



## KPMG Professional Services Company

Roshn Front, Airport Road  
P. O. Box 92876  
Riyadh 11663  
Kingdom of Saudi Arabia  
Commercial Registration No 1010425494

Headquarters in Riyadh

## شركة كي بي إم جي للاستشارات المهنية مساهمة مهنية

وأجبة روشن، طريق المطار  
صندوق بريد ٩٢٨٧٦  
الرياض ١١٦٦٣  
المملكة العربية السعودية  
سجل تجاري رقم ١٠١٠٤٢٥٤٩٤

المركز الرئيسي في الرياض

# Independent Auditor's Report

To the Shareholders of Saudi Company for Hardware SACO (A Saudi Joint Stock Company)

## Opinion

We have audited the consolidated financial statements of **Saudi Company for Hardware SACO** (the "Company") and its subsidiary (collectively referred to as "the Group"), which comprise the consolidated statement of financial position as at 31 December 2025, the consolidated statements of profit or loss and other comprehensive income, changes in equity and cash flows for the year then ended, and notes to the consolidated financial statements, comprising material accounting policies and other explanatory information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at 31 December 2025, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards as issued by the International Accounting Standards Board that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by the Saudi Organization for Chartered and Professional Accountants ("SOCPA").

## Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) that are endorsed in the Kingdom of Saudi Arabia. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards), that is endorsed in the Kingdom of Saudi Arabia, as applicable to audits of the financial statements of public interest entities. We have also fulfilled our other ethical responsibilities in accordance with the Code's requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current year. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

# Independent Auditor's Report (Continued)

To the Shareholders of Saudi Company for Hardware SACO (A Saudi Joint Stock Company)

| Key Audit Matter (continued)  |  |
|---|--|
| <p><b>Assessing impairment of the Goodwill</b> – See note (3) to the consolidated financial statements for the material accounting policy relating to goodwill and impairment of non-financial assets and note (8) for the related disclosures.</p>   |  |
| The key audit matter  | How the matter was addressed in our audit  |
| <p>At 31 December 2025, the Group has a goodwill amounting to SAR 22.4 million, which arose from the business combination acquisition of the subsidiary, Medscan Terminal Company Limited, in 2016.</p> <p>Management performs impairment assessments related to this goodwill, at least annually.</p> <p>In performing such impairment assessment, management compares the carrying value of cash-generating unit (“CGU”) (Medscan Terminal Company Limited) to which goodwill had been allocated with their respective recoverable amount, being the higher of fair value less costs of disposal and value in use, to determine if any impairment loss should be recognised.</p> <p>The recoverable amount of the identified CGU was determined based on Value-In-Use (“VIU”) calculations based on discounted cash flows forecasts.</p> <p>These calculations employ a discounted cash flow (“DCF”) model, by using cash flow projections based on financial budgets approved by the management covering a five-year period.</p> <p>The Group’s VIU calculations for the CGU includes significant judgement and assumptions relating to cash flow projections, and the discount rate, and is highly sensitive to the changes in these assumptions.</p> <p>We considered impairment of goodwill as a key audit matter, as the assessment includes certain significant assumptions and involves an element of uncertainty.</p> | <p>Among other things, our procedures included the following:</p> <ul style="list-style-type: none"> <li>• Evaluating the assumptions adopted in the preparation of the cash flows forecasts for the purpose of the impairment assessment of the goodwill, including projected future growth rates for income and expenses, with reference to our understanding of the business, historical trends and available industry information and available market data;</li> <li>• Involving our valuation specialists to assist us in evaluating the appropriateness of methodology, certain assumptions and discount rate used by management in the preparation of its DCF forecasts;</li> <li>• Comparing the cash flows forecasts prepared at the end of last year for the purpose of impairment assessment with the actual performance of the business for the current year and make enquiries of management as to the reasons for any significant variations identified, to assess whether the judgement made by management in the preparation of the cash flow forecasts in the prior year indicated possible management bias;</li> <li>• Performing our own sensitivity analysis which included assessing the impact of changes in the key assumptions, adopted in the DCF forecasts with conclusions reached in the impairment assessment and assessing whether there were any indicators of management bias in the selection of these assumptions; and</li> <li>• Considering the adequacy of the related disclosures made by the management in the Group’s consolidated financial statements.</li> </ul> |

# Independent Auditor's Report (Continued)

To the Shareholders of Saudi Company for Hardware SACO (A Saudi Joint Stock Company)

| Key Audit Matter (continued)  |   |
|---|---|
| Impairment assessment of non-financial assets other than goodwill – See note (3) to the consolidated financial statements for the material accounting policy relating to the impairment of non-financial assets and notes (5) and (6) for the related disclosures.  |   |
| The key audit matter  | How the matter was addressed in our audit   |
| <p>As at 31 December 2025, the carrying value of the property and equipment and the right-of-use assets amounted to SAR 185 million and SAR 197 million, respectively.</p> <p>The Group did not recognise any impairment loss for property and equipment, as well as right-of-use assets, in the consolidated statement of profit or loss and other comprehensive income for the year ended 31 December 2025.</p> <p>Management has determined that each individual store and E-commerce are separate CGUs. Management reviews the performance of each CGU at the end of each reporting period to identify if there is any indication of impairment.</p> <p>Where indicators of impairment are identified, management performs an impairment assessment on the recoverable amount of non-financial assets, other than goodwill, on a store-by-store basis and E-commerce basis to determine the greater of the value in use and the fair value less costs of disposal of these assets.</p> <p>The recoverable amount of identified CGUs was determined based on VIU.</p> <p>In determining the VIU of individual CGUs, a DCF forecast is prepared and key inputs, including future revenue growth rates, future margins, future costs and expenses of each CGU and discount rates are determined by management.</p> <p>We considered impairment of non-financial assets other than goodwill as a key audit matter because the assessment includes certain significant assumptions and involves an element of uncertainty.</p> | <p>Among other things, our procedures included the following:</p> <ul style="list-style-type: none"> <li>• Assessing the design and implementation of management's key internal controls which govern the process around assessing potential impairment of non-financial assets, other than goodwill;</li> <li>• Assessing management's identification of the CGUs and the allocation of assets to the CGUs for the purposes of the impairment assessment;</li> <li>• Assessing the management's processes in identifying the indicators of impairment;</li> <li>• Comparing the significant assumptions used in stores and E-commerce DCF forecasts prepared in the prior year with the current year's performance to assess the reliability of management's forecasting process and enquiring of management for any significant variations identified;</li> <li>• Evaluating the significant assumptions used in the DCF forecasts, including future revenue growth rates, future margins and future costs and expenses, by considering the historical performance of the Group, budgets approved by management, and lease agreements signed;</li> <li>• Performing sensitivity analyses on the key assumptions, including weighted average cost of capital, used in the DCF forecast and assessing whether there were any indicators of management bias in the selection of these assumptions;</li> <li>• Using our internal valuation specialists to assist us in evaluating the appropriateness of methodology, certain assumptions and discount rate used by management in the preparation of its DCF forecasts; and</li> <li>• Considering the adequacy of the related disclosures made by the management in the Group's consolidated financial statements.</li> </ul> |



# Independent Auditor's Report (Continued)

To the Shareholders of Saudi Company for Hardware SACO (A Saudi Joint Stock Company)

## Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report but does not include the consolidated financial statements and our auditor's report thereon. The annual report is expected to be made available to us after the date of this auditor's report.

Our opinion on the consolidated financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

When we read the annual report, when made available to us, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

## Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with International Financial Reporting Standards issued by International Accounting Standards Board that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by SOCPA, the applicable requirements of the Regulations for Companies and Company's By-laws and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance, the Audit Committee, are responsible for overseeing the Group's financial reporting process.

## Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. 'Reasonable assurance' is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

# Independent Auditor's Report (Continued)

To the Shareholders of Saudi Company for Hardware SACO (A Saudi Joint Stock Company)

## Auditor's Responsibilities for the Audit of the Consolidated Financial Statements (Continued)

As part of an audit in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, then we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit of Saudi Company for Hardware SACO ("the Company") and its subsidiary ("the Group").

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

### KPMG Professional Services Company

**Dr. Abdullah Hamad Al Fozan**

License Number 348



Riyadh on: 20 Ramadan 1447 H  
Corresponding to: 9 March 2026

# Audit Committee's Annual Report\*1

For the fiscal year ended 31/12/2025

## To the Shareholders of the Saudi Company for Hardware (SACO)

The Audit Committee of the Saudi Company for Hardware (SACO) is pleased to provide the Company's Board of Directors and the Shareholders with its annual report for the fiscal year ended 31/12/2025, which includes details of its performance of its duties and responsibilities, recommendations and opinion on the adequacy of the company's internal control, financial, risk management, compliance and governance systems, which is in compliance with the provisions of paragraph (a) of Article (88) of the updated Corporate Governance Regulations issued by the Capital Market Authority on 18/1/2023.

The current Audit Committee was formed by the General Assembly's decision dated 14/6/2023, and the decision of the Board of Directors on 16/8/2023, for a period of three years from 20/7/2023 to 19/7/2026, from expertise in finance, administration, internal controls, governance and information technology, from the following gentlemen:

|                        |   |
|------------------------|---|
| Mr. Loutfi Echhade     | Chairman, Independent Member from outside the Board |
| Mr. Mohammed Al Qatari | Non-Executive Member from the Board                 |
| Mr. Faisal Al-Fohaid   | Independent Member from the Board                   |

In 2025, the Audit Committee held eleven meetings, during which it accomplished the following:

1. Review the company's annual and quarterly financial statements and discuss them with the external auditor before presenting them to the Board and provide its opinion and recommendations thereon.
2. Review the accounting policies adopted by the company and ensure that they are updated in accordance with the International Financial Reporting Standards as endorsed in the Kingdom. Also, review the accounting estimates and assumptions of the material matters included in the financial statements.
3. Review the Zakat status of the Company and the related consultant's report.
4. Review transactions with related parties and ensure that they have been clearly and appropriately disclosed in the Company's financial statements in accordance with relevant policies.
5. Review the accounting policies for Right-of-use Assets and Lease Liabilities and ensure that they are applied in accordance with the relevant international financial reporting standards.
6. Review the impairment assessment of non-financial assets, which included a review of the significant assumptions used in the discounted cash flow forecasts for the cash-generating units and the discount rate and the weighted average cost of capital.

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\*1 This report is an English translation of the original report in Arabic, which has been duly signed by the chairman and members of the Audit Committee.

7. Holding several meetings with the external auditor to discuss the relevant International Financial Reporting Standards, including newly issued standards and amendments, financial policies and accounting treatments, internal control procedures, and significant transactions and balances, in addition to reviewing their comments and recommendations on the financial statements and following up on the actions taken in this regard.
8. Recommend to the Board of Directors the nomination of external auditors to the General Assembly for appointment and determination of their fees according to specific criteria that include financial and technical analysis, verification of their independence, the absence of any restrictions on their work, and their commitment to the reporting deadlines.
9. Supervising the Company's Internal Audit Department and assessing its adequacy, effectiveness, and adherence to carrying out the duties and responsibilities assigned to it. In this regard, the Audit Committee recommended strengthening the efficiency and capabilities of the Internal Audit Department by increasing the number of its employees and allocating an appropriate budget for it within the 2026 budget.
10. Review the annual internal audit plan, taking into account the audit priorities according to the results of the comprehensive update of the risks facing the company.
11. Review the results of the internal audit missions and follow up on the commitments of the Company's management to implement the corrective actions for weaknesses mentioned in internal audit reports.
12. Review the Internal Audit Department's plan to implement the Global Internal Audit Standards issued by the Institute of Internal Auditors.
13. Evaluate the internal control systems by reviewing the internal audit reports, external auditor's comments and their observations on the Company's IT systems and reviewing the results of their work to verify the integrity of the control systems.
14. Review and follow up on any outstanding substantive legal cases and provide related recommendations.
15. Reviewing the Finance Department's report on the balances of the Company's key suppliers and the reconciliations with their account statements and reviewing the establishment of a dedicated reserve to address any potential differences with suppliers.
16. Reviewing Executive Management's report regarding the proposed sale transaction for the Riyadh Warehouse, to ensure the fairness of the proposed price and the soundness of the procedures followed in accordance with the Company's policies and governance requirements, and submitting the related recommendation to the Board of Directors.
17. Meeting with the Company's Chief Information Officer and review with him the updates on the digital transformation plans and information security and safety, in addition to the ongoing follow-up on key current IT system development projects. In this regard, the Committee reviewed the proposal to replace the e-commerce platform, examining the strategic, financial, and technical aspects of the project, as well as the legal, regulatory, and compliance considerations, and submitted the related recommendation to the Board of Directors.

18. The Committee reviewed its current charter to ensure alignment with the amended Corporate Governance Regulations issued by the Capital Market Authority, and the necessary amendments were submitted to the Board of Directors for presentation to the General Assembly for approval. The Committee also approved the Internal Audit Charter in its updated version to align with the Global Internal Audit Standards issued by the Institute of Internal Auditors.

### **The Audit Committee's opinion on the adequacy of the Company's internal control, financial, and risk management systems**

In light of the work carried out by the Audit Committee during 2025, the Committee believes that the company's internal control systems are operating effectively to prevent and detect material errors, as no significant deficiencies or breaches in the internal control systems requiring disclosure were identified during 2025.

However, the Audit Committee noted the existence of certain important weaknesses in IT General Controls and recommends that management expedite the preparation and adoption of a clear remediation plan with a defined timeline and assigned responsibilities. This should particularly address controls over access and authorization management, change management, and IT operations, in addition to cybersecurity systems and policies, in line with the standards and regulations applicable in the Kingdom of Saudi Arabia. The Committee further recommends monitoring the implementation and submitting periodic progress reports to the Audit Committee until closure and verification of the effectiveness of the remediation measures.

Finally, the Audit Committee believes in the importance of continuing to strengthen and further develop the Company's internal control, financial control, governance, and risk management systems in order to enhance their efficiency and effectiveness and ensure the continued achievement of the Company's objectives and strategies

### **Audit Committee**

Dated: 1/3/2026

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*This report is an English translation of the original report in Arabic, which has been duly signed by the chairman and members of the Audit Committee*

## **Names of candidates**



**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member  |  |                      |   |  |                       |                         |
|--|--|----------------------|---|--|-----------------------|-------------------------|
| <b>Full Name</b>   | Sameer Omar Mahmoud Baisa  |                      |   |  |                       |                         |
| <b>Nationality</b>   | Saudi  | <b>Date of Birth</b> | 11/01/1959  |  |                       |                         |
| 2) Academic Qualifications of the Nominated Member   |  |                      |   |  |                       |                         |
| No   | Qualification  | Specialization       | Date of the awarded degree                                | The Name of the awarding entity  |                       |                         |
| 1  | Bachelor's Degree  | Business management  | 1402  | King Abdulaziz University  |                       |                         |
| 2  | Master's Degree  | Business management  | 1987  | California State University, San Bernardino - USA  |                       |                         |
| 3) Experiences of the Nominated Member   |  |                      |   |  |                       |                         |
| Period   | Experience   |                      |   |  |                       |                         |
| 2  | Demonstrator, Department of Business Administration, King Abdulaziz University.  |                      |   |  |                       |                         |
| 11   | Regional Manager for the Western Region – National Commercial Bank (SNB).  |                      |   |  |                       |                         |
| 15   | General Manager of Branch Network in the Kingdom – Banque Saudi Fransi.  |                      |   |  |                       |                         |
| 6  | Member of the Nomination and Remuneration Committee, and Member of the Governance and Compliance Committee – Bank Albilad. |                      |   |  |                       |                         |
| 3  | Board Member – Bank Albilad.   |                      |   |  |                       |                         |
| 3  | Banking Business Development Consultant – Riyad Bank.  |                      |   |  |                       |                         |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |  |                      |   |  |                       |                         |
| No   | Company Name   | Main Activity        | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership  | Company Legal Structure |
| 1  | Saudi Company for Hardware (SACO)  | Retail               | Independent Member  | Nominated in personal capacity as a shareholder  | Chairman of the Board | Public Joint Stock      |

\* Disclaimer: This form represents a translation of the Arabic original version, therefore, in case of any misinterpretation, the Arabic version will prevail.



