination and Remuneration Committee Members			
Ramez Ibrahim Al-Fayez	6,192	5,000	11,192
Osama Abdulrahman Al-Shalan	0	5,000	5,000
Bandar Nasser Al-Tamimi	6,192	5,000	11,192
Total	0	15,000	27,384

7.9 Any penalty, sanction, precautionary measure, or preventive restriction imposed on the Company by the Authority or any supervisory, regulatory, or judicial entity, along with a statement of the reasons for the violation, the imposing entity, and the means to remedy it and avoid its occurrence in the future:

There is no penalty, sanction, precautionary measure, or preventive restriction imposed on the Company by the Authority or any supervisory, regulatory, or judicial entity.

7.10 Results of the annual audit of the effectiveness of internal control procedures:

The Audit Committee of the Company, consisting of three members, is primarily concerned with studying the periodic reports related to internal control procedures provided by the internal auditor.

Furthermore, Saad Saleh Al-Sabti & Co., Certified Accountants and Statutory Auditors, have been appointed as the internal auditor of the Company for the year 2025 to carry out internal audit work and evaluate the efficiency of internal control in the Company in an effort by the Company to ensure complete certainty and verify the accuracy and effectiveness of performance and quality. In addition, the Committee contributed to reviewing the preliminary and final financial statements and submitting its recommendation regarding them to the Board of Directors.

The Committee also coordinates the work of external regulatory bodies. The Audit Committee has reviewed the reports submitted regarding the Company's business.

The Audit Committee's Opinion on the Results of Evaluating the Internal Control Systems:

Based on the aforementioned, the Committee did not find any material observations on the internal control system that would affect the integrity and fairness of the financial statements. The Committee believes that the internal control system in the Company requires some improvement and continuous follow-up by the Executive Management to ensure the implementation of the required improvements.

7.11 The Audit Committee's Recommendation on the Extent of the Need to Appoint an Internal Auditor in the Company in the Absence Thereof:

The Company's management has adopted an internal control system for the Company that includes the following:

1. Evaluating policies and procedures related to risk management and applying the provisions of the governance rules specific to the Company that are adopted by the Company.
2. Adhering to the relevant regulations and bylaws, following clear standards of responsibility at all executive levels in the Company, and ensuring that related-party transactions are conducted in accordance with their specific rules and controls.
3. Establishing an internal audit department in the Company and appointing a manager for it.
4. Appointing Saad Saleh Al-Sabti & Co., Certified Accountants and Statutory Auditors, as the internal auditor of the Company for the year 2025, based on the recommendation of the Audit Committee, in addition to establishing an independent internal audit department for the Company to enhance the role of the Company's internal control system.

7.12 Audit Committee Recommendations that Conflict with Board of Directors Decisions, or which the Board Refused to Adopt Regarding the Appointment of the Company's Auditor, His Dismissal, Determining His Fees, Evaluating His Performance, or Appointing the Internal Auditor, the Justifications for those Recommendations, and the Reasons for Not Adopting Them:

There is no recommendation from the Audit Committee that conflicts with the decisions of the Board of Directors or that was rejected by the Board.

7.13 The Company's Social Contribution:

There are no social contributions by the Company during the year 2025.

7.14 Statement of the Dates of the General Assemblies of Shareholders Held During the Last Fiscal Year and the Names of the Board of Directors Members Present at These Assemblies.

#	Name	Attendance Record		
		Ordinary General Assembly Meeting (Eighth) 08-01-2025	Ordinary General Assembly Meeting (Ninth) 17-06-2025	Ordinary General Assembly Meeting (Eighth) 03-09-2025
1	Nawaf Abdullah Al-Fouzan	✓	✓	✓
2	Abdullah Eyad Al-Fares	✓	✓	✓
3	Basem Abdullah Al-Salloom	✓	✓	✓
4	Muhammad Saud Al-Osaimi	✓	✓	✓
5	Yasser Zoman Al-Zoman	✓	✓	✓

Attended ✓ Did not attend X

7.15 Shares and debt instruments issued for each subsidiary company:

There are no shares or debt instruments issued for subsidiary companies.

7.16 The Company's policy on distributing share dividends:

As stated in the text of Article (39) of the Company's Bylaws: "Distribution of Profits" shall be as follows:

- The General Assembly shall determine the percentage of net profits to be distributed to shareholders after deducting reserves, if any.
- The shareholder is entitled to their share of the profits in accordance with the General Assembly resolution issued in this regard, and the resolution shall specify the entitlement date and the distribution date. The right to dividends shall be for the owners of shares registered in the shareholders' registers at the end of the day specified for entitlement. The regulations shall determine the maximum period during which the Board of Directors must execute the General Assembly's resolution regarding the distribution of profits to shareholders.
- It is permissible - after the approval of the General Assembly - to set aside a certain percentage of the net profits to form a reserve for the Company for the purpose of strengthening the Company's financial position.
- The Ordinary General Assembly may - when determining the share of shares in the net profits - decide to form other reserves, to the extent that achieves the interest of the Company or ensures the distribution of stable profits - as much as possible - to the shareholders. The aforementioned Assembly may also deduct amounts from the net profits to achieve social purposes for the Company's employees.
- The reserve allocated for specific purposes in the Company's Bylaws may not be used except by a resolution of the Extraordinary General Assembly. If this reserve is not allocated for a specific purpose, the Ordinary General Assembly may - based on the proposal of the Board of Directors - decide to disburse it in a manner that benefits the Company or the shareholders.
- The Ordinary General Assembly may use retained earnings and distributable reserves to pay the remaining amount of the share value or a part thereof, provided that this does not prejudice equality among shareholders in accordance with the provisions of the law.

