

**From: The Chairman of the Board of Directors of Mawarid Manpower Company**

**To: The shareholders of Al-Mawarid Manpower Company**

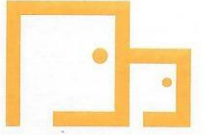
**Subject: Business and contracts in which the member of the Board of Directors has a direct or indirect interest for the year 2023**

According to Article (71) of the Companies Law, a member of the Board of Directors must, as soon as he becomes aware of any interest he has, whether direct or indirect, in the business and contracts that are on behalf of the company, inform the Board of this, and this notification shall be recorded in the minutes of the Board meeting when it meets. This member may not participate in voting on the decision issued in this regard in the Board and the General Assemblies. The Board shall inform the General Assembly when it convenes of business and contracts in which the Board member has a direct or indirect interest, and a special report from the company's auditor prepared in accordance with the auditing standards approved in the Kingdom shall be attached to the report.

The following is a statement of business and contracts:

No	party to the contract	The nature of the contract	Transaction amount during the year (SAR)	Contract duration in years	Terms of the contract	Name of person of interest	Reason of interest
1-	Al-Ayuni Investment and Contracting Company	Providing manpower services by the company to a related party	195,473,427	Two-year contracts, renewable	According to an arm's length commercial terms	Ahmed Mohammed Al-Issa	Ahmed Al-Issa is a member of the Board of Directors at Al-Ayuni Company
2-	Al-Ayuni Investment and Contracting Company	Cost paid on behalf of the related party	40,019,910	Two-year contracts, renewable	According to an arm's length commercial terms	Ahmed Mohammed Al-Issa	Ahmed Al-Issa is a member of the Board of Directors at Al-Ayuni Company
3-	Al-Omair Trading and Contracting Company	Providing manpower services by the company to a related party	2,133,728	Two-year contracts, renewable	According to an arm's length commercial terms	Abdullah Ibrahim Al-Omair	Abdullah Al-Omair is a shareholder and Chairman of the Board of Directors of Al-Omair Trading and Contracting Company





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4-	Manar Al Tarbiya Company for Operation and Maintenance	Providing manpower services by the company to a related party	332,194	Two-year contracts, renewable	According to an arm's length commercial terms	Abdullah Ibrahim Al-Omair	A subsidiary of Al-Saraya Investment Company, in which Abdullah Al-Omair owns shares.
5-	Address Gulf Real Estate Investment Company	Providing manpower services by the company to a related party	230,064	Two-year contracts, renewable	According to an arm's length commercial terms	Abdullah Ibrahim Al-Omair	Abdullah Al Omair is Vice Chairman of the Board of Directors and a shareholder in Address Gulf Company
6-	Khalda Group Trading Company	Providing manpower services by the company to a related party	222,806	Two-year contracts, renewable	According to an arm's length commercial terms	Tarek Ali Al-Awaji	Tarek Al-Awaji is a shareholder and general manager of Khalda Group Trading Company

The Chairman of Board of Directors

Ahmed bin Mohammed Al-Rukban - Chairman

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