**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member  |                                    |   |   |  |                      |                            |
|--|------------------------------------|---|---|--|----------------------|----------------------------|
| <b>Full Name</b>   | Khaled Mohamed Abdulaziz Al-Hamidi |   |   |  |                      |                            |
| <b>Nationality</b>   | Saudi                              | <b>Date of Birth</b>  | 13/02/1956  |  |                      |                            |
| 2) Academic Qualifications of the Nominated Member   |                                    |   |   |  |                      |                            |
| No   | Qualification                      | Specialization  | Date of the awarded degree                                | The Name of the awarding entity  |                      |                            |
| 1  | Bachelor's Degree                  | Engineering   | 1979  | Southern Methodist University, USA   |                      |                            |
| 3) Experiences of the Nominated Member   |                                    |   |   |  |                      |                            |
| Period   |                                    | Experience  |   |  |                      |                            |
| 19   |                                    | Executive Director of Administrative Affairs and Personnel, then Head of Administrative Affairs and Personnel Department at SACO, and responsible for the Real Estate Department. |   |  |                      |                            |
| 11   |                                    | Chairman of the Board of Managers of Sons of Mohammed Abdulaziz Al-Hamidi Holding Company, a limited liability company specializing in contracting activities.                    |   |  |                      |                            |
| 10   |                                    | Chairman of the Board of Managers of Mohammed Abdulaziz Al-Hamidi Sons Insurance Agency Company, a limited liability company specializing in insurance agency activities.         |   |  |                      |                            |
| 18   |                                    | Board Member of Al-Yamamah Press Establishment.   |   |  |                      |                            |
| 16   |                                    | Project Manager / Site Engineer at Al-Homaidi Contracting Establishment.  |   |  |                      |                            |
| 1  |                                    | Project Engineer at H.B. Zachry Company (USA).  |   |  |                      |                            |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                                    |   |   |  |                      |                            |
| No   | Company Name                       | Main Activity   | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure    |
| 1  | Saudi Company for Hardware (SACO)  | Retail  | Non-Executive Member                                      | Nominated as a shareholder   | Board Member         | Public Joint Stock Company |

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**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member  |   |                                  |  |  |                      |                         |
|--|---|----------------------------------|--|--|----------------------|-------------------------|
| <b>Full Name</b>   | Sameer Mohammad Abdulaziz Al-Hamidi   |                                  |  |  |                      |                         |
| <b>Nationality</b>   | Saudi   | <b>Date of Birth</b>             | 01/07/1379   |  |                      |                         |
| 2) Academic Qualifications of the Nominated Member   |   |                                  |  |  |                      |                         |
| No   | Qualification   | Specialization                   | Date of the awarded degree                                 | The Name of the awarding entity  |                      |                         |
| 1  | Bachelor's  | Economics and businessmanagement | 1980   | Southern Methodist University, USA   |                      |                         |
| 3) Experiences of the Nominated Member   |   |                                  |  |  |                      |                         |
| Period   | Experience  |                                  |  |  |                      |                         |
| 35   | General Manager, Chief Executive Officer (CEO), and Independent Board Member of Saudi Company for Hardware (SACO), a publicly listed joint-stock company.               |                                  |  |  |                      |                         |
| 26   | Member of the Board of Managers of Al-Hamidi Contracting Establishment, a limited liability company specializing in contracting activities.                             |                                  |  |  |                      |                         |
| 11   | Member of the Board of Managers of Sons of Mohammed Abdulaziz Al-Hamidi Holding Company, a limited liability company specializing in contracting activities.            |                                  |  |  |                      |                         |
| 10   | Member of the Board of Managers of Mohammed Abdulaziz Al-Hamidi Sons Insurance Agency Company, a limited liability company specializing in insurance agency activities. |                                  |  |  |                      |                         |
| 10   | Member of the Board of Managers of Ace International Limited, a limited liability company specializing in the trading of hardware and tools.                            |                                  |  |  |                      |                         |
| 10   | Member of the Board of Directors of Deutsche Saudi Arabia, a closed joint-stock company specializing in financial services.   |                                  |  |  |                      |                         |
| 3  | Member of the Board of Directors of Astra Industrial Group, a Saudi publicly listed joint-stock company specializing in manufacturing.                                  |                                  |  |  |                      |                         |
| 3  | Member of the Board of Directors of Allianz Saudi Fransi Cooperative Insurance Company, a publicly listed joint-stock company.  |                                  |  |  |                      |                         |
| 2  | Member of the Board of Directors of ACE American.   |                                  |  |  |                      |                         |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |   |                                  |  |  |                      |                         |
| No   | Company Name  | Main Activity                    | Membershi p Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |



|   |                                   |             |                       |   |                    |                            |
|---|-----------------------------------|-------------|-----------------------|---|--------------------|----------------------------|
| 1 | Saudi Company for Hardware (SACO) | Retail      | Non-executive member  | Nominated as a shareholder representative | Board of Directors | Public joint-stock company |
| 2 | Deutsche Securities Company       | Money bills | Chairman of the Board | Nominated as a shareholder representative | Board of Directors | Closed joint-stock company |

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**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member  |  |                      |                            |                                    |
|--|--|----------------------|----------------------------|------------------------------------|
| <b>Full Name</b>   | Haitham Mohammad Abdulaziz Al-Hamidi   |                      |                            |                                    |
| <b>Nationality</b>   | Saudi  | <b>Date of Birth</b> | 08/06/1385                 |                                    |
| 2) Academic Qualifications of the Nominated Member   |  |                      |                            |                                    |
| No   | Qualification  | Specialization       | Date of the awarded degree | The Name of the awarding entity    |
| 1  | Bachelor's Degree  | Economic Sciences    | 1987                       | Southern Methodist University, USA |
| 2  | Master's Degree  | Business Management  | 1989                       | University of Dallas, USA          |
| 3  |  |                      |                            |                                    |
| 4  |  |                      |                            |                                    |
| 5  |  |                      |                            |                                    |
| 3) Experiences of the Nominated Member   |  |                      |                            |                                    |
| Period   | Experience   |                      |                            |                                    |
| 26   | Board of Managers Member at Al-Hamidi Contracting Establishment Company, a limited liability company specialized in the field of contracting.                        |                      |                            |                                    |
| 11   | Board of Managers Member at Mohamed Abdelaziz Al-Hamidi's Sons Holding Company, a limited liability company specialized in the field of contracting.                 |                      |                            |                                    |
| 22   | Executive Director of Marketing and Sales, then Head of Marketing and Sales Department, then Chief Executive Officer (CEO) at the Saudi Company for Hardware (SACO). |                      |                            |                                    |
| 12   | Board Member at Rana Investment Company, a Saudi closed joint-stock company specialized in the field of financial services.  |                      |                            |                                    |
| 10   | Board of Directors Member at Mohamed Abdulaziz Al-Hamidi's Sons Insurance Agency Company, a limited liability company.   |                      |                            |                                    |
| 3  | Board Member at National Petrochemical Company (Petrochem), a Saudi public joint-stock company.  |                      |                            |                                    |
| 3  | Board Member at Thobe Al-Aseel Company, a public joint-stock company.  |                      |                            |                                    |
| 3  | Head of Fixed Income Securities Portfolio at the Saudi Arabian Monetary Authority (SAMA).  |                      |                            |                                    |
| 2  | Global Investment Officer at Riyadh Bank   |                      |                            |                                    |
|  |  |                      |                            |                                    |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |  |                      |                            |                                    |



| No | Company Name                         | Main Activity         | Membershi<br>p Status<br>(Executive,<br>Non-<br>Executive,<br>Independen<br>t) | Method of<br>Appointment<br>(Nominated as a<br>Shareholder,<br>Appointed by a<br>Shareholder with<br>Appointment<br>Rights under the<br>Company's<br>Articles of<br>Association,<br>Nominated by a<br>Shareholder) | Committee<br>Membership | Company<br>Legal<br>Structure    |
|----|--------------------------------------|-----------------------|--|--|-------------------------|----------------------------------|
| 1  | Saudi Company for<br>Hardware (SACO) | Retail                | Non-<br>Executive<br>Member  | Nominated as a<br>shareholder  | Board Member            | Public Joint<br>Stock<br>Company |
| 2  | American Express                     | Financial<br>Services | Independent<br>Member  |  | Board Member            | Closed Joint<br>Stock<br>Company |

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**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member  |                                   |   |   |  |  |                            |
|--|-----------------------------------|---|---|--|--|----------------------------|
| <b>Full Name</b>   | Faisal Abdullah Hamad Al-Fuhaid   |   |   |  |  |                            |
| <b>Nationality</b>   | Saudi                             | <b>Date of Birth</b>  | 19/02/1971  |  |  |                            |
| 2) Academic Qualifications of the Nominated Member   |                                   |   |   |  |  |                            |
| No   | Qualification                     | Specialization  | Date of the awarded degree                                | The Name of the awarding entity  |  |                            |
| 1  | Bachelor's Degree                 | Computer Engineering  | 1997  | King Saud University   |  |                            |
| 3) Experiences of the Nominated Member   |                                   |   |   |  |  |                            |
| Period   |                                   | Experience  |   |  |  |                            |
| December 2022 – Present  |                                   | Independent Board Member at Saudi Company for Hardware (SACO)                     |   |  |  |                            |
| March 2018 – Present   |                                   | Chief Information Officer at AlKhorayef Group                                     |   |  |  |                            |
| July 2017 – February 2018  |                                   | Assistant Secretary General for Information Technology and Customer Services      |   |  |  |                            |
| December 2013 – July 2017  |                                   | Vice President for Support Services and General Manager of Information Technology |   |  |  |                            |
| May 2013 – December 2013   |                                   | Director of Case Management Program   |   |  |  |                            |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                                   |   |   |  |  |                            |
| No   | Company Name                      | Main Activity   | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership   | Company Legal Structure    |
| 1  | Saudi Company for Hardware (SACO) | Retail  | Independent Member  | Nominated in his capacity as a shareholder   | Board Member – Member of the Remuneration and Nomination Committee – Member of the Audit Committee | Public Joint Stock Company |

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**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member  |               |   |   |  |                      |                         |
|--|---------------|---|---|--|----------------------|-------------------------|
| <b>Full Name</b>   |               | Mishal bin Abdulmohsen bin Abdulaziz Alhokair   |   |  |                      |                         |
| <b>Nationality</b>   |               | Saudi   | <b>Date of Birth</b>                                      |  | 08/11/1983           |                         |
| 2) Academic Qualifications of the Nominated Member   |               |   |   |  |                      |                         |
| No   | Qualification | Specialization  | Date of the awarded degree                                | The Name of the awarding entity  |                      |                         |
| 1  | MBA           | Business Administration   | August 2022   | Hult International Business School   |                      |                         |
| 2  | BBA           | Marketing   | August 2006   | King Fahd University of Petroleum and Minerals   |                      |                         |
| 3) Experiences of the Nominated Member   |               |   |   |  |                      |                         |
| Period   |               | Experience  |   |  |                      |                         |
| April 2024 – Present   |               | Board Member and Executive Committee Member – Medad Office Solutions  |   |  |                      |                         |
| July 2023 – Present  |               | Board Member and Chairman of the Nomination and Remuneration Committee – SACO                                   |   |  |                      |                         |
| July 2023 – Present  |               | Chairman – Aster Arabia – Healthcare Sector   |   |  |                      |                         |
| January 2022 – Present   |               | Deputy Chief Executive Officer – Abdulmohsen Alhokair Holding Group   |   |  |                      |                         |
| August 2021 – April 2025   |               | President of the Saudi Archery Federation – Saudi Olympic and Paralympic Committee (Non-profit Organization)    |   |  |                      |                         |
| June 2021 – June 2024  |               | Chairman of the Middle East and North Africa Leisure and Attractions Council (Non-profit Organization)          |   |  |                      |                         |
| November 2018 – November 2023  |               | Chairman of Lux Entertainment – Cinépolis Gulf  |   |  |                      |                         |
| November 2015 – December 2022  |               | Deputy CEO and General Manager of the Entertainment Sector – Abdulmohsen Alhokair Tourism and Development Group |   |  |                      |                         |
| November 2010 – June 2015  |               | General Manager of Marketing and Business Development – Abdulmohsen Alhokair Tourism and Development Group      |   |  |                      |                         |
| November 2007 – September 2010   |               | Corporate Banking Relationship Manager – SAB  |   |  |                      |                         |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |               |   |   |  |                      |                         |
| No   | Company Name  | Main Activity   | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, | Committee Membership | Company Legal Structure |



|   |                                    |   |                    | <b>Nominated by a Shareholder)</b> |                                       |                            |
|---|------------------------------------|---|--------------------|------------------------------------|---------------------------------------|----------------------------|
| 1 | Saudi Company for Hardware (SACO)  | Retail  | Independent member | In his personal capacity           | Nomination and Remuneration Committee | Public Joint Stock Company |
| 2 | Medad Office Solutions             | Office solutions and co-working space leasing | Executive member   | Representative of a legal entity   |                                       | Closed Joint Stock Company |
| 3 | Abdulmohsen Alhokair Holding Group | Holding Group                                 | Executive member   | Owner                              |                                       | Limited Liability Company  |
| 4 | Aster Arabia                       | Pharmaceutical sales agency                   | Executive member   | Representative of a legal entity   |                                       | Limited Liability Company  |

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**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member  |   |   |   |  |                      |                            |
|--|---|---|---|--|----------------------|----------------------------|
| <b>Full Name</b>   | Saleh Abdulrahman Ali Al-Mubarak        |   |   |  |                      |                            |
| <b>Nationality</b>   | Saudi                                   | <b>Date of Birth</b>  | 01/07/1377  |  |                      |                            |
| 2) Academic Qualifications of the Nominated Member   |   |   |   |  |                      |                            |
| No   | Qualification                           | Specialization  | Date of the awarded degree                                | The Name of the awarding entity  |                      |                            |
| 1  | Bachelor's Degree                       | Public Administration Sciences  | December 1982   | University of California, USA  |                      |                            |
| 3) Experiences of the Nominated Member   |   |   |   |  |                      |                            |
| Period   |   | Experience  |   |  |                      |                            |
| 1996 - Present   |   | Al-Aswaq Office for Management Consultancies - Owner and General Manager  |   |  |                      |                            |
| 1985 - 1996  |   | Al-Aswaq Company Limited - Administrative Manager, then Deputy General Manager, then General Manager until the company was fully sold in 1996 |   |  |                      |                            |
| Three Terms  |   | Member of the Commercial Committee - Riyadh Chamber   |   |  |                      |                            |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |   |   |   |  |                      |                            |
| No   | Company Name                            | Main Activity   | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure    |
| 1  | Saudi Company for Hardware (SACO)       | Retail  | Independent Member  | Nominated as a shareholder   | Board Member         | Public Joint Stock Company |
| 2  | Al-Yahya & Al-Hussaini Investment Group | Retail and Wholesale Trade  | Independent Member  | Nominated by a shareholder   | Board Member         | Closed Joint Stock Company |



|   |  |  |                    |                            |              |                                 |
|---|--|--|--------------------|----------------------------|--------------|---------------------------------|
| 3 | Anoosh Commercial Company  | Retail Trade   | Independent Member | Nominated by a shareholder | Board Member | Closed Joint Stock Company      |
| 4 | Leadership Development Company   | Senior Management Training   | Independent Member | Nominated by a shareholder | Board Member | Limited Liability Company       |
| 5 | King Abdulaziz & His Companions Foundation for Giftedness & Creativity (Mawhiba) | Discovery, sponsorship, and support of gifted and creative individuals | Not Applicable     | Not Applicable             | Board Member | Non-Profit Endowment Foundation |

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**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member  |                             |  |   |  |                      |                         |
|--|-----------------------------|--|---|--|----------------------|-------------------------|
| <b>Full Name</b>   | Iyad Anwar Salman Al-Dalooj |  |   |  |                      |                         |
| <b>Nationality</b>   | Saudi                       | <b>Date of Birth</b>                                   | 07-06-1987  |  |                      |                         |
| 2) Academic Qualifications of the Nominated Member   |                             |  |   |  |                      |                         |
| No   | Qualification               | Specialization   | Date of the awarded degree                                | The Name of the awarding entity  |                      |                         |
| 1  | Bachelor's Degree           | Civil Engineering                                      | 2012  | University of Nebraska-Lincoln, United States  |                      |                         |
| 2  | Master's Degree             | Structural Engineering                                 | 2015  | University of Nebraska-Lincoln, United States  |                      |                         |
| 3  | Master's Degree             | Business Administration                                | 2017  | Bellevue University, United States   |                      |                         |
| 4  | Training Certificate        | Leadership   | 2022  | ESADE University   |                      |                         |
| 3) Experiences of the Nominated Member   |                             |  |   |  |                      |                         |
| Period   |                             | Experience   |   |  |                      |                         |
| 2020 – Present   |                             | Co-founder and Chief Executive Officer, Benny Software |   |  |                      |                         |
| 2023 – Present   |                             | Member of the Board of Directors, Gaiat Hub            |   |  |                      |                         |
| 2022 – Present   |                             | Investor and Partner, Jawda Venture Capital Company    |   |  |                      |                         |
| 2017 – 2020  |                             | General Manager and Marketing Director, Careem         |   |  |                      |                         |
| 2011 – 2017  |                             | Co-founder and Operations Manager, PasuTech LLC        |   |  |                      |                         |
| 2008   |                             | Trainee, Worley Parsons                                |   |  |                      |                         |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                             |  |   |  |                      |                         |
| No   | Company Name                | Main Activity  | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |



|          |   |               |                      |                                |              |                             |
|----------|---|---------------|----------------------|--------------------------------|--------------|-----------------------------|
| <b>1</b> | Saudi Company for Tools and Hardware (SACO) | Retail        | Independent Member   | Nominated in Personal Capacity | Board Member | Public Shareholding Company |
| <b>2</b> | Gaiat Hub                                   | E-Procurement | Non-Executive Member | Appointed by a Shareholder     | Board Member | Limited Liability Company   |

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**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member  |                             |   |  |  |                      |                         |
|--|-----------------------------|---|--|--|----------------------|-------------------------|
| <b>Full Name</b>   | Rehab Smool Abdullah Bakhsh |   |  |  |                      |                         |
| <b>Nationality</b>   | Saudi                       | <b>Date of Birth</b>                              | 21/02/2002   |  |                      |                         |
| 2) Academic Qualifications of the Nominated Member   |                             |   |  |  |                      |                         |
| No   | Qualification               | Specialization                                    | Date of the awarded degree                                 | The Name of the awarding entity  |                      |                         |
| 1  | B A of Science              | Business Managment                                | May 2025   | CITY UNIVERSITY OF LONDON  |                      |                         |
| 2  | Diploma                     | Business Managment                                | July 2020  | INSTITUT A UF DEM ROSENBERG  |                      |                         |
| 3) Experiences of the Nominated Member   |                             |   |  |  |                      |                         |
| Period   |                             | Experience  |  |  |                      |                         |
| From 2025 to Present   |                             | Ejzal Trading Company – Administration Manager    |  |  |                      |                         |
| From 2025 to Present   |                             | Rakaez Al Aamal Co. Ltd. – Administration Manager |  |  |                      |                         |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                             |   |  |  |                      |                         |
| No   | Company Name                | Main Activity                                     | Membershi p Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |
| 1  | -                           | -   | -  | -  | -                    | -                       |

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## Form No. (1) Resume

| 1) Personal Information of the Nominated Member  |                                |   |   |  |                      |                         |
|--|--------------------------------|---|---|--|----------------------|-------------------------|
| Full Name  | Basmah Salem Abdullah Alsubaie |   |   |  |                      |                         |
| Nationality  | Saudi                          | Date of Birth   | 29/05/1989  |  |                      |                         |
| 2) Academic Qualifications of the Nominated Member   |                                |   |   |  |                      |                         |
| No   | Qualification                  | Specialization  | Date of the awarded degree                                | The Name of the awarding entity  |                      |                         |
| 1  | Bachelor                       | Law   | 2011  | King Saud University   |                      |                         |
| 2  | Master                         | Corporate Governance  | 2016  | Delaware Law School  |                      |                         |
| 3) Experiences of the Nominated Member   |                                |   |   |  |                      |                         |
| Period   |                                | Experience  |   |  |                      |                         |
| 2024-now   |                                | <b>Founder and CEO</b> for <b>Privacy Professionals</b> for Business Solutions, Consulting IT Company   |   |  |                      |                         |
| 2020-2025  |                                | <b>CEO of National Data Governance</b> , President consultant for Governance and regulations at Saudi Data and AI authority <b>SDAIA</b>  |   |  |                      |                         |
| 2018-2020  |                                | - <b>Legal Consultants manager</b> at <b>Consumer Protection – Ministry of Commerce</b><br>- <b>Public Prosecutor</b> and Consumers Representative to the Committee for the Consideration of Violations of Commercial Agencies, Warranty, Maintenance and Spare Parts |   |  |                      |                         |
| 2018-now   |                                | <b>Consultant</b> at The Council of Economic and Development Affairs <b>CEDA</b>  |   |  |                      |                         |
| 2011-2018  |                                | <b>Lecturer</b> at Al Majmaah University  |   |  |                      |                         |
| 2016-2018  |                                | Part time <b>Lawyer</b> at Alfallaj Law office  |   |  |                      |                         |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                                |   |   |  |                      |                         |
| No   | Company Name                   | Main Activity   | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |
| 1  | NA                             |   |   |  |                      |                         |