Profits distributed during the fiscal year and profits proposed to be distributed by the end of the fiscal year 2025:

Statement	Percentages of profits distributed to shareholders during different periods of the fiscal year ended on 31/2025/12/
Announcement Date	15/2025/04/
Entitlement Date	17/2025/06/
Distribution Date	08/2025/07/
Percentage of distribution to the nominal share value	15%
Amount of Profits	11,541,937.50 Riyals per share

7.17 Description of any interest in a class of voting shares belonging to persons other than the Company's Board of Directors members, Senior Executives, and their relatives, who have notified the Company of such rights under Article Eighty-Five of the Rules on the Offer of Securities and Continuing Obligations, and any change in such rights during the last fiscal year

There is no interest during the fiscal year ended on 31/12/2025 in a class of voting shares belonging to persons other than the Company's Board of Directors members, Senior Executives, and their relatives, who have notified the Company of such rights under Article Eighty-Five of the Rules on the Offer of Securities and Continuing Obligations, and any change in such rights during the last fiscal year.



7.18 Description of any interest, contractual securities, and subscription rights belonging to the Company's Board of Directors members, Senior Executives, and their relatives in the shares or debt instruments of the Company or any of its subsidiaries, and any change in such interest or those rights during the last fiscal year

Shares of the Board of Directors members, Senior Executives, their spouses, and minor children from the date 01/01/2025 to the date 09/09/2025 (First Session):

#	Name of the Interest Holder	On 01/01/2025		On 09/09/2025		Net Change	Percentage of Change	Relatives' Shares as of 31-12-2025
		Number of Shares	Debt Instruments	Number of Shares	Debt Instruments			
1	Nawaf Abdullah Al-Fouzan	0	None	0	None	None	00%	0
2	Abdullah Eyad Al-Fares	0	None	0	None	None	00%	0
3	Basem Abdullah Al-Salloom	84,094	None	84,094	None	None	00%	15
4	Yasser Zoman Al-Zoman	0	None	0	None	None	00%	0
5	Muhammad Saud Al-Osaimi	2619	None	2619	None	None	00%	15
6	Essam Othman Al-Aqeid	0	None	25	None	None	100%	0

Note that the rest of the family members of the Board of Directors members (their spouses and minor children) do not own any shares in Sure Global Tech Company.

Shares of the Board of Directors members, Senior Executives, their spouses, and minor children from the date 10/09/2025 to the date 31/12/2025 (Second Session):

#	Name of the Interest Holder	On 09/09/2025		On 31/12/2025		Net Change	Percentage of Change	Relatives' Shares as of 31-12-2025
		Number of Shares	Debt Instruments	Number of Shares	Debt Instruments			
1	Nawaf Abdullah Al-Fouzan	0	None	0	None	None	00%	0
2	Ibrahim Abdullah Al-Zaagi	0	None	0	None	None	00%	0
3	Ramez Ibrahim Al-Fayez	0	None	0	None	None	00%	0
4	Osama Abdulrahman Al-Shalan	0	None	0	None	None	00%	0
5	Muhammad Saud Al-Osaimi	2619	None	2619	None	None	00%	15
6	Essam Othman Al-Aqeid	0	None	25	None	None	100%	0

Note that the rest of the family members of the Board of Directors members (their spouses and minor children) do not own any shares in Sure Global Tech Company.

7.19 Description of the classes and numbers of any convertible debt instruments into shares, and any contractual securities or subscription right warrants:

There are no convertible debt instruments into shares, or any option rights, or subscription right warrants, or similar rights issued or granted by the Company during the fiscal year ended on 31/12/2025.

7.20 Description of conversion and subscription rights and any contractual securities:

There are no conversion or subscription rights, or convertible debt into shares, or option rights, or similar rights certificates issued or granted by the Company during the fiscal year ended on 31/12/2025.

7.21 Description of redeemable debt instruments:

There is no redemption, purchase, or cancellation by the Company of any redeemable debt instruments.

7.22 Board of Directors Meetings (First Session):

The Board of Directors held four meetings (3) during the fiscal year 2025, and the attendance of the members was as follows:

#	Name	Nature of Membership	First Meeting 202502-01-	Second Meeting 202404/09/	Third Meeting 202528-08-	Number of Meetings Attended by the Member
1	Nawaf Abdullah Ali Al-Fouzan	Chairman of the Board of Directors	✓	✓	✓	3
2	Abdullah Eyad Al-Fares	Vice Chairman of the Board	✓	✓	✓	3
3	Basem Abdullah Abdulkarim Al-Salloom	Board of Directors Member	✓	✓	✓	3
4	Muhammad Saud Muhammad Al-Osaimi	Managing Director and Board Member	✓	✓	✓	3
5	Yasser Zoman Saad Al-Zoman	Board of Directors Member	✓	✓	✓	3

Attended ✓ Did not attend X

7.22 Board of Directors Meetings (Second Session):

The Board of Directors held four meetings (3) during the fiscal year 2025, and the attendance of the members was as follows:

#	Name	Nature of Membership	First Meeting 202511/09/	Second Meeting 202512/10/	Third Meeting 202529/12/	Number of Meetings Attended by the Member
1	Nawaf Abdullah Ali Al-Fouzan	Chairman of the Board of Directors	✓	✓	✓	3
2	Ibrahim Abdullah Al-Zaagi	Vice Chairman of the Board	✓	✓	✓	3
3	Ramez Ibrahim Al-Fayez	Board of Directors Member	✓	✓	✓	3
4	Osama Abdulrahman Al-Shalan	Board of Directors Member	✓	✓	✓	3
5	Muhammad Saud Muhammad Al-Osaimi	Managing Director and Board Member	✓	✓	✓	3

Attended ✓ Did not attend X

7.23 Number of the Company's requests for the shareholders' register, the dates of those requests, and their reasons

Number of Company's Requests for Shareholders' Register	Request Date	Request Reasons
1	2025-01-01	Other
2	2025-01-01	Other
3	2025-01-08	General Assembly
4	2025-01-14	Other
5	2025-01-28	Other
6	2025-03-27	Other
7	2025-04-30	Other
8	2025-05-15	Other
9	2025-06-17	General Assembly
10	2025-06-22	Profits File
11	2025-07-28	Other
12	2025-08-26	General Assembly
13	2025-09-01	General Assembly
14	2025-10-09	Other
15	2025-10-28	Other
16	2025-11-18	Other
17	2025-12-17	Other
18	2025-12-31	Other

7.24 Description of any transaction between the Company and a related party:

The Board of Directors and the Company acknowledge that there are no contracts for the Company in which there is a material or non-material interest for any member of the Board of Directors, or Senior Executives in the Company, or for any person related to any of them.

7.25 Information relating to any business or contracts to which the Company is a party, or in which there was an interest for a member of the Company's Board of Directors, its Senior Executives, or any person related to any of them, including the names of those involved in the business or contracts, the nature of these businesses or contracts, their terms, duration, and amount. If there are no such businesses or contracts, the Company must provide a declaration to that effect:

The Board of Directors and the Company declare that during the year 2025, there were no contracts to which the Company was a party, or in which there was an interest for the members of the Board of Directors, the Chief Executive Officer, the Chief Financial Officer, or any person related to any of them.

7.26 Waivers of Salaries, Compensations, and Profits:

Mr. Muhammad Al-Osaimi - Board of Directors Member (Executive) waived his due remuneration for his membership in the Board of Directors during the year 2025. There are no arrangements or waiver agreements under which any of the remaining members of the Company's Board of Directors or any of the Senior Executives waived any remunerations, salary, or compensations.

7.27 Shareholders' Waivers of Dividend Rights:

There are no arrangements or waiver agreements during the year 2025 under which any of the shareholders waived their rights to dividends.

7.28 Board of Directors' Declarations:

The Board of Directors declares the following:

- That the account records were prepared correctly.
- That the internal control system was prepared on sound bases and implemented effectively.
- That there is no significant doubt regarding the Company's ability to continue its activity.

7.29 Information relating to any business competing with the Company or any of the branches of the activity it practices, which is practiced or was practiced by any member of the Board of Directors, including the names of those involved in the competing businesses, the nature of these businesses, and their terms. If there are no such businesses, the Company must provide a declaration to that effect:

The Board of Directors and the Company declare that there are no businesses competing with the Company or any of the branches of the activity it practices, which are practiced or were practiced by any member of the Board of Directors.

7.30 Statement of the value of any investments or reserves established for the benefit of the Company’s employees:

There are no investments, reserves, or incentive programs for the Company’s employees during the year 2025.

7.31 The Company’s Auditor’s Report and whether it includes any reservations, which must be stated along with their reasons, if any:

The Ninth Ordinary General Assembly of the Company, held on 2025/06/17, approved the appointment of the auditor (Ibrahim Al-Bassam & Co. Certified Public Accountants (PKF)) for the fiscal year 2025, and the auditor’s report did not include any reservations on the financial statements for the fiscal year ended 31-12-2025.

7.32 The Board of Directors’ recommendation regarding changing the auditor before the end of their term, with a statement of the reason for the recommendation, if any:

No recommendation was issued by the Board of Directors to replace the auditor.

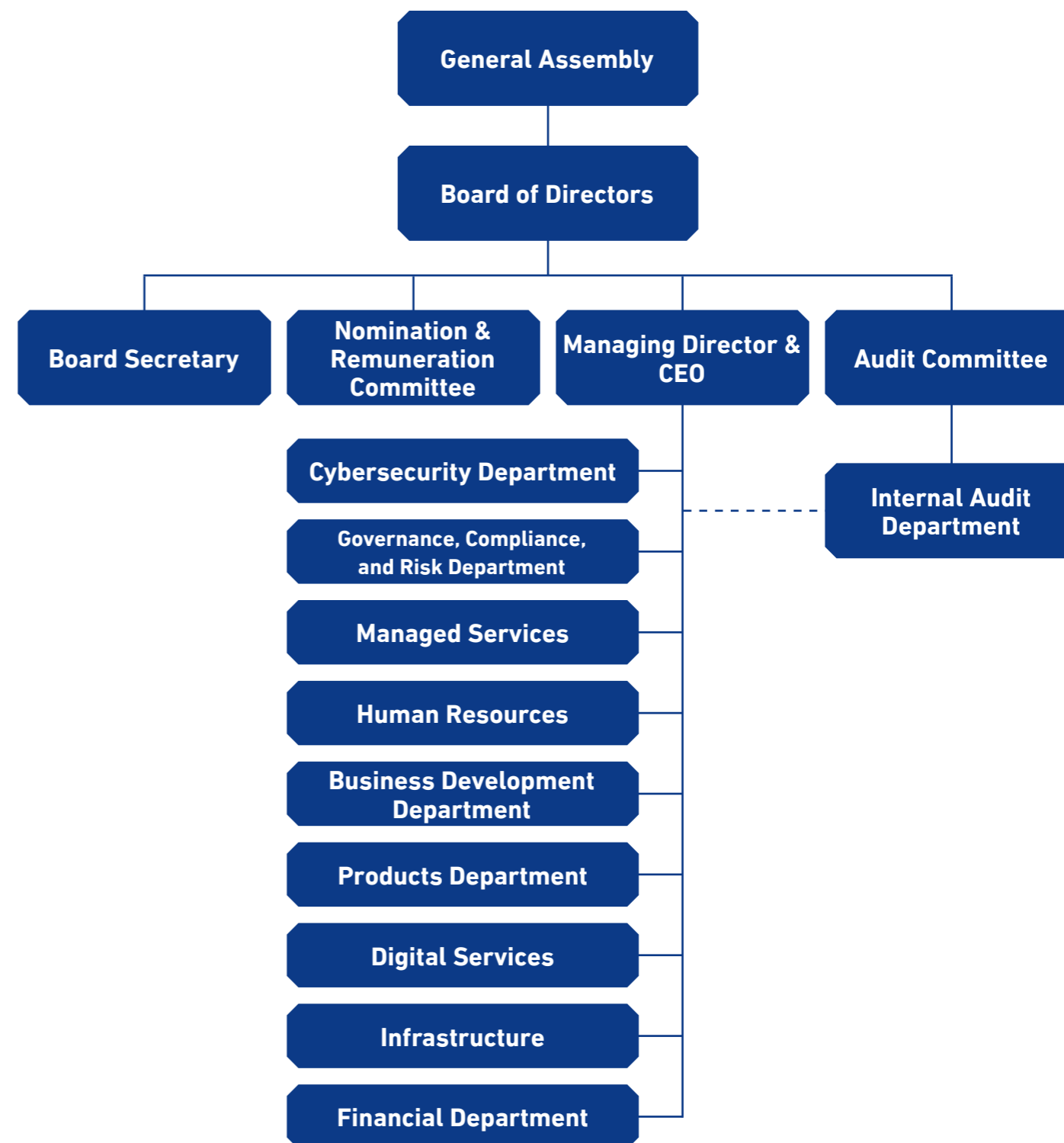
7.33 Treasury shares retained by the Company and details regarding the uses of these shares:

During the year ended 31 December 2025, the Company appointed Al Rajhi Capital as a market maker for the Company’s share to support the Company’s liquidity in share trading. On 31 December 2025, the Group owned 181,167 of its shares.