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**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member    |   |   |                            |                                 |
|--|---|---|----------------------------|---------------------------------|
| Full Name  | Sami Mohammed Awad Albalawi   |   |                            |                                 |
| Nationality  | Saudi Arabia  | Date of Birth   | 17-04-1977                 |                                 |
| 2) Academic Qualifications of the Nominated Member |   |   |                            |                                 |
| No   | Qualification   | Specialization  | Date of the awarded degree | The Name of the awarding entity |
| 1  | Bachelor's degree   | College of Engineering (Surveying Engineering)                                | 10-02-2001                 | King Saud University            |
| 2  | Master's degree   | College of Architecture and Planning (Municipal Policy and Urban Development) | 21-01-2020                 | King Saud University            |
| 3  |   |   |                            |                                 |
| 4  |   |   |                            |                                 |
| 5  |   |   |                            |                                 |
| 6  |   |   |                            |                                 |
| 7  |   |   |                            |                                 |
| 3) Experiences of the Nominated Member             |   |   |                            |                                 |
| Period   | Experience  |   |                            |                                 |
| 2001-2002  | Military Survey Department (Mapping Engineer)   |   |                            |                                 |
| 2002-2009  | Ministry of Municipality and Rural Affairs<br>Mapping and Surveying department (surveying Engineer) <ul style="list-style-type: none"> <li>• Managing and executing aerial photography and comprehensive surveying projects across the Kingdom.</li> <li>• Participating in establishing the national geodetic infrastructure by building a network of geodetic stations throughout the Kingdom.</li> </ul>   |   |                            |                                 |
| 2009-2017  | Ministry of Municipality and Rural Affairs<br>Mapping and Surveying department (Deputy manager of the Cadastral survey) <ul style="list-style-type: none"> <li>• Established and led the first team to conduct real estate surveys in the Kingdom.</li> <li>• Contributed to major Public Investment Fund projects (NEOM and the Red Sea Project).</li> <li>• Served on committees stemming from the Real Estate Registration Committee to address regulatory challenges and participated in reviewing and developing relevant government regulations.</li> </ul> |   |                            |                                 |
| 2017-2024  | Ministry of Municipality and Rural Affairs  |   |                            |                                 |



|                |   |
|----------------|---|
|                | <p>Mapping and Surveying department (General manager of the properties)</p> <ul style="list-style-type: none"> <li>Leading the largest project to inventory and register municipal assets, documenting a database of over 500,000 assets and properties across the Kingdom.</li> </ul> <p>Developing a strategic map of municipal properties to maximize their market value and ensure their optimal use.</p>                     |
| 2024- till now | <p>AWJ Holding Co.<br/>General manager of the Land Bank Department</p> <ul style="list-style-type: none"> <li>Strategic management of the company's real estate portfolio and its protection from encroachments.</li> </ul> <p>Developing financial and operational solutions to enhance portfolio efficiency and mitigate the financial impact of vacant land fees, with a focus on maximizing investment returns on assets.</p> |
|                |   |

4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees:

| No | Company Name | Main Activity | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |
|----|--------------|---------------|---|--|----------------------|-------------------------|
| 1  |              |               |   |  |                      |                         |
| 2  |              |               |   |  |                      |                         |
| 3  |              |               |   |  |                      |                         |
| 4  |              |               |   |  |                      |                         |



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١. البيانات الشخصية للعضو

1. Personal Information of the Member

د. أحمد سراج عبد الرحمن خوقير

الاسم الرباعي

Dr. Ahmed Sirag Khogeer, PhD, MBA, PE, PMP, CE

Full Name

٥١٣٨٨/٨/٢٢

تاريخ الميلاد

سعودي

الجنسية

November 14, 1968

Date of Birth

Saudi Arab

Nationality

٢. المؤهلات العلمية للعضو

2. Academic Qualifications of the Member

| اسم الجهة المانحة                              | تاريخ الحصول على المؤهل              | التخصص                  | المؤهل   | م  |
|--|--------------------------------------|-------------------------|--|----|
| The issuer of the qualification                | Date of obtaining the qualifications | Specialization          | Qualifications   |    |
| جامعة ولاية كولورادو الحكومية، امريكا          | ٢٠٠٥                                 | هندسة كيميائية          | دكتوراه مع مرتبة الشرف الأولى و معدل (٤,٠/٤,٠)                                     | ١  |
| Colorado State University, USA                 | 2004                                 | Chemical Engineering    | PhD with First Honor (GPA 4.0/4.0)   |    |
| جامعة ولاية كولورادو الحكومية، امريكا          | ٢٠٠٤                                 | إدارة اعمال             | ماجستير إدارة مع مرتبة الشرف و معدل (٤,٠/٣,٧)                                      | ٢  |
| Colorado State University, USA                 | 2004                                 | Business Administration | Master of business Administration MBA with Honor ( GPA 3.7/4.0)                    |    |
| جامعة ولاية كولورادو الحكومية، امريكا          | ١٩٩٨                                 | هندسة كيميائية          | ماجستير مع مرتبة الشرف الأولى و معدل (٤,٠/٤,٠)                                     | ٣  |
| Colorado State University, USA                 | 1998                                 | Chemical Engineering    | Master of Science in Engineering MSC with First Honor (GPA 4.0/4.0)                |    |
| جامعة ولاية كولورادو الحكومية، امريكا          | ٢٠٠٥                                 | التمويل والاستثمار      | شهادة دبلوما متقدمة في التمويل مع مرتبة الشرف الأولى و معدل (٤,٠/٤,٠)              | ٤  |
| Colorado State University, USA                 | 2005                                 | Finance and Investment  | Advanced Certificate in Finance Post MBA, 9 credits with First Honor (GPA 4.0/4.0) |    |
| جامعة الملك عبد العزيز، السعودية               | ١٩٨٩                                 | هندسة كيميائية          | بكالوريوس  | ٥  |
| King Abdulaziz University, Saudi Arabia        | 1989                                 | Chemical Engineering    | Bachelor of Science in Engineering BSc   |    |
| حكومة ولاية تكساس- امريكا                      | ٢٠٠٦ الى الان                        | هندسة كيميائية          | مهندس محترف مسجل معتمد بولاية تكساس  | ٦  |
| Texas Board of Professional Engineers, TX, USA | 2006-Now                             | Chemical Engineering    | PE: Licensed Professional Engineer   |    |
| معهد إدارة المشاريع الامريكي                   | ٢٠١٠ الى الان                        | إدارة المشاريع          | محترف إدارة مشاريع معتمد ومسجل و مجدد  | ٧  |
| Project Management Institute (PMI), USA        | 2010-Now                             | Project Management      | PMP: Project Management Professional   |    |
| جامعة ولاية كولورادو الحكومية، امريكا          | ٢٠٠٤                                 | إدارة المشاريع          | شهادة برنامج إدارة المشاريع المتقدمة   | ٨  |
| Colorado State University, USA                 | 2004                                 | Project Management      | Advanced Project Management Certificate  |    |
| جامعة ولاية كولورادو الحكومية، امريكا          | ٢٠٠٤                                 | إدارة العمليات والتصنيع | شهادة برنامج إدارة العمليات والتصنيع   | ٩  |
| Colorado State University, USA                 | 2004                                 | Process Management      | Process Management Certificate   |    |
| الهيئة السعودية للمهندسين                      | ٢٠١٠                                 | هندسة كيميائية          | مهندس استشاري معتمد و مسجل   | ١٠ |
| Saudi Council of Engineers                     | 2010                                 | Chemical Engineering    | Consultant Engineer  |    |

|   |               |   |   |    |
|---|---------------|---|---|----|
| مركز التحكيم التجاري لدول مجلس التعاون الخليجي- دار القرار- البحرين | ٢٠٢١          | هندسة كيميائية، إدارة مشاريع، إدارة اعمال تحكيم دولي، تجاري     | محكم معتمد  | ١١ |
| GCC Arbitration center (Dar Al Qarar), Bahrain                      | 2021          | Engineering, Business, Project Management, International & com. | Certified Arbitrator  |    |
| المعهد الأمريكي للمهندسين الكيميائيين                               | ٢٠١٧          | هندسة كيميائية  | درجة الزمالة في الهندسة الكيميائية -الأول عربيا                                     | ١٢ |
| American Institute of Chemical Engineers AIChE, USA                 | 2017          | Chemical Engineering  | First Arab in history awarded Degree of "Fellow"                                    |    |
| ارامكو  | ٢٠١٧ و ٢٠٠٠   | تقني و اداري و إدارة مشاريع                                     | مدرب أرامكو معتمد   | ١٣ |
| Aramco  | 2000 and 2017 | Technical and managerial  | Certified Aramco Trainer  |    |
| مؤتمرات و مراكز تدريب محلية و عالمية                                | ٢٠٢٣-١٩٩٠     | تقنية و علمية و إدارية و استشارية و إدارة مشاريع                | اكثر من ١٥٠ دورة و مؤتمر في مجالات تقنية و علمية و إدارية و استشارية و إدارة مشاريع | ١٤ |
| Top institutions worldwide  | 1990-2023     | Technical, managerial, project management, leadership           | 150 + courses and conferences   |    |

### ٣. الخبرات العملية للعضو

### 3. Experiences of the Member

Experience

مجالات الخبرة

الفترة Period

أولاً: أرامكو السعودية مجموع الخبرات ٣٠ سنة (١٩٩٠ إلى ٢٠٢٠) كما هو موضح ادناه:  
**A- Saudi Aramco and subsidries, 30 years (1990-2020) as below:**

أرامكو: عضو مؤسس إنشاء و مشاريع جامعة الملك عبد الله للعلوم و التقنية كاوست:

- عضو مؤسس لجامعة الملك عبد الله للعلوم و التقنية كاوست- ثول مسؤول عن تصميم و انشاء مراكز الأبحاث المتقدمة و الذكاء الصناعي و تقنيات النانو و عمليات التصنيع المتقدمة
- مسؤول تنفيذ مشروع مركز أرامكو المتقدم للأبحاث و التطوير في جامعه الملك عبد الله للعلوم و التقنية بما فيها تقنيات الذكاء الصناعي، الثورة الصناعية الرابعة و المحاكاة في الصناعة و السلامة و التصنيع
- مسؤول مشروع إسكان الحرس الوطني المقام على ارض كاوست بثول: ٥٠٠ فيلا، ٧ مدارس، ٥ مساجد، عيادات، حراسة، بنية تحتية كاملة، محطات طاقة، محطة معالجة الصرف الصحي ثلاثية.
- مسؤول مشروع تطوير ثول ٥مدارس، ٥مساجد، عيادات متقدمة، خدمات، طرق، أنظمة حريق و ري و صرف و تحكم و محطة معالجة الصرف الصحي ثلاثية.
- مسؤول مشروع الحمى الأمني للجامعة بتقنيات الأولى من نوعها بالمملكة
- إدارة التحكم و اغلاق المشاريع و التحكم البيئي و السلامة و المعلومات و تخطيط المشاريع.

١٢ سنة

٢٠٠٩/١/١  
٢٠٢٠/١٠/٣١

#### Founding Member of King Abdullah University of Science and Technology KAUST:

- Responsible for conceptional design, full design, construction and commissioning of advanced research centers.
- Aramco advanced research center in KAUST including IR4, VR, AR, AI applications.
- National Guard housing complex project on KAUST land: 500 Villas, 7 schools, 5 mosques, STP, clinics, full infrastructure and services.
- Thuwal development projects: 7 schools, 7 mosques, roads, STP, utilities, heritage center.
- KAUST perimeter security system project: sonars, radars, crash rated barriers, vessels barriers, IDAS, full security systems.
- Project controls division: project planning, scheduling, closing, operational excellence.

12 years  
Jan 1, 2009-  
Oct 31, 2020

|   |  |
|---|--|
| <p>أرامكو – هيوستن، الولايات المتحدة الأمريكية: إدارة تطوير الاعمال الجديدة:</p> <ul style="list-style-type: none"> <li>عضو مؤسس مشروع مصفاة ياسرف هيوستن مع شركتين امريكيتين (Conoco Phillips and Kellogg Brown &amp; Root KBR). مسؤول عن التصاميم الهندسية لأحدث مصفاة تحول النفط الثقيل الى منتجات بيضاء عالية الجودة.</li> <li>مسؤول عن البرمجة الخطية لتحديد أنواع المدخلات والمنتجات والأسواق ومسؤول مباشرة عن مجمع انتاج البنزين الممتاز بكل انواعه الموافق للتصدير للأسواق الامريكية RBOB</li> <li>Founding member of YASREF refining complex in Yanbue, Saudi Arabia, stationed in Houston, TX working with two US companies (Conoco-Philips and KBR) on the design of a State-of-the-Art full conversion refinery capable of processing heavy crude to high quality clean fuels.</li> <li>Responsible for refinery configuration and Linear Programing (PIMS) and directly responsible of the design of the gasoline complex producing high quality RBOB for US markets.</li> </ul> | <p>سنتين ونصف<br/>-٢٠٠٦/٧/١<br/>٢٠٠٨/١٢/٣١</p> <p>2.5 years<br/>July 1, 2006-<br/>December 31, 2008</p>  |
| <p>أرامكو :- إدارات متعددة، جدة- الظهران، الولايات المتحدة الأمريكية</p> <p>عملت في شتى إدارات أرامكو في مختلف المجالات مثل المصافي، إدارة تخطيط المرافق، الأبحاث و التطوير، الدراسات العليا، مستشار الإدارة العليا لشؤون المشاريع الرأسمالية و تم ابتعاثي للدراسات العليا في أمريكا مرتين و حصلت على درجات الماجستير و الدكتوراه في الهندسة الكيميائية و الماجستير في إدارة الاعمال و شهادة الدبلوما في الاستثمار و التمويل و شهادة إدارة المشاريع المتقدمة و غيرها من الدورات و الشهادات من أمريكا</p> <p>Several Aramco departments including Refineries, Research &amp; Development, Facilities planning, advisor to Executive Management. Sponsored to pursue advanced degrees in USA including PhD, MBA, MSe, PE, PMP and many other certificates and courses</p>   | <p>١٦ سنة<br/>-١٩٩٠/١٠/٢٠<br/>٢٠٠٦/٦/٣٠</p> <p>16 years<br/>October 20, 1990-<br/>July 30, 2006</p>      |
| <p>أرامكو-بترولوب: مهندس في علوم السيارات شهادات المطابقة، زيوت التشحيم و شهادات الأداء<br/>Petrolube: lubes blending, complinece, performance certifications</p>   | <p>نصف سنة<br/>مايو-اكتوبر ١٩٩٠<br/>May-October 1990</p>   |
| <p><b>ثانيا: الخبرة في مجالس الإدارة و اللجان الدولية و المحلية (غير موظف):</b><br/><b>B- Board of Director and international committees( non employee):</b></p>  |  |
| <p><b>أولا: الولايات المتحدة الأمريكية -المعهد الأمريكي للمهندسين الكيميائيين AICHe :</b><br/><b>American Institute of Chemical Engineers AICHe</b></p>   |  |
| <p>رئيس مجلس إدارة (Chair) قطاع الوقود و الببتروكيميائيات بالمعهد الأمريكي للمهندسين الكيميائيين كأول شخص في تاريخ المعهد من ١١٠ سنة من خارج الولايات المتحدة الأمريكية</p> <p>First Non US Chair, Fuels and Petrochemicals division of American Institute of Chemical Engineers AICHe.</p>   | <p>٦ سنين<br/>now -٢٠١٨/٩/١<br/>6 years<br/>Sep 1, 2018-now</p>  |
| <p>رئيس مجلس الإدارة و عضو مجلس ادارة زملاء Fellows Council بالمعهد الأمريكي للمهندسين الكيميائيين كأول شخص في التاريخ من ١١٠ سنة من خارج أمريكا لفترتين</p> <p>Chair and Fellows Council Member as the first in history from outside USA</p>   | <p>٨ سنوات (فترتين)<br/>٢٠٢٦/٧/٣١ الى ٢٠١٨/٨/١<br/>8 years (two terms)<br/>Aug1, 2018- July 31, 2026</p> |
| <p>مناصب إدارية متعددة بالمعهد الأمريكي للمهندسين الكيميائيين AICHe كأول عربي في هذه المناصب:</p> <ul style="list-style-type: none"> <li>عضو مجلس إدارة Director قطاع الوقود و الببتروكيميائيات لفترتين Fuels and Petrochemicals Division</li> <li>عضو المجلس التنفيذي للتأثير المجتمعي Social Impact Operating Council SIOC</li> <li>عضو اللجنة الدولية International Committee</li> <li>عضو مجلس المبادرات العالمية GSIC Global Societal Initiative Council</li> <li>رئيس جلسات علمية في مؤتمرات المعهد العالمية</li> <li>ممثل المعهد في منطقة الخليج Regional Liaison</li> <li>First Arab Director in the Fuels and Petrochemicals Division for two terms</li> <li>Social Impact Operating Council SIOC member</li> <li>International Committee member</li> <li>GSIC Global Societal Initiative Council member</li> <li>Technical sessions chair and speaker</li> <li>Regional Liaison</li> </ul>  | <p>١٨ سنة<br/>-٢٠٠٥ /٧/١ -مستمر</p> <p>18 years continuous<br/>July 1, 2005-<br/>till now</p>            |