7.34 The Board of Directors confirms the following:

- The auditor did not submit any request to the Board to convene the Company’s General Assembly during the fiscal year ended on 31/12/2025.
- The Chairman of the Board of Directors did not receive any written request to hold emergency meetings from two or more members during the fiscal year ended on 31/12/2025.
- The Company did not receive a request to convene the General Assembly from shareholders owning at least 5% of the Company’s capital during the fiscal year ended on 31/12/2025.
- Shareholders owning at least 5% of the Company’s shares did not request to add one or more topics to the Assembly’s agenda upon its preparation during the fiscal year ended on 31/12/2025.
- The Board of Directors did not discharge any of the Company’s debtors from their obligations towards the Company during the fiscal year ended on 31/12/2025.
- The Company did not establish any procedures or restrictions that may hinder the shareholder’s exercise of their rights guaranteed under the regulations and bylaws.
- The auditor did not provide any consulting services to the Company and did not receive any fees in this regard during the fiscal year ended on 31/12/2025.
- The Company does not have preferred shares or shares enjoying special voting priority - whether for shareholders, Board of Directors members, or its employees - and all the Company’s shares are ordinary shares of equal nominal value, and equal in voting rights and other rights according to the bylaws.
- The Company did not provide any cash loan of any kind to its Board of Directors members, nor did it guarantee any loans contracted by any of them with third parties.
- There are no material obstacles that may affect the Company’s ability to prepare its financial statements in accordance with international standards.
- The Board acknowledges that there are no businesses competing with the Company or any of the branches of the activity it practices, which are practiced or were practiced by any member of the Board of Directors.

Organizational Structure:



08

Financial Performance



Financial Performance

We are pleased to share with you the outstanding financial results achieved by the Company during the year 2025, as the Company succeeded in achieving a revenue growth of 18.72% compared to the year 2024, reaching revenues of 292.78 million Riyals.

This continuous growth reflects the increased satisfaction of partners with the quality of the digital products and services provided. We look forward during the year 2026 to continuing growth and strengthening our market position by expanding the customer base.

This positive performance was supported by notable growth in the infrastructure sector, which witnessed an increase of 36.01%, and the managed services sector, which recorded a growth of 18.01%, which reflected positively on the gross profit margins and net profitability, reaching 149.55% from the infrastructure sector. In addition to the inclusion of the training sector during the year 2025 as a new sector in the Company.

The Company also maintained the strength of its financial position through the growth of its assets to 195.23 million Riyals, compared to 190.05 million Riyals in the previous year, with a growth rate of 2.73%.

Today, the Company enjoys a cash position of 29.35 million Riyals without any financing obligations, which gives it high strategic flexibility to take advantage of market opportunities and enhance its negotiating power with strategic partners in light of the current high interest rates.

As a continuation of our commitment to enhancing shareholder returns, cash dividends for the year 2024 were distributed in the amount of 11.54 million Riyals, representing 15% of the capital. We confirm today our keenness to continue growth and expansion in digital solutions to maximize returns and benefits for our esteemed shareholders.



8.1 Income Statement Summary:

Explanation of Material Differences in Operating Results:

Statement	2025	2024	Changes + or (-)	Percentage of Change
Sales / Revenues	292,780,146	246,619,049	46,161,097	18.72 %
Cost of Sales / Revenues	(243,001,140)	(184,264,948)	- 58,736,192	31.88 %
Gross Profit	12,575,095	62,354,101	- 49,779,006	- 20.17 %
Operating Revenues	0	0	0	0
Operating Expenses	(25,588,339)	(24,674,783)	- 913,556	3.70 %
Operating Profit (Loss)	13,488,651	37,679,318	- 24,190,667	- 35.80 %

Net profit for the year 2025 amounted to approximately 18.03 million, a decrease of 42.35% compared to 31.28 million in 2024. However, the net profit margin decreased by 6.52 percentage points to reach 6.52% in 2025 compared to 12.68% in 2024. This decline in margin is primarily attributed to the rise in the cost of revenues (31.9%) at a rate exceeding revenue growth (18.7%), which affected the gross profit, which in turn affected the net profitability.

8.2 Statement of Financial Position Summary:

Statement	Percentage of Change	2025	2024	2023	2022	2021
Current Assets	- 0.48 %	168,950,005	169,770,691	135,437,658	114,398,829	92,603,209
Non-Current Assets	29.59 %	26,282,049	20,281,377	14,399,320	17,416,210	19,401,245
Total Assets	2.73 %	195,232,054	190,052,068	149,836,978	131,815,039	112,004,454
Current Liabilities	- 2.64 %	63,206,640	64,923,831	34,133,605	29,975,651	24,259,240
Non-Current Liabilities	26.37 %	11,885,462	9,405,041	6,956,951	5,778,356	6,075,125
Total Liabilities	1.03 %	75,092,102	74,328,872	41,090,556	35,754,007	30,334,365
Total Equity	3.82 %	120,139,952	115,723,196	108,746,422	96,061,032	81,670,089
Total Liabilities and Equity	2.73 %	195,232,054	190,052,068	149,836,978	131,815,039	112,004,454

Assets: Increased by 2.73% from the year 2024, and this is primarily due to the decrease in current assets by -0.48% and the rise in non-current assets by 29.59%, as well as the contribution of cash in the amount of 29.35 million Riyals, which is attributed to the decrease in the deviation in the general budget during the year, as the Company was able, thanks to God, to succeed in the accuracy of the budget and estimates, which in turn contributed to reducing the need for emergency cash across different times and financial fluctuations, which contributed primarily to the rise in the Company's equity. The Company's decision to rely on self-financing and not to resort to debts despite having good cash liquidity is a positive indicator reflecting the strength and solidity of its financial position and its prudent strategy.

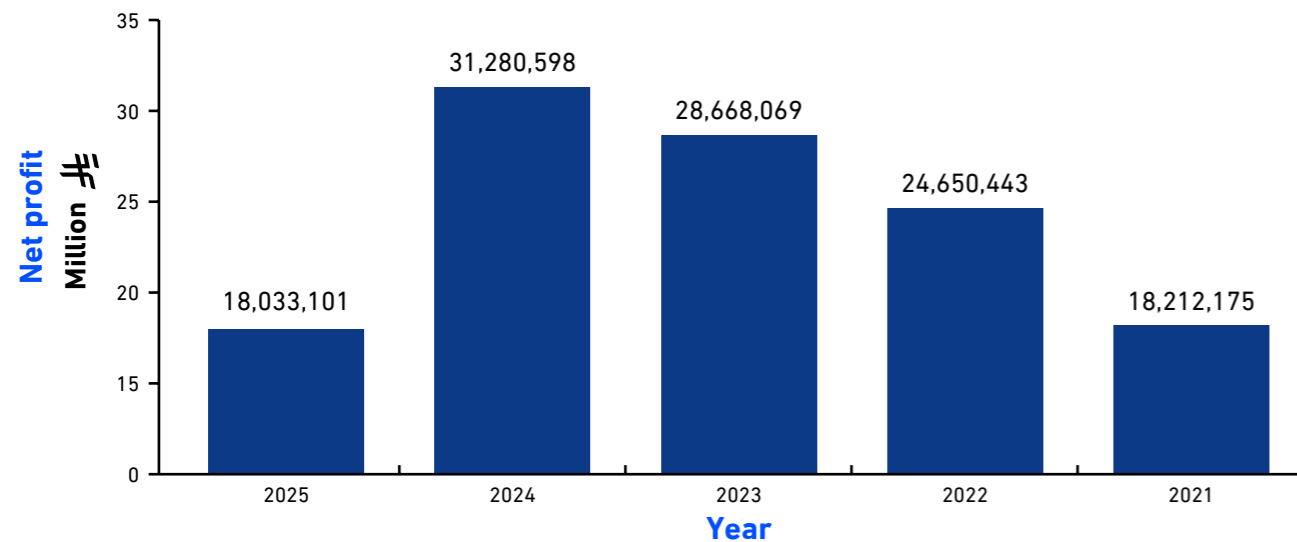
Liabilities: Total liabilities increased during the period by 1.03% to reach 75.09 million Riyals, compared to the previous period. This increase occurred primarily alongside a decrease in the value of current liabilities, which amounted to 63.21 million Riyals, and which resulted mainly from the increase in obligations arising from the operating and administrative expenses of the Company, which are linked to the expansion in operations and the increase in operating activities during the current period. Furthermore, the increase in non-current liabilities, which reached approximately 11.89 million Riyals, contributed to enhancing these total liabilities.

Equity: Equity recorded an increase of 3.82% during the year 2025, reaching 120.140 million Riyals, compared to the previous year, driven primarily by the improvement in the Company's operating performance during the year. This positive performance was reflected in the net profits, which led to an increase in retained earnings to reach 59.28 million Riyals, which enhanced the solidity of the financial position and indicates the Company's ability to achieve sustainable organic growth through its operating activities.

However, this increase was partially affected by the Company's purchase of treasury shares (market maker shares) at a value of 14.83 million Riyals during the same period. This matter reflected negatively on total equity, as a result of a direct reduction in the shareholders' equity balance. Nevertheless, the positive impact resulting from the strong operating profits clearly outweighed the negative impact of purchasing treasury shares, which led overall to an increase in net equity to the current level.