ثانياً مجالس إدارات شركات و منظمات و جامعات محلية :

i- National Board of director and other councils

|  |   |   |
|--|---|---|
| <p><b>Saudi Kayan(a Sabic affiliate):</b><br/>(Publicly listed in the main Saudi market)</p> <ul style="list-style-type: none"> <li>Member, Board of Directors</li> <li>Audit Committee member</li> <li>Risk Committee member</li> </ul>   | <p>شركة كيان السعودية (احدى شركات سابق):<br/>(مساهمة مدرجة في السوق الرئيسي)</p> <ul style="list-style-type: none"> <li>عضو مجلس الإدارة</li> <li>عضو لجنة المراجعة</li> <li>عضو لجنة المخاطر</li> </ul>  | <p>٢٠٢٤/٣/٢١<br/>لمدة ثلاث سنوات<br/>March 21, 2024 for three years</p> |
| <p><b>Najran Cement Company:</b><br/>(Publicly listed in the main Saudi market)</p> <ul style="list-style-type: none"> <li>Member, Board of Directors</li> <li>Chair, NRC committee</li> </ul>   | <p>شركة اسمنت نجران:<br/>(مساهمة مدرجة في السوق الرئيسي)</p> <ul style="list-style-type: none"> <li>عضو مجلس الإدارة</li> <li>رئيس لجنة الترشيحات و المكافآت</li> </ul>   | <p>٢٠٢٢/٨/٩<br/>لمدة ثلاث سنوات<br/>August 9, 2022 for three years</p>  |
| <p><b>Tabuk Agriculture Development Company TADCO:</b><br/>(Publicly listed in the main Saudi market)</p> <ul style="list-style-type: none"> <li>Vice Chairman of Board of Directors</li> <li>Member, Executive Committee</li> <li>Member, Strategy and Investment Committee</li> </ul>  | <p>شركة تبوك للتنمية الزراعية :<br/>(مساهمة مدرجة في السوق الرئيسي)</p> <ul style="list-style-type: none"> <li>نائب رئيس مجلس الإدارة</li> <li>عضو اللجنة التنفيذية</li> <li>عضو لجنة الاستراتيجية و الاستثمار</li> </ul>   | <p>٢٠٢٤/٧/١<br/>٢٠٢٥/٨/١٢<br/>July 1, 2024 – August 12, 2025</p>        |
| <p><b>Gulf General Cooperative Insurance Company:</b><br/>(Publicly listed in main Saudi market)</p> <ul style="list-style-type: none"> <li>Member, Board of Directors</li> <li>Member, NRC committee</li> <li>Member, Audit Committee</li> </ul>  | <p>الشركة الخليجية العامة للتأمين التعاوني:<br/>(مساهمة مدرجة في السوق الرئيسي)</p> <ul style="list-style-type: none"> <li>عضو مجلس الإدارة</li> <li>عضو لجنة المراجعة</li> <li>عضو لجنة الترشيحات و المكافآت</li> </ul>  | <p>٢٠٢٢/٤/١٠<br/>لمدة ثلاث سنوات<br/>April 10, 2022 for three years</p> |
| <p><b>Arab Sea Information System:</b><br/>(Publicly listed in main Saudi market)</p> <ul style="list-style-type: none"> <li>Member, Board of Directors</li> <li>Chair, Audit Committee</li> </ul>   | <p>شركة بحر العرب لأنظمة المعلومات:<br/>(مساهمة مدرجة في السوق الرئيسي)</p> <ul style="list-style-type: none"> <li>عضو مجلس الإدارة</li> <li>رئيس لجنة المراجعة</li> </ul>  | <p>٢٠٢٣/٩/١٧<br/>لمدة ثلاث سنوات<br/>Sep 17, 2023 for three years</p>   |
| <p><b>East Asia Agriculture Development &amp; Investment company:</b><br/>(Closed Joint stock)</p> <ul style="list-style-type: none"> <li>Member, Board of Directors</li> </ul>  | <p>شركة شرق اسيا للتنمية والاستثمار الزراعي<br/>(مساهمة مقللة)</p> <ul style="list-style-type: none"> <li>عضو مجلس الإدارة</li> </ul>   | <p>٢٠٢٤/١٠/٢٣<br/>٢٠٢٦/٣/١٣<br/>23/10/2024-13/3/2026</p>                |
| <p><b>Khogeer Trading:</b><br/>(private establishment)</p> <ul style="list-style-type: none"> <li>Founder and CEO</li> </ul>   | <p>خوقير للتجارة:<br/>(مؤسسة فردية)</p> <ul style="list-style-type: none"> <li>المؤسس و الرئيس التنفيذي</li> </ul>  | <p>2024-</p>  |
| <p><b>Naseej International trading company:</b><br/>(Publicly listed in the main Saudi market)</p> <ul style="list-style-type: none"> <li>Vice Chairman of Board of Directors</li> <li>Chair, Executive Committee</li> <li>Audit Committee member</li> </ul>   | <p>شركة نسيج التجارية العالمية :<br/>(مساهمة مدرجة في السوق الرئيسي)</p> <ul style="list-style-type: none"> <li>نائب رئيس مجلس الإدارة</li> <li>عضو لجنة المراجعة</li> <li>رئيس اللجنة التنفيذية</li> </ul>   | <p>٢٠٢١/٧/١٦<br/>٢٠٢٤/٦/٣٠<br/>July 16, 2021 -June 30, 2024</p>         |
| <p><b>King Abdulaziz university</b></p> <ul style="list-style-type: none"> <li>Member, Financial Sustainably Committee</li> <li>Member, External partnership committee</li> <li>Member, College of Engineering Advisory board</li> <li>Member, Chemical Engineering dept. Advisory Board both Jeddah main &amp; Rabigh Branch</li> </ul> | <p>جامعة الملك عبد العزيز:</p> <ul style="list-style-type: none"> <li>عضو لجنة الاستدامة المالية و عضو لجنة الشراكات الخارجية منذ سبتمبر ٢٠٢١</li> <li>عضو مجلس قسم الهندسة الكيميائية بجدة و رابغ. رابغ. ٢٠١٨/٧/١ -٢٠١٦/٧/١</li> <li>عضو مجلس كلية الهندسة بجامعة الملك عبد العزيز ٢٠١٨/٧/١- الان</li> </ul> | <p>٢٠٢٤ -٢٠١٦<br/>2016 -2024</p>  |
| <p><b>Saudi Building Code 2018 Development Committee member</b></p>  | <p>عضو لجنة تطوير كود البناء السعودي ٢٠١٨</p>   | <p>٢٠١٨/٧/١ -٢٠١٦/٧/١<br/>July 1, 2016 for two years</p>                |

4. العضوية الحالية في مجالس إدارات شركات مساهمة أخرى (مدرجة أو غير مدرجة) أو أي شركة أخرى أياً كان شكلها القانوني أو اللجان المنبثقة منها

5. Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it

| الشكل القانوني للشركة            | اسم اللجنة المشترك في عضويتها   | طريقة التعيين<br>(مرشح بصفته مساهماً، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركة الأساس، مرشح من مساهم)   | صفة العضوية في مجالس إدارات الشركات (تنفيذي، غير تنفيذي، مستقل) أو لا ينطبق                     | النشاط الرئيس                    | اسم الشركة  | م |
|----------------------------------|---|--|---|----------------------------------|---|---|
| legal form of the company        | The name of the committee in which it is a member   | Appointment method (nominee as a shareholder, appointed by a shareholder who has the right of appointment under the company's articles of association, nominated by a shareholder) | Membership type in board of directors (executive, non-executive, independent) or not applicable | Main activity                    | Company name  |   |
| مساهمة مدرجة                     | <ul style="list-style-type: none"> <li>عضو مجلس الإدارة</li> <li>عضو لجنة المراجعة</li> <li>عضو لجنة المخاطر</li> </ul>                     | مرشح بصفته مساهماً   | مستقل   | المواد الأساسية                  | كيان السعودية (أحدى شركات سابك)                     | 1 |
| Publicly listed                  | <ul style="list-style-type: none"> <li>Member, Board of Directors</li> <li>Audit Committee member</li> <li>Risk Committee member</li> </ul> | Nominee as a shareholder   | Independent   | Materials                        | Saudi Kayan (Sabic affiliate)                       |   |
| مساهمة مدرجة                     | <ul style="list-style-type: none"> <li>عضو مجلس الإدارة</li> <li>رئيس لجنة المراجعة</li> </ul>  | مرشح بصفته مساهماً   | مستقل   | التطبيقات وخدمات التقنية         | بحر العرب لأنظمة المعلومات                          | 2 |
| Publicly listed                  | <ul style="list-style-type: none"> <li>Member, Board of Directors</li> <li>Chair, Audit Committee</li> </ul>                                | Nominee as a shareholder   | Independent   | Software & Services              | Arab Sea information system                         |   |
| مؤسسة فردية                      | <ul style="list-style-type: none"> <li>المؤسس و الرئيس التنفيذي</li> </ul>  | مرشح بصفته مساهم   | تنفيذي  | التجارة                          | خوغير للتجارة                                       | 3 |
| Private                          | Founder and CEO   | Nominee from shareholder   | Executive   | Trading                          | Khogeer Trading                                     |   |
| منظمة علمية عالمية               | رئيس مجلس الزملاء ٢٠٢٥ و رئيس سابق قطاع الوقود و البتروكيميايات كأول شخص غير امريكي في التاريخ من ١١٠ سنة                                   | انتخاب   | مستقل   | علمية هندسية                     | مجلس الزملاء بالمعهد الأمريكي للمهندسين الكيميائيين | 4 |
| International scientific society | <ul style="list-style-type: none"> <li>Chair 2025, Fellows Council (First non US in history for 110 years).</li> </ul>                      | Personal   | Independent   | International scientific society | American Institute of Chemical Engineers AIChE      |   |

Nominee name: Dr Ahmed Sirag Khogeer

أحمد سراج

اسم المرشح: د احمد سراج عبد الرحمن خوغير





| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |              |               |   |  |                      |                         |
|--|--------------|---------------|---|--|----------------------|-------------------------|
| No   | Company Name | Main Activity | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |
| 1  | NA           |               |   |  |                      |                         |
| 2  | NA           |               |   |  |                      |                         |
| 3  | NA           |               |   |  |                      |                         |
| 4  | NA           |               |   |  |                      |                         |
| 5  | NA           |               |   |  |                      |                         |
| 6  | NA           |               |   |  |                      |                         |
| 7  | NA           |               |   |  |                      |                         |

\* Disclaimer: This form represents a translation of the Arabic original version, therefore, in case of any misinterpretation, the Arabic version will prevail.

Kamal Alrefai  
7-5-2026



## Form No. (1) Resume

| 1) Personal Information of the Nominated Member    |   |   |                            |                                  |
|--|---|---|----------------------------|----------------------------------|
| Full Name  | Ryan Mustafa Abdulwahab Qutub   |   |                            |                                  |
| Nationality  | Saudi   | Date of Birth                               | 18\01\1973                 |                                  |
| 2) Academic Qualifications of the Nominated Member |   |   |                            |                                  |
| No   | Qualification   | Specialization                              | Date of the awarded degree | The Name of the awarding entity  |
| 1  | Bachelor  | Business Administration with Honors         | ١٩٩٥                       | King Abdulaziz University        |
| 2  | Misk Program Leaders 2030   | Economic and Leadership Development Program | ٢٠٢٢                       | Misk and Asade University, Spain |
| 3  | Technological Transformation and Innovation Management Program  | Digital Transformation                      | ٢٠١٩                       | Silicon Valley, USA              |
| 4  | Real Estate Development Program   | Real Estate Development                     | ٢٠١٤                       | Harvard University, USA          |
| 5  | Real Estate Development Design Program  | Real Estate Development                     | ٢٠١٤                       | Harvard University, USA          |
| 6  | Economic Development Management Program   | Economic Development                        | ٢٠١٠                       | University of Oxford, UK         |
| 7  | Government Transformation Management Program  | Government Transformation                   | ٢٠١٥                       | Harris University, USA           |
| 3) Experiences of the Nominated Member             |   |   |                            |                                  |
| Period   | Experience  |   |                            |                                  |
| Since 2017 till present                            | Partner in Sila (Shift Inc.), a closed joint-stock company operating in the transportation sector.                                  |   |                            |                                  |
| From 2018 to present                               | Member of the Logistics Partnership Council at the Ministry of Transport and Logistics.   |   |                            |                                  |
| From 2020 to present                               | Chairman of the Logistics Council at the Jeddah Chamber of Commerce and Industry and Chairman of the Logistics Platforms Committee  |   |                            |                                  |
| From 2020 to present                               | Member of the Executive Committee, National Logistics Committee, a committee affiliated with the Federation of Saudi Chambers.      |   |                            |                                  |
| From 2020 to present                               | Member of the Advisory Board, Jeddah Islamic Port, Saudi Ports Authority.   |   |                            |                                  |
| From 2021 to December 2023                         | Independent Board Member of Grand Stores Company, a closed joint-stock company operating in the retail sector.                      |   |                            |                                  |
| From 2022 to December 2023                         | Independent Board Member of Tabadul Company, owned by Elm Company, a closed joint-stock company operating in the technology sector. |   |                            |                                  |
| From 2017 to December 2023                         | Board Member of Sila (Shift Inc.), a limited liability company operating in the transportation sector.                              |   |                            |                                  |
| From 2019 to 2022                                  | Founding Board Member of the Public Investment Fund (PIF), a government entity.   |   |                            |                                  |



|                         |  |
|-------------------------|--|
| From 2020 to July 2021□ | Board Member of Saudi Airlines Cargo, a closed joint-stock company operating in the shipping sector.   |
| From 2017 to 2019□      | CEO of King Abdullah Port, a closed joint-stock company.   |
| From 2017 to 2019□      | Chairman of the Board of Specialized Maritime Services Company, a limited liability company operating in the maritime services sector.             |
| From 2014 to 2017□      | CEO of the Industrial Valley at King Abdullah Economic City, a publicly traded company operating in the industrial and logistics sector.           |
| From 2008 to 2014□      | Business Development and Economic Cities Authority Manager at Emaar King Abdullah Economic City, a publicly traded company.                        |
| From 2004 to 2008□      | Chief Marketing Officer and Head of Mergers and Acquisitions at Unilever, a global publicly traded company operating in the consumer goods sector. |
| From 2001 to 2004□      | Marketing Director and Head of Food and Tea Research at Unilever, a global publicly traded company operating in the consumer goods sector.         |
| From 2000 to 2001□      | Brand Manager, Food Division, at Unilever, a global publicly traded company operating in the consumer goods sector.                                |
| From 1998 to 2000□      | Assistant Brand Manager at Unilever, a global publicly traded company operating in the consumer goods sector.                                      |
| In 1998□                | Commercial Manager at Savola Group, a publicly traded company operating in the food production sector.   |
| From 1997 to 1998□      | Assistant Brand Manager at Savola Group, a publicly traded company operating in the food production sector.  |
| From 1995 to 1996□      | Trainee in the Management Department at Savola Group, a publicly traded company operating in the food production sector.                           |
| In 1995□                | Assistant Marketing Manager at Mohammed Mohammed Badkook Company, a closed joint-stock company operating in the food and beverage sector.          |

4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees:

| No | Company Name      | Main Activity  | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership   | Company Legal Structure    |
|----|-------------------|--|---|--|--|----------------------------|
| 1  | Lazurde Company   | A company operating in the gold and jewelry manufacturing and trading sector.                      | Independent   | Nominated by a shareholder   | Board member and Chairman of the Remuneration and Nominations Committee since 2024   | Public Joint Stock Company |
| 2  | Al Sulaiman Group | A Saudi holding company operating in the investment, services, and real estate development sector. | Independent   | Nominated by a shareholder   | Board member, Executive Board member, and Chairman of the Governance, Remuneration, and Nominations Committee, since 2018. | Closed Joint Stock Company |



|    |                                       |  |               |         |                              |  |
|----|---------------------------------------|--|---------------|---------|------------------------------|--|
| 3  | Namaa Al Baraka Company               | An investment company. Executive, Owner, and General Manager, since 2019. Limited Liability Company. | Executive     | Owner   | General Manager, since 2019. | Limited Liability Company.                     |
| 4  | Qimmat Thalathin Company              | An investment company  | Non-Executive | Partner | Board member, since 2019.    | Limited Liability Company                      |
| 5  | Al Afia Al Shamelah Company           | A wellness services company  | Executive     | Partner | Board member, since 2022.    | Limited Liability Company                      |
| 6  | iMed Medical Company                  | A healthcare company   | Non-Executive | Partner | Partner, since 2023          | Limited Liability Company                      |
| 7  | Modern Leading Supplies Company       | A supply and trading company   | Executive     | Owner   | General Manager, since 2023  | Limited Liability Company                      |
| 8  | Next Direction Trading Company        | A retail company   | Executive     | Partner | General Manager, since 2022  | Limited Liability Company                      |
| 9  | Shannon Management Consulting Company | A specialized management consulting firm   | Executive     | Partner | Board Member, since 2024     | Limited Liability Company (Foreign Investment) |
| 10 | Yas Logistics Services Company        | A company operating in the maritime and port services sector   | Executive     | Partner | General Manager, since 2024  | Limited Liability Company (Foreign Investment) |

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## Form No. (1) Resume

| 1) Personal Information of the Nominated Member    |                               |   |                            |   |
|--|-------------------------------|---|----------------------------|---|
| Full Name  | Majid Ahmed Ibrahim ALSuwaigh |   |                            |   |
| Nationality  | Saudi                         | Date of Birth   | 10/06/1976                 |   |
| 2) Academic Qualifications of the Nominated Member |                               |   |                            |   |
| No   | Qualification                 | Specialization  | Date of the awarded degree | The Name of the awarding entity   |
| 1  | Master                        | Islamic Finance   | 2018-2020                  | The General Council of Banks  |
| 2  | Master Class                  | Building organizational leadership, driving change. and Implementation of the strategy          | 2016                       | ANSIAD Business School  |
| 3  | Bachelor                      | Japanese Language   | 2000                       | King Saud University  |
| 4  | Training program              | Board governance  | 2025                       | Governance Academy  |
| 5  | Training course               | Effective boards of directors   | 2025                       | Saudi Governance Association  |
| 6  | GRMC                          | Governance, Risk Management & Compliance  | 2023                       | ICAS International Compliance and anti money laundering society   |
| 7  | PACG-SJSC                     | Practical Applications of Corporate in Saudi Joint Stock Companies                              | 2023                       | Institute of Directors Kingdom of Saudi Arabia  |
| 8  | QMS                           | ISO requirements 9001:2015 Quality Management System Management Documents For Internal Auditors | 2023                       | American GIC from American AIS Certified Ministry of Labor and Social Development Administrative (Eshhad Institution) |
| 9  | CIB                           | Islamic Finance   | 2018                       | The General Council of Banks  |
| 10   | CISCAM                        | Financial Markets   | 2018                       | The General Council of Banks  |
| 11   | CISTRAF                       | International Trading   | 2018                       | The General Council of Banks  |
| 12   | CISRIM                        | Risk Management   | 2018                       | The General Council of Banks  |



|    |     |  |      |   |
|----|-----|--|------|---|
| 13 | CIT | Certified Global Trainer   | 2018 | Oxford International College                |
| 14 | CIT | Certified Global Trainer   | 2018 | Harvard Professional University             |
| 15 | TC  | Training consultant  | 2018 | Harvard Professional University             |
| 16 | ECM | Certified Global Trainer For financial banking, treasury, and Islamic products | 2018 | American Institute For professional studies |

### 3) Experiences of the Nominated Member

| Period          | Experience  |
|-----------------|---|
| 2020 - Up today | Chairman & Member of the Board of Directors and committees of several joint stock companies |
| 2021-2029       | Member of the Saudi-Uzbek Business Council (General Authority of Foreign Trade)             |
| 2017 - 2021     | CEO of Talayye Arriyadah Company  |
| 2016-2017       | Senior Director of the treasury sales, AL Rajhi Bank  |
| 2015-2016       | Vice president- Manager, high Net-worth & Institutional unit, Riyadh Capital                |
| 2021-2025       | Member of the Saudi-Uzbek Business Council (General Authority for Foreign Trade).           |
| 1997-2015       | Head Treasury Department Regional Corporate Sales, Riyadh Bank                              |

### 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees:

| No. | Company Name | Main Activity | Membershi p Type (Executive, non-executive, Independent) | Appointmen t method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of | Membership of Committees | Legal form of the Comp any |
|-----|--------------|---------------|--|---|--------------------------|----------------------------|
|     |              |               |  |   |                          |                            |



|   |  |                        |             |   |  |                |
|---|--|------------------------|-------------|---|--|----------------|
|   |  |                        |             | association,<br>nominated<br>by a<br>shareholder<br>) |  |                |
| 1 | Najran Cement<br>Company                       | Basic<br>Materials     | Independent | shareholder   | <ul style="list-style-type: none"> <li>– Board Member</li> <li>-Member of the<br/>Nominations and<br/>Remunerations<br/>Committee</li> <li>-Member of the<br/>Strategic Committee</li> </ul>   | Joint<br>Stock |
| 2 | Al Saqr<br>Cooperative<br>Insurance<br>Company | Insurance              | Independent | shareholder   | <ul style="list-style-type: none"> <li>- <b>Chairman</b> of the Board<br/>of Directors from<br/>1/6/2025</li> <li>- <b>Chairman</b> of the<br/>Executive Committee<br/>from 1-6-2025</li> <li>-Member of the<br/>Remuneration and<br/>Nominations Committee</li> </ul> | Joint<br>Stock |
| 3 | Al Qassim<br>Holding<br>Investment<br>Company  | Food<br>productio<br>n | Independent | shareholder   | Member of the audit -<br>committee   | Joint<br>Stock |
| 4 | L'azurde<br>Jewelry<br>Company                 | Long-term<br>goods     | Independent | shareholder   | <ul style="list-style-type: none"> <li>- Member of the Board<br/>of Directors</li> <li>- Member of the<br/>Nominations and<br/>Remuneration<br/>Committee</li> </ul>   | Joint<br>Stock |

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## Form No. (1) Resume

| 1) Personal Information of the Nominated Member  |                          |  |   |  |                           |                         |
|--|--------------------------|--|---|--|---------------------------|-------------------------|
| Full Name  |                          | Ammar Abdullah Ismail Qurban   |   |  |                           |                         |
| Nationality  |                          | Saudi  | Date of Birth   |  | 24 May 1975               |                         |
| 2) Academic Qualifications of the Nominated Member   |                          |  |   |  |                           |                         |
| No   | Qualification            | Specialization   | Date of the awarded degree                                | The Name of the awarding entity  |                           |                         |
| 1  | Bachelor's Degree        | Business Administration  | 07/02/1999  | KAAU   |                           |                         |
| 2  | Professional Certificate | Retail Banking Management  | 29/04/2015  | SAMA   |                           |                         |
| 3) Experiences of the Nominated Member   |                          |  |   |  |                           |                         |
| Period   |                          | Experience   |   |  |                           |                         |
| 2020 - Now   |                          | CEO - Albina Alarabi Co.   |   |  |                           |                         |
| 2002 - 2020  |                          | Saudi National Bank: Regional Branch Manager   Head of Sales   Head of Quality |   |  |                           |                         |
| 2000 - 2002  |                          | Morgan & Banks: Marketing Consultant   |   |  |                           |                         |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                          |  |   |  |                           |                         |
| No   | Company Name             | Main Activity  | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership      | Company Legal Structure |
| 1  | Al-Bina Al-Arabi Co      | Trading  | Executive   | As a shareholder   | N/A                       | Limited Liability       |
| 2  | Arch Capital             | Investment   | Independent   | Nominated by a Shareholder   | Audit Committee           | Closed J Stock Co       |
| 3  | Arch Capital             | Investment   | Independent   | Nominated by a Shareholder   | Nomination & Remuneration | Closed Joint Stock Co   |

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Curriculum Vitae  
Template No. (1)

| Personal information of the Candidate     |   |  |                       |  |
|---|---|--|-----------------------|--|
| Full Name                                 | MAJED MOHAMMED ABDULLATIF FATTAH                      |  |                       |  |
| Nationality                               | Saudi National  | Date of Birth  | 1973                  |  |
| Education Qualifications of the Candidate |   |  |                       |  |
| No.                                       | Qualification   | Major  | Date of the Obtaining | From   |
| 1   | College Diploma                                       | Business and Administration Technology                       | 1994                  | Technical and Vocational Training Corporation (TVTC)                         |
| 2   | Strategic Planning Program                            | Strategic Planning and Initiative Development                | 2016                  | Gulf Creativity for Training & Consulting – State of Kuwait                  |
| 3   | E-Government Strategies and Applications Program      | Government Digital Transformation & Systems Development      | 2017                  | Institute of Public Administration (IPA) – Saudi Arabia                      |
| 4   | Executive Planning Program                            | Executive Planning and Institutional Performance Improvement | 2017                  | Institute of Public Administration (IPA) – Saudi Arabia                      |
| 5   | Train-the-Trainer Program                             | Training and Leadership Development                          | 2019                  | Institute of Public Administration (IPA) – Saudi Arabia                      |
| 6   | Future of Work Fundamentals Program                   | Future of Work Skills and Business Digital Transformation    | 2021                  | Misk Academy – Mohammed bin Salman Foundation                                |
| 7   | Corporate Compliance with the Competition Law Program | Regulatory Compliance and Anti-Trust Practices               | 2018                  | General Authority for Competition – Saudi Arabia                             |
| 8   | Subordinate Management Skills Program                 | Executive Leadership and Team Management                     | 2014                  | Institute of Public Administration (IPA) – Saudi Arabia                      |
| 9   | Project Management Program (PMI-PMP)                  | Professional Project Management Methodologies                | 2019                  | King Abdulaziz University – Saudi Arabia                                     |
| 10  | Agile Project Management Program (PMI-ACP)            | Agile Project Management                                     | 2021                  | PortoLearn International Accredited Institute – Arab Republic of Egypt       |
| 11  | Information Security Fundamentals Program             | Cybersecurity and Data Protection                            | 2019                  | Institute of Public Administration (IPA) – Saudi Arabia                      |
| 12  | Fundamentals of Digital Marketing Program             | Digital Marketing and Brand Strategy                         | 2019                  | Google – in collaboration with The Open University, accredited by IAB Europe |
| 13  | Software Project Management Program                   | Software Project Management and Technical Development        | 2018                  | Institute of Public Administration (IPA) – Saudi Arabia                      |
| 14  | Business Plan Preparation Program                     | Business Modeling and Business Plan Development              | 2017                  | Saudi Aramco   |



## Curriculum Vitae Template No. (1)

|    |  |   |      |  |
|----|--|---|------|--|
| 15 | Team-Building Skills Program   | Team Management and Corporate Communication                   | 2018 | Institute of Public Administration (IPA) – Saudi Arabia        |
| 16 | Administrative Creativity Program  | Institutional Creativity and Workplace Development            | 2013 | Institute of Public Administration (IPA) – Saudi Arabia        |
| 17 | Administrative Coordination Program  | Administrative Procedures Organization and Process Management | 2018 | Institute of Public Administration (IPA) – Saudi Arabia        |
| 18 | Professional Principles of Real Estate and Economic Establishments Valuation Program | Enterprise and Economic Asset Valuation                       | 2017 | Saudi Authority for Accredited Valuers (Taqeem) – Saudi Arabia |
| 19 | Exporter Development Program   | Exporter Capability Development                               | 2016 | Saudi Export Development Authority                             |
| 20 | Urban Planning Program   | Urban Planning and Development Management                     | 2016 | Institute of Public Administration (IPA) – Saudi Arabia        |
| 21 | Television Advertisement Design Program  | Corporate Communication and Media Content Production          | 2006 | Al Jazeera Media Training Center – State of Qatar              |

### Professional Experiences of the Candidate

| Period  | Experience  |
|---|---|
| 1995 – 2020<br>(Government Sector)                | <b>Government Experience:</b> Diplomacy, leadership, and operational management within the public sector, including the Ministry of Foreign Affairs, the Ministry of Interior, and the Ministry of Islamic Affairs.   |
| 1999 – Present<br>(Government and Private Sector) | <b>Digital Transformation and Artificial Intelligence:</b> Managing digital transformation initiatives, developing electronic systems, and enhancing operational processes, supported by advanced expertise in smart automation, AI Prompt Engineering, and AI-driven digital automation (AI Automation).   |
| 2004 – Present<br>(Government and Private Sector) | <b>Institutional Planning and Development:</b> Strategic and operational planning, institutional process enhancement, data analysis, and workplace improvement using advanced analytical tools that support senior and executive management in making precise and effective decisions.  |
| 2009 – Present<br>(Government and Private Sector) | <b>Governance and Compliance:</b> Regulatory compliance, understanding laws and regulations, developing compliance manuals, and enhancing administrative and regulatory oversight while leveraging modern technologies to measure compliance and improve the quality of governance.   |
| 2009 – Present<br>(Government and Private Sector) | <b>Consulting and Leadership Development:</b> Providing professional consulting in digital transformation, business analysis, and project management, supported by extensive training experience as a certified trainer by the Saudi Technical and Vocational Training Corporation (TVTC) in administrative, financial, and personal development fields. This includes expertise in designing development programs, leadership development, and preparing future leaders. |



Curriculum Vitae  
Template No. (1)

| Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other Company of any legal form or its committees: |              |                       |  |   |                          |                                    |
|---|--------------|-----------------------|--|---|--------------------------|------------------------------------|
| No.   | Company Name | Activity/Bu<br>siness | Nature of Membership<br>Type<br>(Executive, non-<br>Executive,<br>Independent) | Method of<br>Appointment<br>(Appointed as a<br>Representative of<br>a<br>Shareholder<br>Before<br>Listing or elected<br>by<br>Shareholders) | Committees<br>Membership | Legal<br>form of<br>the<br>Company |
| 1   | None         |                       |  |   |                          |                                    |

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## CV Template (1)

| A) Personal data of the nominated member   |                                     |   |   |               |                      |               |
|--|-------------------------------------|---|---|---------------|----------------------|---------------|
| Mohammed Hussain Alsultan  |                                     |   |   |               |                      | The full name |
| 14/02/1988   | Date of birth                       | Saudi   |   |               | Nationality          |               |
| B) Academic qualifications of the nominated member   |                                     |   |   |               |                      |               |
| Name of donor  | Date of obtaining the qualification | Specialization  | qualification   | N             |                      |               |
| KFUPM  | 2011                                | Accounting  | Bachelor  | 1             |                      |               |
| AICPA  | 2023                                | Accounting  | CPA   | 2             |                      |               |
| SOCPA  | 2024                                | Accounting  | SOCPA   | 3             |                      |               |
| IMA  | 2020                                | Accounting  | CMA   | 4             |                      |               |
|  |                                     |   |   | 5             |                      |               |
| C) Work experience of the candidate member   |                                     |   |   |               |                      |               |
| Areas of expertise   |                                     |   |   |               | Period               |               |
| Tawuniya Insurance – Revenue Management  |                                     |   |   |               | Jun 2011 – Feb 2013  |               |
| Gulf International Bank – IT Finance & Retail Risk & Treasury Operations   |                                     |   |   |               | Mar 2013 – Jul 2017  |               |
| SABIC – Financial Reporting & Treasury & Capital Expenditure   |                                     |   |   |               | Aug 2017 – Nov 2022  |               |
| National Housing Company – Project Finance   |                                     |   |   |               | Dec 2022 – Jun 2023  |               |
| Saudi Aramco - Group Governance  |                                     |   |   |               | Aug 2023 - Now       |               |
| Saudi Organization of Chartered and Professional Accountants (SOCPA) – Accounting Standards Committee Member   |                                     |   |   |               | May 2025 - Now       |               |
| Alqadsiah Club Company – Interim Chief Financial Officer   |                                     |   |   |               | July 2025 – Oct 2025 |               |
| D) Current membership in the boards of directors of other joint-stock companies (listed or unlisted) or any other company, regardless of its legal form or committees emanating from it: |                                     |   |   |               |                      |               |
| Legal form of the company  | Committee membership                | Method of appointment (nominee in his capacity as a shareholder, appointed by a shareholder who has the right of appointment under the company's articles of association, nominated by a shareholder) | Membership status (executive, non-executive, independent) | Main activity | Company Name         | N             |
| Publicly Listed  | Audit, Nomination & Remunerations   | Shareholder   | Independent   | Insurance     | Mutakamela Insurance | 1             |
|  |                                     |   |   |               |                      | 2             |



## Form No. (1) Resume

| 1) Personal information of the Nominated Member  |   |                        |   |   |                          |                           |
|--|---|------------------------|---|---|--------------------------|---------------------------|
| Full name:   | Eng. Raad Nasser Saad Alkahtani                                     |                        |   |   |                          |                           |
| Nationality:   | Saudi   | Date of Birth:         | 14 – 07 - 1977  |   |                          |                           |
| 2) Academic Qualifications of the Nominated Member   |   |                        |   |   |                          |                           |
| No.  | Qualification   | Specialization         | Date of the Degree  | Name of Awarding Entity   |                          |                           |
| 1  | BSc   | Electrical Engineering | 2000  | King Saud University  |                          |                           |
| 2  |   |                        |   |   |                          |                           |
| 3  |   |                        |   |   |                          |                           |
| 3) Work Experience of the Nominee  |   |                        |   |   |                          |                           |
| Term   | Areas of Experience   |                        |   |   |                          |                           |
| 2000 – 2003  | Network design engineer - GPT Marconi Middle East (SANGCOM Project) |                        |   |   |                          |                           |
| 2003 - 2006  | Network operation engineer - STC                                    |                        |   |   |                          |                           |
| 2006 - 2007  | Senior Supervisor Engineering and Planning - STC                    |                        |   |   |                          |                           |
| 2007 - 2009  | Planning Control & Processes Manager - STC                          |                        |   |   |                          |                           |
| 2009 - 2010  | Business Planning and Regulatory Manager - STC                      |                        |   |   |                          |                           |
| 2010 - 2018  | Business Planning and Performance Director - STC                    |                        |   |   |                          |                           |
| 2018 - 2025  | Central/Eastern Mobile Deployment Planning Manager - STC            |                        |   |   |                          |                           |
| 2025 - Now   | Infrastructure Risk Management Manager - STC                        |                        |   |   |                          |                           |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |   |                        |   |   |                          |                           |
| No.  | Company Name  | Main activity          | Membership status (Executive, Non-Executive, Independent) | Membership nature (Personal capacity, a Representative of a Legal person) | Membership of Committees | Legal Form of the Company |
| 1  | None  |                        |   |   |                          |                           |
| 2  |   |                        |   |   |                          |                           |
| 3  |   |                        |   |   |                          |                           |
| 4  |   |                        |   |   |                          |                           |
| 5  |   |                        |   |   |                          |                           |

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Form No. (1) Resume

| a) Personal information of the Nominated Member  |                                |   |   |   |                          |                           |
|--|--------------------------------|---|---|---|--------------------------|---------------------------|
| Full Name  |                                | Mohammed shabib shafi Almutlaq  |   |   |                          |                           |
| Nationality  |                                | Saudi   |   | Date of Birth   |                          | 11/02/2001                |
| b) Academic Qualifications of the Nominated Member   |                                |   |   |   |                          |                           |
| No.  | Qualifications                 | Specialization  | Date of obtaining the qualifications                | The issuer of the qualification   |                          |                           |
| 1  | Baccalaureate                  | Law   | 2023  | Dar Aluloom university  |                          |                           |
| 2  |                                |   |   |   |                          |                           |
| 3  |                                |   |   |   |                          |                           |
| c) Experiences of the Nominated Member   |                                |   |   |   |                          |                           |
| Period   |                                | Experience  |   |   |                          |                           |
| Feb2024-Aug2024  |                                | Audi capital (asst management   |   |   |                          |                           |
| Jan2024-now  |                                | Saudi advanced industries co (member of the nomination and remuneration committee |   |   |                          |                           |
| Jan2025-now  |                                | Abdullah saad abo moati for books(Board member                                    |   |   |                          |                           |
|  |                                |   |   |   |                          |                           |
| D) Current membership in the board of directors of other joint stock companies (listed on non-listed) or any other company, regardless of its legal form or the committees deriving from it: |                                |   |   |   |                          |                           |
| No.  | Company name                   | Main activity   | Membership type (executive, executive, independent) | Nature of the membership (in Personal capacity, representative of legal person) | Membership of committees | Legal form of the company |
| 1  | Saudi Advanced industries Co   | Finance service   | Independent   | Shareholder   | Board member             | Stock company             |
| 2  | Abdullah saad abo moati        | Consumer discretionary distribution and retail                                    | Independent   | Shareholder   | Board member             | Stock company             |
| 3  | Middle East specialized cables | Capital goods   | Independent   | Shareholder   | Board member             | Stock company             |
| 4  |                                |   |   |   |                          |                           |
| 5  |                                |   |   |   |                          |                           |



**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member    |                                    |  |                            |  |
|--|------------------------------------|--|----------------------------|--|
| Full Name  | <b>Salem Mana Saleh Al Zamanan</b> |  |                            |  |
| Nationality  | <b>Saudi</b>                       | Date of Birth                          | <b>04/11/1985</b>          |  |
| 2) Academic Qualifications of the Nominated Member |                                    |  |                            |  |
| No   | Qualification                      | Specialization                         | Date of the awarded degree | The Name of the awarding entity                |
| 1  | Bachelor                           | Business ADM                           | 2012                       | King Abdulaziz University - KSA                |
| 2  | Diploma                            | Accounting                             | 2009                       | Al Khaleej Training & Education Institute- KSA |
| 3  | Diploma                            | Insurance Foundation                   | 2007                       | The Financial Academy- KSA                     |
| 4  | Diploma                            | Corporate Governance                   | Under study                | King Khalid University- KSA                    |
| 5  | Certified                          | Certified Compliance Officer- CCO      | 2016                       | The Financial Academy- KSA                     |
| 6  | Certified                          | AML and Terrorist Financing            | 2025                       | AL J HOOD Institute - KSA                      |
| 7  | Certified                          | Anti-Money Laundering SAMA             | 2012                       | THOMSON REUTERS                                |
| 3) Experiences of the Nominated Member             |                                    |  |                            |  |
| Period   |                                    | Experience                             |                            |  |
| <b>2024 – Present</b>                              |                                    | Al Sager Cooperative Insurance company |                            |  |
| <b>2022 - 2023</b>                                 |                                    | Gulf Lifting Financial Leasing Company |                            |  |
| <b>2015 – 2017</b>                                 |                                    | Najran Cement Company                  |                            |  |
| <b>2011 – 2015</b>                                 |                                    | Tawuniya Insurance Company             |                            |  |
| <b>2006 - 2015</b>                                 |                                    | Tawuniya Insurance Company             |                            |  |
|  |                                    |  |                            |  |
|  |                                    |  |                            |  |
|  |                                    |  |                            |  |
|  |                                    |  |                            |  |



| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |              |               |   |  |                      |                         |
|--|--------------|---------------|---|--|----------------------|-------------------------|
| No   | Company Name | Main Activity | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |
| 1  | No           |               |   |  |                      |                         |
| 2  |              |               |   |  |                      |                         |
| 3  |              |               |   |  |                      |                         |
| 4  |              |               |   |  |                      |                         |
| 5  |              |               |   |  |                      |                         |
| 6  |              |               |   |  |                      |                         |
| 7  |              |               |   |  |                      |                         |

\* Disclaimer: This form represents a translation of the Arabic original version, therefore, in case of any misinterpretation, the Arabic version will prevail.