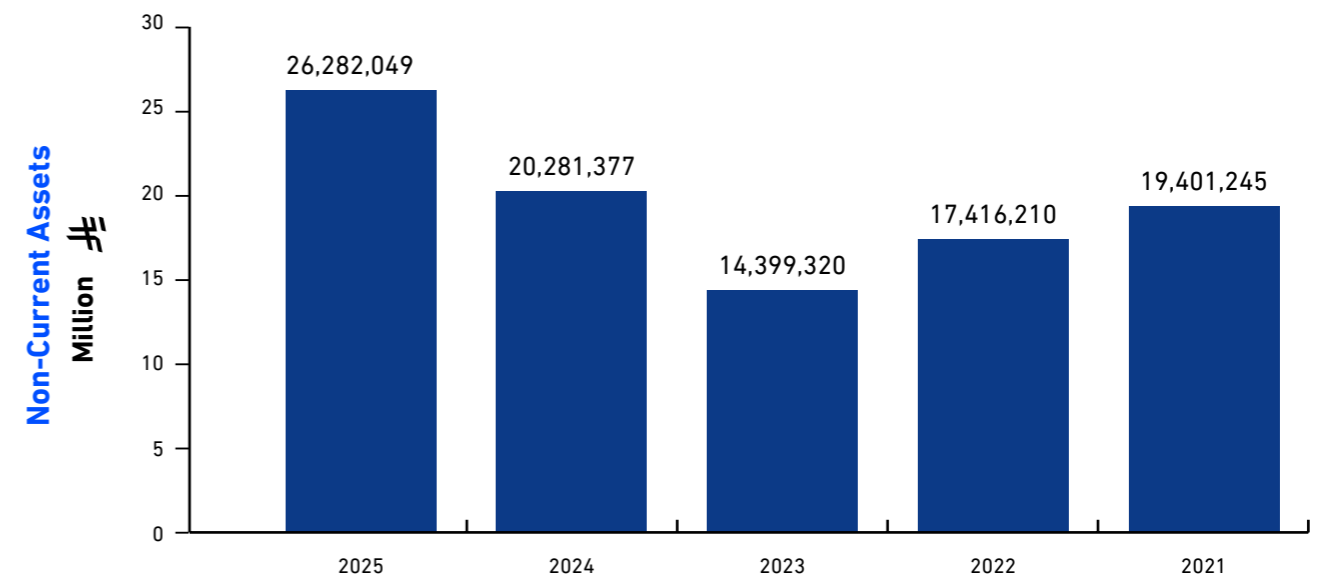
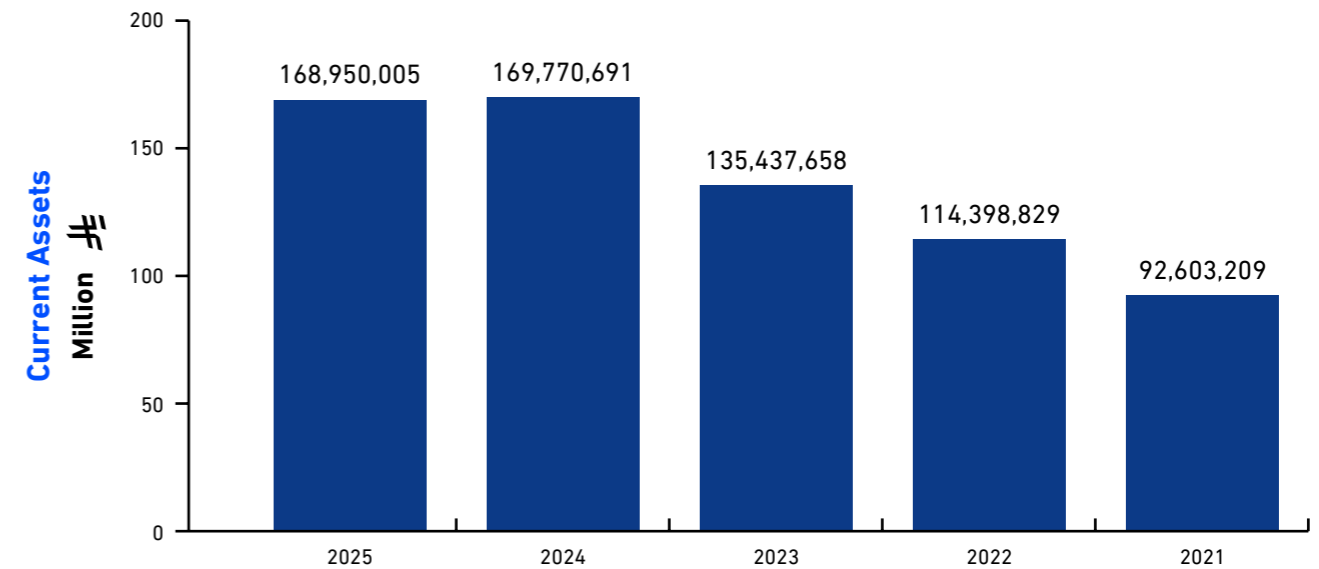
8.3 Business Results for the Last Five Fiscal Years:

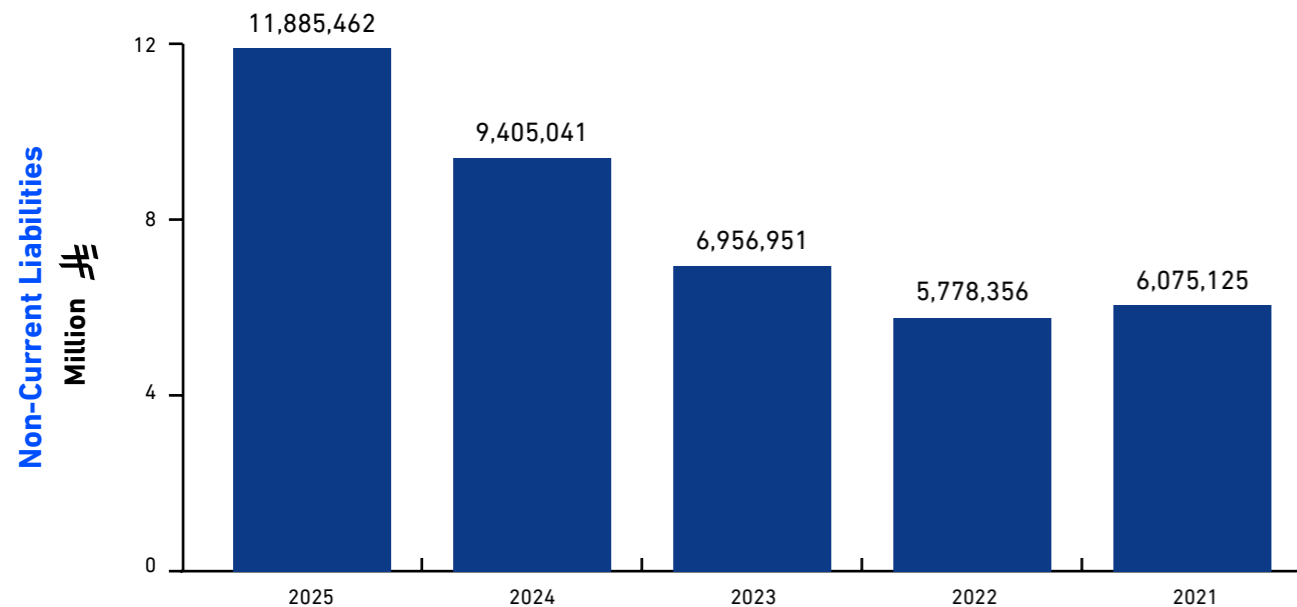
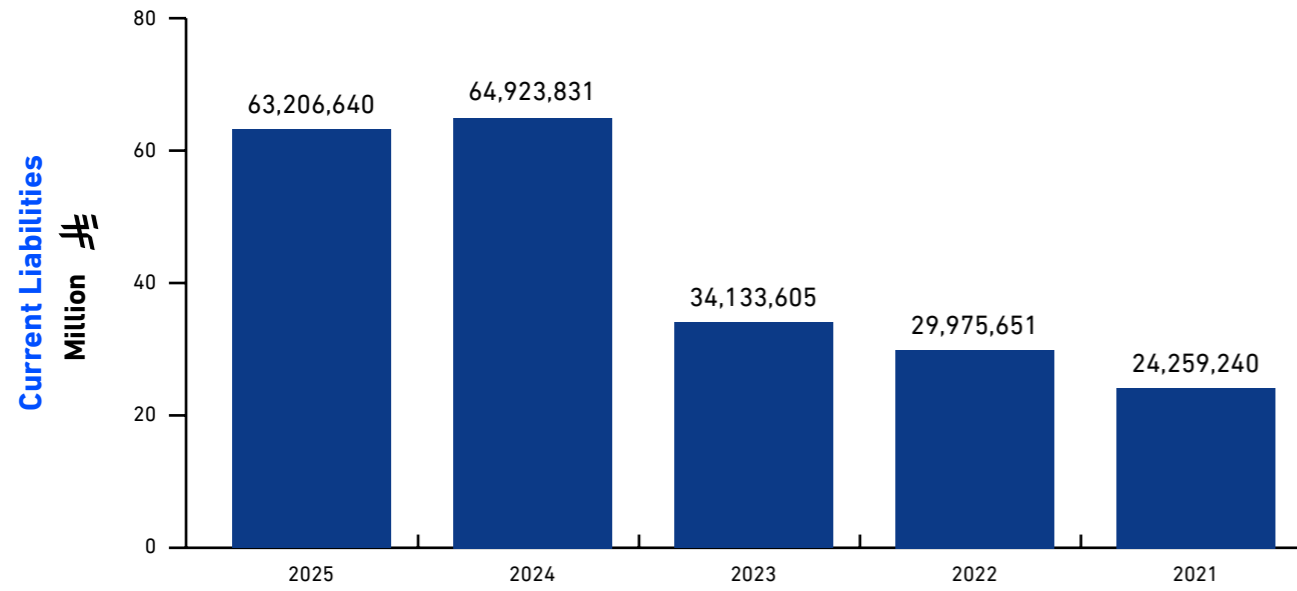
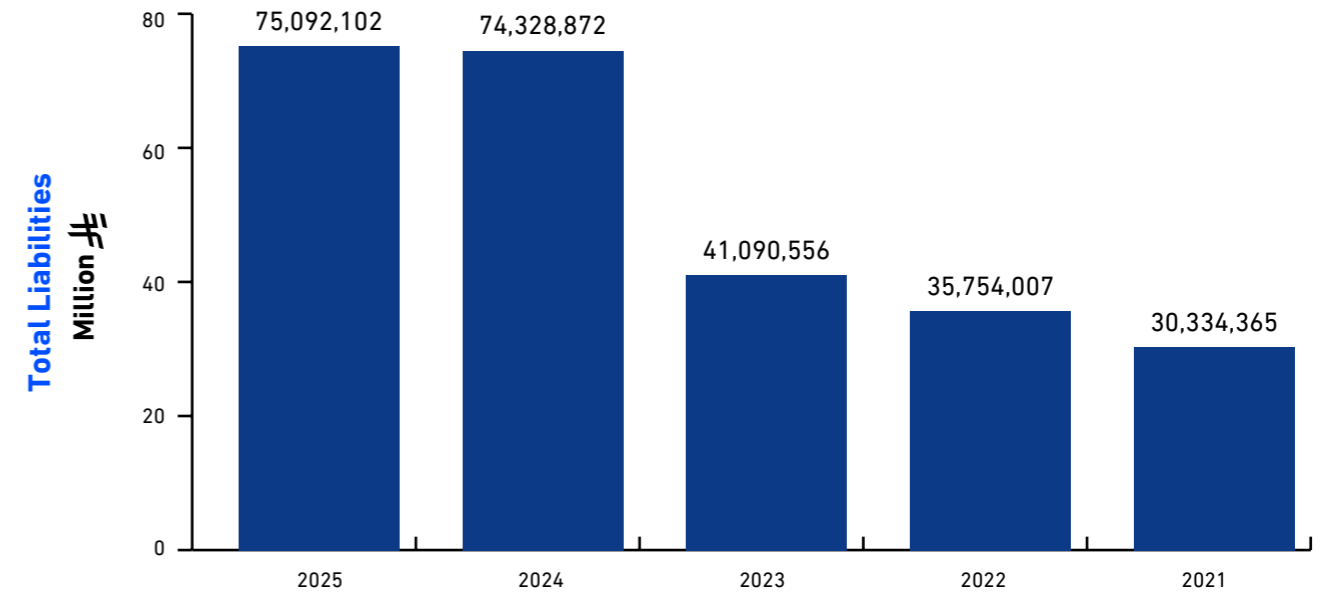
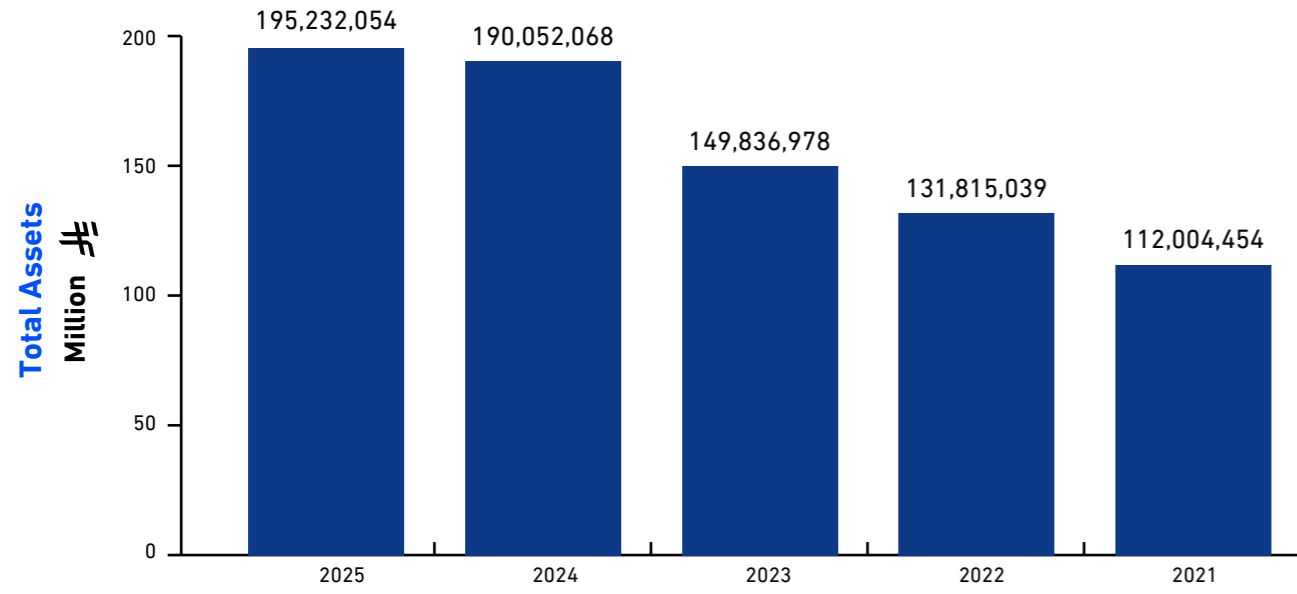
Statement	2025	2024	2023	2022	2021
Revenues	292,780,146	246,619,049	194,294,143	207,673,435	185,433,299
Cost of Revenues	(243,001,140)	(184,264,948)	(137,833,371)	(156,260,281)	(144,275,377)
Gross Profit	49,779,006	62,354,101	56,460,772	51,413,154	41,157,922
Net Profit	18,033,101	31,280,598	28,668,069	24,650,443	18,212,175