## Form No. (1) Resume

| 1) Personal Information of the Nominated Member    |   |                       |                            |  |
|--|---|-----------------------|----------------------------|--|
| Full Name  | MOUSTAFA HASSABALLA HASSAN ELHOUDI  |                       |                            |  |
| Nationality  | Egypt   | Date of Birth         | 17-04-1967                 |  |
| 2) Academic Qualifications of the Nominated Member |   |                       |                            |  |
| No   | Qualification   | Specialization        | Date of the awarded degree | The Name of the awarding entity  |
| 1  | Bachelor of Commerce  | Accounting and Audit  | 1990                       | Alexandria University, Egypt   |
| 2  | Certified Management Accountant CMA   | Management Accounting | 2005                       | Institute of Management Accountants (IMA), USA   |
| 3  | Certified Financial Manager CFM   | Financial Management  | 2005                       | Institute of Management Accountants (IMA), USA   |
| 4  | Certified Internal Auditor CIA  | Internal Auditing     | 2007                       | Institute of Internal Auditors (IIA), USA  |
| 5  | Certified Public Accountant CPA   | Public Accounting     | 2009                       | American Institute of Certified Public Accountants (AICPA), New Hampshire state, USA, License No 08352 |
| 6  |   |                       |                            |  |
| 3) Experiences of the Nominated Member             |   |                       |                            |  |
| Period   | Experience  |                       |                            |  |
| 2022 – 2025  | Chief Financial Officer at United Seqa Holding Group– Riyadh, Food & beverage and plastics Manufacturing, hotels and contracting Sectors  |                       |                            |  |
| 2021 – 2022  | Chief Financial Officer at Madr Investment Company (Closed Joint Stock Company), Riyadh, operating in Real Estate Development and investments and IHG and Novotel and Radisson hotels sectors |                       |                            |  |
| 2019 – 2021  | Chief Financial Officer at United Seqa holding Group – Riyadh, Food & beverage and plastics Manufacturing, hotels and contracting Sectors   |                       |                            |  |
| 2018 – 2019  | Chief Financial Officer at Packaging Products Company – Riyadh, Plastic Products Sector   |                       |                            |  |
| 2016 – 2018  | Chief Financial Officer at Saudi Plastic Factory - Riyadh   |                       |                            |  |
| 2014 – 2016  | Chief Financial Officer and Head of Support Services at Madaen Star holding Group – Riyadh, Real Estate Development, Oil and Gas and food production Sectors                                  |                       |                            |  |
| 2007 – 2013  | Chief Financial Officer at Nayyara hospitality – Riyadh, Hospitality and catering sectors   |                       |                            |  |
| 2005 – 2006  | Finance director at Zahran Holding Company – Riyadh, operation & maintenance, real estate, contracting, and home appliances sectors   |                       |                            |  |
| 2002 – 2004  | Internal Audit Manager at Saleh Al-madaifer Holding Group – Riyadh, Construction and building materials, ready-mix concrete, transportation and crushers sectors                              |                       |                            |  |



| 1992 - 2002  |                                       | Accounting manager at Batterjee Medical & Pharmaceutical Group (Closed Joint Stock Company) - Jeddah, Medical and Pharmaceuticals sector |  |  |                                 |                            |
|--|---------------------------------------|--|--|--|---------------------------------|----------------------------|
|  |                                       |  |  |  |                                 |                            |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                                       |  |  |  |                                 |                            |
| No   | Company Name                          | Main Activity  | Membership Status (Executive, Non-Executive, Independent ) | Method of Appointment (Nominated as a Shareholder, appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership            | Company Legal Structure    |
| 1  | Naqi Water listed company             | Food Production  | Non-Executive  | Nominated by a Shareholder   | Board Member                    | Public Joint Stock Company |
| 2  | Naqi Water listed company             | Food Production  | Non-Executive  | Nominated by a Shareholder   | Chairman of the Audit Committee | Public Joint Stock Company |
| 3  | International union company for trade | Basic Materials  | Non-Executive  | Nominated by a Shareholder   | Chairman of the Audit Committee | Closed Joint Stock         |
| 4  |                                       |  |  |  |                                 |                            |
| 5  |                                       |  |  |  |                                 |                            |
| 6  |                                       |  |  |  |                                 |                            |
| 7  |                                       |  |  |  |                                 |                            |



### Form No. (1) Resume

| A) Personal information of the Nominated Member  |  |   |  |   |                          |                           |
|--|--|---|--|---|--------------------------|---------------------------|
| Full name  | Dr. MAJED HAMAD M ALBIDAH  |   |  |   |                          |                           |
| Nationality  | Saudi  | Date of birth                           | 08/07/1991   |   |                          |                           |
| B) Academic Qualifications of the Nominated Member   |  |   |  |   |                          |                           |
| No   | Qualifications   | Specialization                          | Date of the awarded degree                             | Name of Awarding Entity   |                          |                           |
| 1  | Doctor's   | Business Administration                 | APR 2025   | GAMBIT Business School, Singapore   |                          |                           |
| 2  | Master's   | Corporate and Financial Risk Management | SEP 2023   | University of Sussex, UK  |                          |                           |
| 3  | Bachelor's   | Accounting                              | AUG 2013   | Imam Muhammed Ibn Saud Islamic University   |                          |                           |
| 4  | Certified Public Accounts  | Accounting                              | OCT 2022   | SOCPA   |                          |                           |
| 5  | ICEP   | GRC                                     | MAY 2025   | OCEG  |                          |                           |
| 6  | GRCA   | GRC                                     | AUG 2024   | OCEG  |                          |                           |
| 7  | GRCP   | GRC                                     | MAY 2025   | OCEG  |                          |                           |
| 8  | IRMP   | GRC                                     | JUN 2025   | OCEG  |                          |                           |
| 9  | IPMP   | GRC                                     | JUL 2025   | OCEG  |                          |                           |
| 10   | IAAP   | GRC                                     | JUL 2025   | OCEG  |                          |                           |
| 11   | PMI-RMP  | Risk Management                         | NOV 2023   | PMI   |                          |                           |
| 12   | SIELE Certificate  | Languages                               | OCT 2023   | SIELE   |                          |                           |
| C) Experiences of the Nominated Member   |  |   |  |   |                          |                           |
| Period   | Areas of Experience  |   |  |   |                          |                           |
| DEC 2024 to Present  | Owner & General Manager of Majed Hamad Al-Bidah Consulting Company |   |  |   |                          |                           |
| MAR 2017 to OCT 2024   | Financial Controller in the General Court of Audit                 |   |  |   |                          |                           |
| MAR 2016 to AUG 2016   | Bank Officer in National Bahrain Bank                              |   |  |   |                          |                           |
| FEB 2014 to DEC 2015   | Bank Officer in Riyadh Bank  |   |  |   |                          |                           |
| APR 2010 to AUG 2013   | Administrative Officer in Gulf Holding Company                     |   |  |   |                          |                           |
| D) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |  |   |  |   |                          |                           |
| NO   | Company name   | Main activity                           | Membership type (executive, nonexecutive, independent) | Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder) | Membership of Committees | Legal form of the company |
| 1  | Majed Hamad Al-Bidah Consulting Company                            | Consulting                              | Executive  | Owner   | N/A                      | LLC (One Person)          |
|  |  |   |  |   |                          |                           |
|  |  |   |  |   |                          |                           |



## Form No. (1) Resume

| 1) Personal Information of the Nominated Member  |  |   |   |  |                      |                         |
|--|--|---|---|--|----------------------|-------------------------|
| Full Name  |  | Yassir Reshaid Hamad Al-Reshaid   |   |  |                      |                         |
| Nationality  |  | Saudi   | Date of Birth   |  | 15/04/1981           |                         |
| 2) Academic Qualifications of the Nominated Member   |  |   |   |  |                      |                         |
| No   | Qualification                                      | Specialization  | Date of the awarded degree                                | The Name of the awarding entity  |                      |                         |
| 1  | Certified Public Accountant (CPA)                  | Accounting  | م2009/09/14   | American Institute of Certified Public Accountants (AICPA)   |                      |                         |
| 2  | Saudi Certified Public Accountant (SOCPA)          | Accounting  | م2021/12/17   | Saudi Organization for Chartered and Professional Accountants (SOCPA)  |                      |                         |
| 3  | International Financial Reporting Standards (IFRS) | Accounting  | م2023/01/15   | the Association of Chartered Certified Accountants (ACCA)  |                      |                         |
| 4  | Master of Business Administration (MBA- Finance)   | Financial Management  | م2006/11/27   | Denver University, USA.  |                      |                         |
| 5  | Certified Financial Accountant (CFA)               | Accounting  | 2017/08/12  | Institute of Accounting Technicians (IAS)  |                      |                         |
| 6  | Bachelor of Administrative Sciences (BAS)          | Accounting  | م2002/06/06   | King Saud University   |                      |                         |
| 3) Experiences of the Nominated Member   |  |   |   |  |                      |                         |
| Period   |  | Experience  |   |  |                      |                         |
| 2012-2002  |  | Banking Supervisor, then Senior Insurance Supervisor at the Saudi Central Bank (SAMA) |   |  |                      |                         |
| 2016-2012  |  | Investment Officer at the World Bank Group, D.C.                                      |   |  |                      |                         |
| 2018-2017  |  | Accounting Executive at Guidance Residential, D.C.                                    |   |  |                      |                         |
| 2021-2018  |  | CFO at Saudi Real Estate Refinance Company (SRC) (PIF Wholly Owned Company))          |   |  |                      |                         |
| م2023-2021   |  | CFO and VP of Shared Services at The Royal Institute of Traditional Arts, MoC.        |   |  |                      |                         |
| 2023- Present  |  | CFO at Soudah Development Company (PIF Wholly Owned Company)                          |   |  |                      |                         |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |  |   |   |  |                      |                         |
| No   | Company Name                                       | Main Activity   | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, | Committee Membership | Company Legal Structure |



|   |                                       |                    |             | Nominated by a Shareholder)  |  |                            |
|---|---------------------------------------|--------------------|-------------|--|--|----------------------------|
| 1 | Malath Insurance Company              | Insurance          | Independent | Nominee as a Shareholder.  | Board Member, Chairman of Investment Committee, Member of Remuneration and Compensation Committee, from the Board. | Publicly Traded            |
| 2 | Saudi Advanced Industries Company     | Financial Services | Independent | Nominee as a Shareholder.  | Board Member, Chairman of Audit Committee, and Chairman of Executive Committee, from the Board                     | Publicly Traded            |
| 3 | Masar AlNomou Finance Company         | Financial Services | Independent | Appointed by a shareholder who enjoys the right of appointment under the company's articles of association | Board Member, and a member of Credit and Risk Committee.   | Closed Joint Stock Company |
| 4 | Middle East Specialized Cables (MESC) | Mining             | Independent | Nominee as a Shareholder.  | Board Member, Chairman of Audit Committee, from the Board, Member of Governance, Risk, and Compliance Committee.   | Publicly Traded            |
| 5 |                                       |                    |             |  |  |                            |
| 6 |                                       |                    |             |  |  |                            |
| 7 |                                       |                    |             |  |  |                            |

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Form (1) Resume

1. البيانات الشخصية للمعضو

Personal Information of the Member

|             |                               |       |  |
|-------------|-------------------------------|-------|--|
| اسم الرباعي | سعد بن محمد بن سعد التخيفي    |       |  |
| Full Name   | Saad Mohammed Saad ALTukhaifi |       |  |
| الجنسية     | تاريخ الميلاد                 | سعودي |  |
| Nationality | Date of Birth                 | Saudi |  |
|             | 1978/04/13                    |       |  |
|             | 13/04/1978                    |       |  |

2. المؤهلات العلمية للمعضو

Academic Qualifications of the Member

| م | المؤهل  | التخصص  | تاريخ الحصول على المؤهل              | اسم الجهة المانحة  |
|---|---|---|--------------------------------------|--|
|   | Qualifications  | Specialization  | Date of obtaining the qualifications | The issuer of the qualification  |
| 1 | بكالوريوس<br>Bachelor   | قانون<br>LAW  | 2000-1999                            | جامعة الملك سعود - السعودية<br>King Saud university - Saudia   |
| 2 | شهادة IFCE  | التأمين<br>Insurance  | 2012-11                              | الأكاديمية المالية - السعودية<br>The financial academy - Saudia  |
| 3 | شهادة مسؤول الالتزام المعتمد (CCO)  | الالتزام والحوكمة<br>Compliance & Governance  | 2012                                 | الأكاديمية المالية - السعودية<br>The financial academy - Saudia  |
| 4 | شهادة خبير الالتزام المعتمد (CCP)   | الالتزام والحوكمة ومكافحة غسل الأموال وتمويل الإرهاب<br>Compliance & Governance & AML | 2018-11                              | جمعية الالتزام ومكافحة غسل الأموال الدولية، المملكة المتحدة<br>international compliance & anti money laundering society UK |
| 5 | الشهادة المهنية للإفصاح<br>IFSAH Professional Certificate                               | الحوكمة<br>Governance   | 2020-08                              | الأكاديمية المالية - السعودية<br>The financial academy - Saudia  |
| 6 | رخصة مدرب معتمد<br>Certified Trainer  | الإداري والمالي<br>Administrative and financial                                       | 2021-04                              | المؤسسة العامة للتدريب التقني والمهني - السعودية<br>Technical & vocational training corporation                            |
| 7 | الشهادة المهنية لمسؤول الالتزام في قطاع التأمين   | الالتزام والحوكمة<br>Compliance & Governance  | 2022-04                              | البنك المركزي - السعودية<br>SAMA - Saudia  |
| 8 | الشهادة الدولية المتقدمة في الحوكمة<br>Advanced International Certificate in Governance | الحوكمة<br>Governance   | 2022-12                              | جمعية الالتزام ومكافحة غسل الأموال الدولية، المملكة المتحدة<br>international compliance & anti money laundering society UK |

3. الخبرات العملية للمعضو

Experiences of the Member

|        |               |
|--------|---------------|
| الفترة | مجالات الخبرة |
|--------|---------------|

# نموذج رقم (1)

## السيرة الذاتية

### Form (1) Resume

| Experience   | Period            |
|--|-------------------|
| رئيس ادارة الالتزام والحوكمة ومكافحة غسل الأموال وتمويل الإرهاب، عضو اللجنة الفرعية لمكافحة غسل الأموال وتمويل الإرهاب، عضو لجنة الأمن السيبراني ، عضو لجنة مكافحة الاحتيال – الشركة العربية السعودية للتأمين التعاوني<br>Head of Compliance & Governance & AML/CTF, Member of AML Subcommittee, Member of Cybersecurity committee, Member of Anti Fraud Committee | 2012 – حتى تاريخه |
| مدير إدارة ضمان الجودة – شركة نجم لخدمات التأمين ، العمل على تأسيس خدمات الشركة<br>Quality Assurance Manager, Working on establishing the company's services – NAJM for insurance services Co.   | 2011-2008         |
| رئيس لجنة التحقيق والمراجعة – شركة نجم لخدمات التأمين<br>Head of the investigation and fraud review unit - NAJM for insurance services Co.   | 2010              |
| مسؤول أول ادارة التعويضات - التأمين التعاوني والخدمات المساندة، التعاونية للتأمين<br>Claims management service & Support services - Tawuniya   | 2008-2003         |
| رئيس وحدة المطالبات – التمويل ، شركة الأمتل للتمويل<br>Team leader in the operation – ALAMTHAL Financing   | 2003-2001         |



Form (1) Resume

٤. العضوية الحالية في مجالس إدارات شركات مساهمة أخرى (مدرجة أو غير مدرجة) أو أي شركة أخرى أيا كان شكلها القانوني أو اللجان المتبثقة منها

Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it

| الشكل القانوني للشركة     | عضوية اللجان                                      | طريقة التعيين (مرشح بصفته مساهماً، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركات الأساس، مرشح من مساهم)  | صفة العضوية (تنفيذي، غير تنفيذي، مستقل)  | النشاط الرئيس | اسم الشركة   | م |
|---------------------------|---|---|--|---------------|--------------|---|
| Legal form of the company | The name of the Committee in which it is a Member | Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder) | Membership type in board of directors ( executive, nonexecutive, independent ) | Main activity | Company name |   |
| -                         | -   | -   | -  | -             | لا يوجد      | 1 |
| -                         | -   | -   | -  | -             | None         |   |
|                           |   |   |  |               |              | ٢ |
|                           |   |   |  |               |              |   |

## Form No. (1) Resume

| <b>a) Personal information of the Nominated Member</b>  |                |   |   |   |                                 |                           |
|---|----------------|---|---|---|---------------------------------|---------------------------|
| Full name   |                | Ibrahim Ali Ibrahim Alagl                         |   |   |                                 |                           |
| Nationality   |                | Saudi   |   |   | Date of birth                   | 14-05-1987                |
| <b>b) Academic Qualifications of the Nominated Member</b>   |                |   |   |   |                                 |                           |
| No.   | Qualifications | Specialization                                    | Date of obtaining the qualifications                    |   | The issuer of the qualification |                           |
| 1.  | Diploma        | Sales Administration                              | 2008  |   | IPA                             |                           |
| 2.  | Bachelor       | Business Administration                           | 2014  |   | Imam Mohammed                   |                           |
| 3.  |                |   |   |   |                                 |                           |
| 4.  |                |   |   |   |                                 |                           |
| 5.  |                |   |   |   |                                 |                           |
| <b>c) Experiences of the Nominated Member</b>   |                |   |   |   |                                 |                           |
| Period  |                | Experience  |   |   |                                 |                           |
| 2008 - 2014   |                | Risk and Credit Experience                        |   |   |                                 |                           |
| 2014 – 2016   |                | Risk Management Experience                        |   |   |                                 |                           |
| 2016 - 2018   |                | Compliance, AML and anti-Fraud                    |   |   |                                 |                           |
| 2018 - 2022   |                | New Departments of Compliance, AML and anti Fraud |   |   |                                 |                           |
| 2023 - 2025   |                | Operation Risk                                    |   |   |                                 |                           |
| <b>d) Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it:</b> |                |   |   |   |                                 |                           |
| No.   | Company name   | Main activity                                     | Membership type (executive, non-executive, independent) | Nature of the membership (in personal capacity, representative of legal person) | Membership of committees        | Legal form of the company |
| 1.  |                |   |   |   |                                 |                           |
| 2.  |                |   |   |   |                                 |                           |
| 3.  |                |   |   |   |                                 |                           |
| 4.  |                |   |   |   |                                 |                           |