Statement of the Company's assets and liabilities for the last five fiscal years:

Statement	2025	2024	2023	2022	2021
Current Assets	168,950,005	169,770,691	135,437,658	114,398,829	92,603,209
Non-Current Assets	26,282,049	26,004,556	20,122,499	17,416,210	19,401,245
Total Assets	195,232,054	195,775,247	155,560,157	131,815,039	112,004,454
Current Liabilities	63,206,640	64,923,831	34,133,605	29,975,651	24,259,240
Non-Current Liabilities	11,885,462	9,405,041	6,956,951	5,778,356	6,075,125
Total Liabilities	75,092,102	74,328,872	41,090,556	35,754,007	30,334,365





8.4 Total loans on the Company and its subsidiaries:

There are no loans on the Company during the year 2025, and this is a declaration from the Company to that effect.

8.5 Statement of the value of statutory payments paid and due for the payment of any zakat, taxes, fees, or any other dues that have not been paid until the end of the annual fiscal period, with a brief description and statement of their reasons:

Statement	2025		Brief Description	Statement of Reasons
	Paid	Due until the end of the annual fiscal period and not paid		
Zakat	2,759,063	2,455,943	Zakat due on the Company	Payment in the subsequent period after approval of the financial statements and submission of the Zakat return
Tax	4,046,730	21,375,883.15	Tax due on the Company	Payment in the subsequent period during January 2026 according to the applicable regulations in this regard
General Organization for Social Insurance	430,535	4,485,766	Social insurance entitlement for month 12 - 2025	Payment in the subsequent period during January 2026 according to the applicable regulations in this regard
Visas and Passports Costs	432,057.00	None	Fees and costs of visas and employee residencies	According to the requirements of regulations and bylaws
Labor Office Fees	1,770,175.00	None	Labor Office fees	According to the requirements of regulations and bylaws

8.6 Geographical Analysis of the Total Revenues of the Company and its Subsidiaries:

Geographical analysis of the company's total revenue

Year	Local Markets	Foreign Markets	Total Revenues
2025	287,300,233	5,479,913	292,780,146

8.7 Explanation of Material Differences in Operating Results:

Statement	2025	2024	Changes + or (-)	Percentage of Change
Sales / Revenues	292,780,146	246,619,049	46,161,097	18.72 %
Cost of Sales / Revenues	(243,001,140)	(184,264,948)	- 58,736,192	31.88 %
Gross Profit	12,575,095	62,354,101	- 49,779,006	- 20.17 %
Operating Revenues	0	0	0	0
Operating Expenses	(25,588,339)	(24,674,783)	-913,556	3.70%
Operating Profit (Loss)	24,190,667	37,679,318	-13,488,651	-35.80%

Segment	Infrastructure Segment	Managed Services Segment	Digital Services Segment	Products Segment	Training	Total
Revenues	52,180,469	172,869,411	55,564,846	9,265,365	2,900,055	292,780,146
Cost of Revenues	48,439,778	153,412,687	31,472,021	7,674,670	2,001,984	243,001,140
Gross Profit	3,740,691	19,456,724	24,092,825	1,590,695	898,071	49,779,006

8.8 Explanation of Departure from Accounting Standards:

The company's financial statements for the financial year ended December 31, 2025, have been prepared in accordance with International Financial Reporting Standards (IFRS) endorsed in the Kingdom of Saudi Arabia and issued by the Saudi Organization for Auditors and Accountants, and there is no departure from those standards.

Statement of the value of any investments or reserves established for the benefit of the company's employees:

- There are no investments, reserves, or incentive programs for the company's employees during the year 2025.

Conclusion

In conclusion of this report, we affirm that what Sure Global Tech Company achieved during the year 2025 was not merely numbers and financial growth, but a living embodiment of our ambitious vision to be the leading digital engine in the region. We have proven that investing in Artificial Intelligence and Cloud Computing is the winning bet to keep pace with global changes, and to ensure business sustainability in a highly competitive market.

We move towards the year 2026 with confident steps, armed with ambition and determination, and backed by a solid foundation of technical innovation and creative national competencies. "Sure" will continue to play its role as a trusted strategic partner for both the public and private sectors, contributing effectively to shaping the digital future of the Kingdom of Saudi Arabia, and fulfilling the aspirations of our esteemed shareholders for sustainable growth and rewarding returns.

We renew our thanks and gratitude to everyone who shared in this success; from clients who placed their trust in us, shareholders who believed in our vision, and employees who made an exceptional effort to keep "Sure" always at the forefront.

Asking God Almighty to crown our efforts with success, and to perpetuate the progress and prosperity of our nation.

Thanks and Gratitude

“Sure Global” extends its thanks and gratitude to everyone who contributed to the production of this work from its employees, leaders, and Board of Directors,

whose clear marks enriched the content of the 2025 Annual Report. Their sincere efforts have contributed to

facilitating the means and providing the administrative and technical support to deliver it in the desired manner.

And God is the Granter of Success



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