## Form No. (1) Resume

| 1) Personal information of the Nominated Member  |                                    |   |  |   |   |                          |                           |
|--|------------------------------------|---|--|---|---|--------------------------|---------------------------|
| Full Name  |                                    | Atef Mahdi Ahmed Mufti  |  |   |   |                          |                           |
| Nationality  |                                    | Saudi   |  | Date of Birth                                 |   | 01 Oct 1970              |                           |
| 2) Academic Qualifications of the Nominated Member   |                                    |   |  |   |   |                          |                           |
| No.  | Qualification                      | Specialization  | Date of the Awarded Degree                     | The name of the Awarding Entity               |   |                          |                           |
| 1  | Bachelor's degree                  | Major in Marketing Minor in Management  | 1995   | King Fahad University of Petroleum & Minerals |   |                          |                           |
| 2  | Certificate                        | Board Directorship  | 2024   | Board of Directors Institute (BDI)            |   |                          |                           |
| 3  | Certificate                        | Corporate Governance  | 2023   | INSEAD - France                               |   |                          |                           |
| 4  | Certificate                        | International Directorship  | 2022-2023                                      | INSEAD – France                               |   |                          |                           |
| 5  |                                    |   |  |   |   |                          |                           |
| 3) Experiences of the Nominated Member   |                                    |   |  |   |   |                          |                           |
| Period   |                                    | Experience  |  |   |   |                          |                           |
| From 1995 To 2007  |                                    | SAB (Saudi British Bank/Saudi Awal Bank) Retail, Investment & Corporate Banking   |  |   |   |                          |                           |
| From 2007 To 2008  |                                    | Saudi Distribution Co. (SRMG) – Company MD – Operations, Supply Chain, Transportation & Logistics   |  |   |   |                          |                           |
| From 2008 To 2010  |                                    | Bank AlBilad – GM Western Region – Retail, Corporate Banking & Private Banking  |  |   |   |                          |                           |
| From 2010 To 2011  |                                    | Ahmed M. S. Baseshen – Head Of Corporate Services – HR, Procurement, Governance & Compliance  |  |   |   |                          |                           |
| From 2011 To 2017  |                                    | Panda Retail Company – Savola Group – Chief Commercial & Supply Chain Officer – Commercial, Buying, Supplying, Transportation & Logistics |  |   |   |                          |                           |
| From 2017 To date  |                                    | Bupa Arabia – Chief Growth Officer – Sales, Growth, Strategic Commercial Transformation   |  |   |   |                          |                           |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                                    |   |  |   |   |                          |                           |
| No.  | Company Name                       | Main activity   | Membership (Executive, Executive, Independent) | Type non-                                     | Nature of the Membership (in personal capacity, representative of legal person) | Membership of Committees | Legal form of the Company |
| 1  | Strategic Sustainability Solutions | Consultancy   | Non-Executive                                  |   | In Person   |                          | Closed Joint Stock        |
| 2  | Sudasia Management                 | Consultancy   | Non-Executive                                  |   | In Person   |                          | Closed Joint Stock        |
| 3  |                                    |   |  |   |   |                          |                           |
| 4  |                                    |   |  |   |   |                          |                           |





4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees:

| No | Company Name | Main Activity | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |
|----|--------------|---------------|---|--|----------------------|-------------------------|
| 1  | None         |               |   |  |                      |                         |
| 2  |              |               |   |  |                      |                         |
| 3  |              |               |   |  |                      |                         |
| 4  |              |               |   |  |                      |                         |
| 5  |              |               |   |  |                      |                         |
| 6  |              |               |   |  |                      |                         |
| 7  |              |               |   |  |                      |                         |

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نموذج رقم 1  
السيرة الذاتية  
Form (1) Resume



١. البيانات الشخصية للعضو

Personal Information of the Member

|                               |               |
|-------------------------------|---------------|
| محمد بن عايض بن مشني آل مشني  | الاسم الرباعي |
| Mohammad Ayed Mashni Almashni | Full Name     |
| سعودي                         | الجنسية       |
| Saudi                         | Nationality   |
| تاريخ الميلاد                 | 1975/6/8      |
| Date of Birth                 | 1975/6/8      |

٢. المؤهلات العلمية للعضو

Academic Qualifications of the Member

| اسم الجهة المانحة               | تاريخ الحصول على المؤهل              | التخصص                  | المؤهل            | م |
|---------------------------------|--------------------------------------|-------------------------|-------------------|---|
| The issuer of the qualification | Date of obtaining the qualifications | Specialization          | Qualifications    |   |
| جامعة نايف العربية              | ١٤٣٦هـ                               | علوم إدارية             | درجة ماجستير      | ١ |
| Naif Arab University            | 1436                                 | Administrative sciences | Master's degree   |   |
| جامعة الملك عبدالعزيز           | ١٤٣٧هـ                               | السياسة العامة          | درجة ماجستير      | ٢ |
| King Abdulaziz University       | 1437                                 | Public policy           | Master's degree   |   |
| كلية الملك فهد الأمنية          | ١٤١٧هـ                               | علوم أمنية              | درجة البكالوريوس  | ٣ |
| King Fahd Security College      | 1417                                 | Security sciences       | Bachelor's degree |   |

٣. الخبرات العملية للعضو

Experiences of the Member

|               |        |
|---------------|--------|
| مجالات الخبرة | الفترة |
| Experience    | Period |

|  |                                       |
|--|---------------------------------------|
| إعداد الخطابات والمكاتبات الرسمية للجهات ذات العلاقة                           | ١٤١٧ هـ - ١٤٤٦ هـ في وزارة الداخلية   |
| Preparing official letters and correspondence for relevant parties             | 1417-1446 In the Ministry of Interior |
| العلاقات الحكومية من خلال المشاركة في الاجتماعات واللقاءات                     |                                       |
| Government relations through participation in meetings and gatherings          |                                       |
| التمثيل الرسمي في المؤتمرات والندوات الداخلية والخارجية                        |                                       |
| Official representation at internal and external conferences and seminars      |                                       |
| إعداد التقارير والدراسات والبحوث   |                                       |
| Preparing reports, studies and research  |                                       |
| التدريب والتدريس في مجالي الإدارة والأمن                                       |                                       |
| Training and teaching in the fields of management and security                 |                                       |
| إعداد الخطط والتنظيم والتطوير الإداري والتنظيمي                                |                                       |
| Preparing plans, organizing, and administrative and organizational development |                                       |

٤. العضوية الحالية في مجالس إدارات شركات مساهمة أخرى (مدرجة أو غير مدرجة) أو أي شركة أخرى أيا كان شكلها القانوني أو اللجان المنبثقة منها

Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it

| الشكل القانوني للشركة     | عضوية اللجان                                      | طريقة التعيين) مرشح بصفته مساهما، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركات الأساس، مرشح من مساهم)   | صفة العضوية (تنفيذي، غير تنفيذي، مستقل)                                      | النشاط الرئيسي | اسم الشركة   | م |
|---------------------------|---|---|--|----------------|--------------|---|
| Legal form of the company | The name of the Committee in which it is a Member | Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder) | Membership type in board of directors (executive, nonexecutive, independent) | Main activity  | Company name |   |

|  |  |  |  |  |         |   |
|--|--|--|--|--|---------|---|
|  |  |  |  |  | لا يوجد | ١ |
|  |  |  |  |  | Nothing |   |
|  |  |  |  |  |         | ٢ |
|  |  |  |  |  |         | ٣ |
|  |  |  |  |  |         | ٤ |
|  |  |  |  |  |         | ٥ |





4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees:

| No | Company Name | Main Activity | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |
|----|--------------|---------------|---|--|----------------------|-------------------------|
| 1  |              |               |   |  |                      |                         |
| 2  |              |               |   |  |                      |                         |
| 3  |              |               |   |  |                      |                         |
| 4  |              |               |   |  |                      |                         |
| 5  |              |               |   |  |                      |                         |
| 6  |              |               |   |  |                      |                         |
| 7  |              |               |   |  |                      |                         |

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## Form No. (1) Resume

| 1) Personal Information of the Nominated Member    |  |                         |                            |                                 |
|--|--|-------------------------|----------------------------|---------------------------------|
| Full Name  | Ageel Angawi   |                         |                            |                                 |
| Nationality  | Saudi  | Date of Birth           | 29/10/1971                 |                                 |
| 2) Academic Qualifications of the Nominated Member |  |                         |                            |                                 |
| No   | Qualification  | Specialization          | Date of the awarded degree | The Name of the awarding entity |
| 1  | Bachelor degree  | Business Administration | 1996                       | King Abdulaziz University       |
| 2  | Board Director Diploma   | Board Director          | 2023                       | IMD                             |
| 3  |  |                         |                            |                                 |
| 4  |  |                         |                            |                                 |
| 5  |  |                         |                            |                                 |
| 6  |  |                         |                            |                                 |
| 7  |  |                         |                            |                                 |
| 3) Experiences of the Nominated Member             |  |                         |                            |                                 |
| Period   | Experience   |                         |                            |                                 |
| 2024 – PRESENT                                     | Chairman & Partner – Comkit a Brand and Growth boutique  |                         |                            |                                 |
| 2019 - 2022  | Vice President Home Care at Unilever , responsible for a one billion business across North Africa Middle East , Russia and Turkey. A member of the Unilever Home Care Global executive board |                         |                            |                                 |
| 2015 - 2019  | Vice President Marketing, North Africa Middle East at Unilever   |                         |                            |                                 |
| 2010 – 2015  | Marketing Director Saudi Arabia at Unilever  |                         |                            |                                 |
| 1996 - 2010  | Leading positions within Unilever, Nashar Trading, Siemens , SBM.  |                         |                            |                                 |
|  |  |                         |                            |                                 |
|  |  |                         |                            |                                 |
|  |  |                         |                            |                                 |
|  |  |                         |                            |                                 |



| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |              |               |   |  |                      |                         |
|--|--------------|---------------|---|--|----------------------|-------------------------|
| No   | Company Name | Main Activity | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |
| 1  |              |               |   |  |                      |                         |
| 2  |              |               |   |  |                      |                         |
| 3  |              |               |   |  |                      |                         |
| 4  |              |               |   |  |                      |                         |
| 5  |              |               |   |  |                      |                         |
| 6  |              |               |   |  |                      |                         |
| 7  |              |               |   |  |                      |                         |

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**Form No. (1) Resume**

| a) Personal information of the Nominated Member  |  |  |   |  |                               |                           |
|--|--|--|---|--|-------------------------------|---------------------------|
| <b>Full Name</b>   | Maged Mohammed Abdullah Al-Kawsi             |  |   |  |                               |                           |
| <b>Nationality</b>   | Yemeni                                       | <b>Date of Birth</b>   | 12/ 10 / 1977   |  |                               |                           |
| b) Academic Qualifications of the Nominated Member   |  |  |   |  |                               |                           |
| #  | Qualification                                | Specialization   | Date of obtaining the qualifications                        | The issuer of the qualification  |                               |                           |
| 1  | Bachelor's Degree                            | Accounting   | Oct, 2002   | Sana'a University – Faculty of Commerce and Economics                            |                               |                           |
| 2  | Certified Public Accountant (YCPA)           | Accounting and Auditing  | July ,2009  | Ministry of Industry and Trade – Yemen   |                               |                           |
| 3  | Associate Member (No. 164266) SOCPA          | Accounting and Auditing  | Aug, 2025   | Saudi Organization for Chartered and Professional Accountants (SOCPA)            |                               |                           |
| 4  | Professional Accreditation (No. 2025-956759) | Accounting   | Nov, 2025   | Ministry of Human Resources and Social Development – KSA                         |                               |                           |
| c) Experiences of the Nominated Member   |  |  |   |  |                               |                           |
| Period   |  | Experience   |   |  |                               |                           |
| June 2017 – Present  |  | Chairman of the Tax Appeal Committee – Tax and Customs Authority: Leading the adjudication of complex tax disputes and overseeing the preparation of technical reports for commercial courts.  |   |  |                               |                           |
| June 2024 – Feb 2026   |  | Vice Chairman of the Legislation Amendment and Modernization Committee – Ministry of Industry and Trade: Developing professional legislation in alignment with corporate governance and compliance standards.  |   |  |                               |                           |
| Dec 2023 – June 2025   |  | Rapporteur of the IT Companies Committee – Chamber of Commerce and Industry: Contributing to technical frameworks supporting oversight, digital transformation, and AI-driven financial analysis for diverse sectors, including healthcare, insurance, and telecommunications. |   |  |                               |                           |
| 2022 – 2024  |  | Executive Director of Advisory Services – Moore Yemen: Leading governance consultancy, policy formulation, and enhancing the quality of financial reporting for corporations and boards of directors.  |   |  |                               |                           |
| 2011 - 2023  |  | Founder and Managing Director – Professional Audit & Advisory Firm: Executing financial audits, establishing regulatory frameworks, and resolving disputes for banking, industrial, and medical sectors (hospitals and pharmaceutical agencies).                               |   |  |                               |                           |
| April 2018 – March 2021  |  | Secretary General – Yemeni Association of Certified Public Accountants (YACPA) : Leading professional and organizational development and spearheading governance and professional accreditation initiatives.   |   |  |                               |                           |
| Jan 2015 – March 2018  |  | Member of the Quality Control Committee – YACPA: Providing technical evaluations and guidance to audit firms to strengthen financial reporting quality and internal control systems.   |   |  |                               |                           |
| 2003 – 2011  |  | Audit Manager – Deloitte Yemen: Managing external audit engagements for major joint-stock and private entities in Yemen, Saudi Arabia, and the UAE; leading cross-functional teams in audit planning and execution.  |   |  |                               |                           |
| d) Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it: |  |  |   |  |                               |                           |
| #  | Company name                                 | Main activity  | Members hip type (executive , non-executive , independ ent) | Nature of the membership (in personal capacity, representati ve of legal person) | Member ship of the committees | Legal form of the company |
| 1  | Not Applicable                               | Not Applicable   | Not Applicable  | Not Applicable   | Not Applicable                | Not Applicable            |



**D. Current Membership in Boards of Directors of Other Joint-Stock Companies (Listed or Non-Listed) or Any Other Company, Regardless of Its Legal Form or Committees Derived from Them:**

| <b>NO</b> | <b>Company Name</b>            | <b>Activity/Business</b> | <b>Nature of Membership (Executive, Non-Executive, Independent)</b> | <b>Method of Appointment (Appointed as a Representative of a Shareholder Before Listing or Elected by Shareholders)</b> | <b>Committee Membership</b>                | <b>Legal form of the company</b> |
|-----------|--------------------------------|--------------------------|---|---|--|----------------------------------|
| 1         | Malaz Capital                  | investment opportunities | Independent   | appointed by shareholder  | Auditing Committee                         | Joint Closed Co                  |
| 2         | United Insulation Company      | industry                 | Non-Executive   | appointed by shareholder  | Audit Committee                            | Joint Closed Co                  |
| 3         | Red Sea Cables company (RESCAB | Industry                 | Independent   | Elected by shareholders   | Audit Committee - Executive Committee      | Joint Closed Co                  |
| 4         |                                |                          |   |   |  |                                  |
| 5         | Almujtama Alraida Med Co       | Consumer Staples Dist    | Independent   | As a shareholders   | N/A  | Public Company                   |
| 6         | BRC Industrial                 | Industry                 | Independent   | Appointed by shareholder  | Nomination Committee - Executive Committee |                                  |



**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member    |  |                         |                            |   |
|--|--|-------------------------|----------------------------|---|
| Full Name  | Abdulaziz Majed Alkassabi  |                         |                            |   |
| Nationality  | Saudi  | Date of Birth           | 1985 / 07 / 30             |   |
| 2) Academic Qualifications of the Nominated Member |  |                         |                            |   |
| No   | Qualification  | Specialization          | Date of the awarded degree | The Name of the awarding entity               |
| 1  | Master's Degree  | Business Administration | 2013                       | Drucker School of Management                  |
| 2  | Bachelor's Degree  | Engineering Management  | 2008                       | Missouri University of Science and Technology |
| 3  |  |                         |                            |   |
| 4  |  |                         |                            |   |
| 5  |  |                         |                            |   |
| 6  |  |                         |                            |   |
| 7  |  |                         |                            |   |
| 3) Experiences of the Nominated Member             |  |                         |                            |   |
| Period   | Experience   |                         |                            |   |
| 2015 – Present                                     | Saudi Musheera Company - Chairman of the Board   |                         |                            |   |
| 2021 – Present                                     | Board Member of the Board Petromin Company   |                         |                            |   |
| 2021 – Present                                     | Board Member / Chairman– Saudi Lime Industries Company / Chairman of VIM Entertainment Company |                         |                            |   |
| 2016 – 2021  | Healthcare Management & Operations – Chairman of Makkah Medical Center                         |                         |                            |   |
| 2009 – 2011  | Data Analyst – Accenture   |                         |                            |   |
|  |  |                         |                            |   |
|  |  |                         |                            |   |
|  |  |                         |                            |   |
|  |  |                         |                            |   |
|  |  |                         |                            |   |



| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                               |                              |                             |                             |   |                            |
|--|-------------------------------|------------------------------|-----------------------------|-----------------------------|---|----------------------------|
| No   | Company Name                  | Main Activity                | Membership Status           | Method of Appointment       | Committee Membership                              | Company Legal Structure    |
| 1  | Saudi Lime Industries Company | Industrial / Lime Production | Chairman non-executive      | representing a legal entity | Chairman of the Executive Committee               | Listed Joint Stock Company |
| 2  | Petromin Corporation          | Automotive / Lubricants      | Vice Chairman – Independent | Nominated by a contributor  | Chairman of the Audit Committee                   | Closed Joint Stock Company |
| 3  | Ayyan Investment Company      | Investment                   | Independent                 | Nominated as a Shareholder  | Member of the Nomination & Remuneration Committee | Listed Joint Stock Company |
| 4  | Seera Holding Group           | Travel & Tourism             | non-Executive               | Nominated as a Shareholder  | Member of the Nomination & Remuneration Committee | Listed Joint Stock Company |
| 5  | Qassim Cement Company         | Cement / Industrial          | Independent                 | representing a legal entity | Member of the Audit Committee                     | Listed Joint Stock Company |
| 6  | VIM Entertainment Company     | Entertainment                | Chairman non-executive      | Nominated as a Shareholder  | Member of the Executive Committee                 | Closed Joint Stock Company |

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Form No. (1) Resume

| A) Personal information of the Nominated Member  |  |                           |  |   |                          |                           |
|--|--|---------------------------|--|---|--------------------------|---------------------------|
| Full name  |  | Eng. Mansour Saud Al-Ajmi |  |   |                          |                           |
| Nationality  |  | Saudi                     |  | Date of birth   |                          | 02/09/1980                |
| B) Academic Qualifications of the Nominated Member   |  |                           |  |   |                          |                           |
| No   | Qualifications   | Specialization            | Date of the awarded degree                             | Name of Awarding Entity   |                          |                           |
| 1  | Bachelor's degree  | Computer Engineering      | 2003   | King Saud University  |                          |                           |
| 2  | Certified Board Director                                     |                           | 2026   | GCC BDI   |                          |                           |
| 3  | International Certified Corporate Governance Officer (ICCGO) |                           | 2022   | Association of Governance, Risk & Compliance (UK)   |                          |                           |
|  |  |                           |  |   |                          |                           |
| C) Experiences of the Nominated Member   |  |                           |  |   |                          |                           |
| Period   | Areas of Experience  |                           |  |   |                          |                           |
| From 2024 till now   | CEO - X-SHIFT  |                           |  |   |                          |                           |
| From 2014 till 2024  | CEO- Majorel Saudi Arabia (Teleperformance KSA)              |                           |  |   |                          |                           |
| From 2003 till 2014  | Earlier Career (Mobily, Zain, STC, Others)                   |                           |  |   |                          |                           |
|  |  |                           |  |   |                          |                           |
|  |  |                           |  |   |                          |                           |
| D) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |  |                           |  |   |                          |                           |
| NO   | Company name   | Main activity             | Membership type (executive, nonexecutive, independent) | Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder) | Membership of Committees | Legal form of the company |
| 1  | X-Shift  | Digital Transformation    | Executive member                                       | Personal capacity – Owner   | Not Applicable           | LLC                       |
|  |  |                           |  |   |                          |                           |
|  |  |                           |  |   |                          |                           |



## Form No. (1) Resume

| a) Personal information of the Nominated Member  |  |   |   |   |                                  |                           |
|--|--|---|---|---|----------------------------------|---------------------------|
| Full Name  |  | Alaa Abdulaziz Abdulaziz Aldawghan  |   |   |                                  |                           |
| Nationality  |  | Saudi   |   | Date of Birth   |                                  | 07/03/1990                |
| b) Academic Qualifications of the Nominated Member   |  |   |   |   |                                  |                           |
| No.  | Qualifications                               | Specialization  | Date of obtaining the qualifications                |   | The issuer of the qualification  |                           |
| 1  | PhD  | Accounting  | 2023/10/25  |   | RMIT University - Australia      |                           |
| 2  | Master                                       | Accounting – Auditing Track   | 2015/12/12  |   | Cleveland State University - USA |                           |
| 3  | Bachelor                                     | Accounting  | 2011/07/5   |   | King Faisal University - KSA     |                           |
| 4  |  |   |   |   |                                  |                           |
| 5  |  |   |   |   |                                  |                           |
| c) Experiences of the Nominated Member   |  |   |   |   |                                  |                           |
| Period   |  | Experience  |   |   |                                  |                           |
| 2025 -Present  |  | Vice Dean, School of Business – King Faisal University  |   |   |                                  |                           |
| 2025 -Present  |  | Audit Committee Member – King Faisal University   |   |   |                                  |                           |
| 2024   |  | Internal Audit Committee Member – King Faisal University/ Fatat Alahsa Development Chairity Association       |   |   |                                  |                           |
| 2024   |  | Part time consultant – Fatat Alahsa Development charity Association / Future creators non-profit organization |   |   |                                  |                           |
| 2011   |  | Assistant Accountant – Al-Arfai Co  |   |   |                                  |                           |
|  |  |   |   |   |                                  |                           |
| D) Current membership in the board of directors of other joint stock companies (listed on non-listed) or any other company, regardless of its legal form or the committees deriving from it: |  |   |   |   |                                  |                           |
| No.  | Company name                                 | Main activity   | Membership type (executive, executive, independent) | Nature of the membership (in personal capacity, representative of legal person) | Membership of committees         | Legal form of the company |
| 1  | King Faisal University                       | Higher Education  | Non-executive                                       | appointed by a shareholder who  | Audit Committee                  |                           |
| 2  | Fatat Alahsa Development Charity Association | Training and Development and Social Services  | Independent   | enjoys the right of appointment under the company's articles of association     | Internal Audit Committee         |                           |
| 3  |  |   |   |   |                                  |                           |
| 4  |  |   |   |   |                                  |                           |

## Form No: (1) Resume

## Candidate's Personal Information

|                   |                                |                      |            |
|-------------------|--------------------------------|----------------------|------------|
| <b>Full Name</b>  | Sakhr bin Asaad Hassan Jamjoom |                      |            |
| <b>Nationally</b> | Saudi                          | <b>Date of Birth</b> | 14/07/1966 |

## Candidate's Academic Qualifications

| No | Qualification     | Major                  | Qualifications Date | Name of Granting Organization    |
|----|-------------------|------------------------|---------------------|----------------------------------|
| 1  | Bachelor's Degree | Industrial engineering | 1991                | Northeastern University (Boston) |
| 2  | Master's Degree   | Engineering Management | 1993                | Northeastern University (Boston) |

## Candidate's Practical Experiences

| Period     | Areas of Expertise   |
|------------|--|
| 2024 -2025 | Managing Director – Halwani Bros Co.   |
| 2018-2024  | Vice President of Domestic Sales of Lubricants – Petromin /Petrolube Corporation   |
| 2016-2018  | Vice President of HR, Administration and Marketing - Petromin  |
| 2014-2016  | Vice President of HR and Administration - Petromin   |
| 2011-2014  | Manufacturing General Manager – Global Textiles Company a joint venture with Greif   |
| 2005-2011  | Head of Manufacturing and Logistics - Ahmed Mohammed Saleh Baeshen Company   |
| 1993-2005  | Operation Group Manager & Leader of the Self-Maintenance Program - Modern Products Company a joint venture with Procter & Gamble |

## Current membership in the board of directors of other joint stock companies (listed or unlisted) or any other company of whatever legal form or the committees emanating from it

| No | Company's Name                         | Main Activity | Membership status (executive, non-executive, independent) | Nature of Membership (in his personal capacity, representative of a legal person) | Committees Membership                 | Legal entity (Listed / Unlisted / Limited liability) |
|----|--|---------------|---|---|---------------------------------------|--|
| 1  | Halwani Bros Co.                       | Food Sector   | Non Executive   | In his personal capacity  | Nomination and Remuneration committee | Listed Joint Stock Company                           |
| 2  | Arabian Plant for Lubricant and Grease | Lubricants    | Independent   | In his personal capacity  | -                                     | Closed Saudi Joint Stock Company                     |
|    |  |               |   |   |                                       |  |



### Form No. (1) Resume

| a) Personal information of the Nominated Member    |   |   |                                      |   |
|--|---|---|--------------------------------------|---|
| Full Name  |   | Hashem Abdullah Hashem AlNemer  |                                      |   |
| Nationality  |   | Saudi   | Date of Birth                        | 25 - 03 - 1974                            |
| b) Academic Qualifications of the Nominated Member |   |   |                                      |   |
| No.  | Qualifications  | Specialization  | Date of obtaining the qualifications | The issuer of the qualification           |
| 1  | PhD   | Banking and Finance (College of Business)   | 28 June 2012                         | Durham University - UK                    |
| 2  | MSc   | Banking and Finance (College of Business)   | 16 December 2008                     | Griffith University – Australia           |
| 3  | MSc   | General and Strategic Management (College of Business)                                      | 11 September 2006                    | Maastricht School of Management – Jeddah  |
| 4  | High Diploma  | Aeronautical Engineering ( College of Engineering) Powerplant and Airframe Specializations) | 29 March 2002                        | Pittsburgh Institute of Aeronautics - USA |
| 5  | BSc   | Production Engineering and Mechanical System Design ( College of Engineering)               | 19 September 1998                    | King Abdulaziz University – Jeddah        |
| c) Experiences of the Nominated Member             |   |   |                                      |   |
| Period   | Experience  |   |                                      |   |
| 1998 - 1999  | Operational Electric Engineer – Electric Power Plant “ Riyadh “   |   |                                      |   |
| 1999 – 2002  | Maintenance Aircraft Engineer – Saudi Arabian Airlines “ Jeddah “   |   |                                      |   |
| 2002 - 2007  | Senior Maintenance Aircraft Engineer - Saudi Arabian Airlines “ Jeddah “  |   |                                      |   |
| 2012 - 2015  | Financial and insurance Consultant - Saudi Arabian Airlines “ Jeddah “  |   |                                      |   |
| 2015 - 2018  | Assistant Professor – Finance Department – College of Business – King Abdulaziz University – Jeddah                       |   |                                      |   |
| 2015 - 2016  | Chairman of Knowledge Department - College of Business – King Abdulaziz University – Jeddah                               |   |                                      |   |
| 2015 - 2017  | Deputy Chair of Hospitality Committee – Jeddah Chamber of Commerce  |   |                                      |   |
| 2015 - 2017  | Member of main Tourism Committee - Jeddah Chamber of Commerce (Nominated by Chairman of Jeddah Chamber of Commerce Board) |   |                                      |   |
| 2016 – 2019  | Vice – Dean College of Business   |   |                                      |   |
| 2017 - 2021  | Founding and General Director Center of Innovation and Entrepreneurship – University of Jeddah                            |   |                                      |   |



|                |   |
|----------------|---|
| 2017 - 2021    | Founding and General Director of the University Business Accelerator and Incubator - University of Jeddah                         |
| 2016 – 2018    | Owner and CEO (Knowledge House of Research, Consultant and Training) – One of University of Jeddah Knowledge Houses.              |
| 2017 – Present | Principal “ Nazer “ of AlNemer Family Endowments “ Awqaf ”  |
| 2018 – 2022    | Associate Professor – Finance Department – College of Business – University of Jeddah   |
| 2021 – Present | Owner and CEO of Mada AIOMran Properties Co. for Real Estate Development and Investments.   |
| 2021 – 2018    | Consultant of Center of Career Development and Readiness  |
| 2021 – Present | Board Member of Jeddah Mishwarah Heritage Society – One of the Ministry of Human Recourses and Labor Supervised Committees        |
| 2021 – Present | Senior Consultant at Business Clinic Organization for Small & Medium Enterprise – One of Jeddah Chamber of Commerce Organizations |
| 2021 - Present | Consultant – Saudi Council of Engineering " SCE "   |
| 2023 – Present | Associate Member - The Saudi Authority for Accredited Valuers " TAQEEM "  |
| 2023 – Present | Full Professor of Economics & Finance - University of Jeddah  |

D) Current membership in the board of directors of other joint stock companies (listed on non-listed) or any other company, regardless of its legal form or the committees deriving from it:

| No. | Company name                  | Main activity   | Membershi<br>p<br>type<br>(executive,<br>non-<br>executive,<br>independe<br>nt) | Nature of the<br>membership<br>(in personal<br>capacity,<br>representati<br>ve of legal<br>person) | Membership<br>committees<br>of  | Legal form<br>of<br>the<br>company   |
|-----|-------------------------------|---|---|--|---------------------------------|--|
| 1   | Mishwarah<br>Heritage Society | Spreading the<br>culture of<br>tangible and<br>intangible<br>heritage | Executive<br>Member   | Personal<br>Capacity   | Chair of the Board              | Civil<br>Association –<br>Belongs to the<br>Ministry of<br>Human<br>Resource |
| 2   | Mada AIOMran<br>Properties    | Real Estate<br>Development  | Executive<br>Member   | Personal<br>Capacity   | Owner and Chair of the<br>Board | One Person<br>Limited<br>Company   |



داخلي - Internal

**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member    |   |   |                            |   |
|--|---|---|----------------------------|---|
| Full Name  | BANDER MUHAMMAD AL-SAMMAN   |   |                            |   |
| Nationality  | Saudi   | Date of Birth                             | 05-07-1969                 |   |
| 2) Academic Qualifications of the Nominated Member |   |   |                            |   |
| No   | Qualification   | Specialization                            | Date of the awarded degree | The Name of the awarding entity                     |
| 1  | Building and Sustaining Competitive Advantage   | Business strategy                         | 2025                       | Harvard Business School, Boston, USA                |
| 2  | High Performance People Skills for Leaders  | Leadership Communication, Team Management | 2024                       | London Business School, London, UK                  |
| 3  | Diploma Executive Leaders   | Strategic leadership                      | 2017                       | INSEAD, Abu Dhabi & Paris, France                   |
| 4  | Master of Business Administration (MBA)   | Business Administration                   | 2000                       | Missouri State University, United States of America |
| 5  |   |   |                            |   |
| 6  |   |   |                            |   |
| 7  |   |   |                            |   |
| 3) Experiences of the Nominated Member             |   |   |                            |   |
| Period   | Experience  |   |                            |   |
| 2024-Present                                       | CEO, Saudi Finance Company, Kingdom of Saudi Arabia   |   |                            |   |
| 2022-2024  | Chief Business Officer, Nayifat, Kingdom of Saudi Arabia  |   |                            |   |
| 2020-2022  | Head of Personal Banking Group, First Abu Dhabi Bank, Kingdom of Saudi Arabia   |   |                            |   |
| 2018-2020  | Executive Advisor, Jabal Omar Development Company, Kingdom of Saudi Arabia  |   |                            |   |
| 2014-2018  | Assistant General Manager, Head of Retail Assets Business, Alawwal Bank, Kingdom of Saudi Arabia  |   |                            |   |
| 2012-2014  | Assistant General Manager, Head of Mortgage Business, Samba Financial Group, Kingdom of Saudi Arabia  |   |                            |   |
| 2001-2011  | Assistant General Manager, Head of Credit Cards Product, Management, Usage and Acquiring business, Samba Financial Group, Kingdom of Saudi Arabia |   |                            |   |
|  |   |   |                            |   |
|  |   |   |                            |   |



| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                       |   |   |  |  |   |
|--|-----------------------|---|---|--|--|---|
| No   | Company Name          | Main Activity                             | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership                                   | Company Legal Structure                           |
| 1  | SAMA                  | Regulatory Authority                      | Non-Executive   | Appointed by SAMA  | Member<br>NBFI Executive Committee                     | Independent Government Institution / Central Bank |
| 2  | Saudi Finance Company | Consumer Finance, SME Finance, Auto Lease | Executive   | Appointed by Shareholders  | Chairman,<br>ALCO (Assets and Liability Committee)     | Closed Joint Stock Company (CJSC)                 |
| 3  | Saudi Finance Company | Consumer Finance, SME Finance, Auto Lease | Executive   | Appointed by Shareholders  | Chairman,<br>HR Committee                              | Closed Joint Stock Company (CJSC)                 |
| 4  | Saudi Finance Company | Consumer Finance, SME Finance, Auto Lease | Executive   | Appointed by Shareholders  | Chairman,<br>Cybersecurity steering Committee          | Closed Joint Stock Company (CJSC)                 |
| 5  | Saudi Finance Company | Consumer Finance, SME Finance, Auto Lease | Executive   | Appointed by Shareholders  | Chairman,<br>Information Technology Steering Committee | Closed Joint Stock Company (CJSC)                 |
| 6  | Saudi Finance Company | Consumer Finance, SME Finance, Auto Lease | Executive   | Appointed by Shareholders  | Chairman,<br>Procurement Committee                     | Closed Joint Stock Company (CJSC)                 |
| 7  |                       |   |   |  |  |   |

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نموذج رقم (١)

السيرة الذاتية

Form (1) Resume

| ١. البيانات الشخصية للمعضو<br>Personal Information of the Member    |                                  |                                       |                                      |  |
|---|----------------------------------|---------------------------------------|--------------------------------------|--|
| الاسم الرباعي   |                                  |                                       | حسام الدين هاشم حمزة صدقة            |  |
| Full Name   |                                  |                                       | HUSAMUDDIN HASHIM HAMZA SADAGAH      |  |
| الجنسية   |                                  | سعودي                                 | تاريخ الميلاد                        | ١٩٥٤/١١/١٧ م<br>١٣٧٤/٠٣/٢٢ هـ          |
| Nationality   |                                  | Saudi                                 | Date of Birth                        | 1954/11/17<br>1374/03/22               |
| ٢. المؤهلات العلمية للمعضو<br>Academic Qualifications of the Member |                                  |                                       |                                      |  |
| م   | المؤهل                           | التخصص                                | تاريخ الحصول على المؤهل              | اسم الجهة المانحة                      |
|   | Qualifications                   | Specialization                        | Date of obtaining the qualifications | The issuer of the qualification        |
| ١   | بكالوريوس                        | محاسبة                                | ١٩٧٦ م                               | جامعة عين شمس، مصر                     |
| ٢   | دبلوم                            | أعمال                                 | ١٩٨٠ م                               | جامعة الملك عبدالعزيز                  |
| ٣   | ماجستير                          | مراجعة                                | ١٩٨٠ م                               | جامعة الملك عبدالعزيز                  |
| ٤   | محاسب قانوني                     | محاسبة و مراجعة                       | ١٤٠٠ هـ (١٩٨٠ م)                     | وزارة التجارة                          |
| ٥   | زمالة محاسب قانوني               | مراجعة                                | ١٩٨٥ م                               | المجمع الأمريكي للمحاسبين القانونيين   |
| ٦   | محاسب قانوني                     | محاسبة و مراجعة                       | ١٩٩٦ م                               | وزارة الاقتصاد - الإمارات              |
| ٧   | خبير إكتشاف تلاعب معتمد          | محاسبة و مراجعة                       | ١٩٩٩ م                               | هيئة الخبراء المعتمدين لاكتشاف التلاعب |
| ٨   | محاسب إداري عالمي معتمد          | محاسبة إدارية                         | ٢٠١٢ م                               | المجمع الأمريكي للمحاسبة القانونية     |
| ٩   | مقدم خدمات محاسبة جنائية و تقييم | محاسبة جنائية و تقييم                 | ٢٠١٧ م                               | المجمع الأمريكي للمحاسبة القانونية     |
| ١٠  | مقيم معتمد منشآت إقتصادية        | تقييم منشآت                           | ٢٠١٧ م                               | الهيئة السعودية للمقيمين المعتمدين     |
| ١١  | أمين إفلاس                       | أمين إفلاس وإعادة تنظيم مالي و تصفيات | ٢٠١٨ م                               | لجنة الإفلاس                           |
| ١٢  | حارس قضائي                       | حراسة قضائية                          | ٢٠٢٣ م                               | وزارة العدل                            |



نموذج رقم (1)

السيرة الذاتية

Form (1) Resume

| ٣. الخبرات العملية للعضو<br>Experiences of the Member   |                  |
|---|------------------|
| مجاللات الخبرة<br>Experience  | الفترة<br>Period |
| وزارة الأشغال العامة والإسكان   | ١٩٧٦م - ١٩٨٠م    |
| محاسب قانوني - شريك بشركة برايس ووترهاوس  | ١٩٨٠م - ١٩٨١م    |
| محاسب قانوني - شريك رئيسي بشركة إرنست ويونغ الشرق الأوسط (السعودية ، الإمارات)  | ١٩٨٠م - ٢٠٠٥م    |
| محاسب قانوني - شركة بي كي إف صدقة محاسبون قانونيون وإستشاريون   | ٢٠٠٥م - ٢٠٠٩م    |
| محاسب قانوني شريك بشركة ديلويت اند توش (محاسبة قانونية , زكاة ضرائب, إستشارات)  | ٢٠٠٩م - ٢٠١٤م    |
| محاسب قانوني - نيليو تي إس محاسبون قانونيون إستشاريون (محاسبة قانونية, زكاة ضرائب, مساندة قضائية, تقييم منشآت, أمين إفلاس, مصفى , حارس قضائي) | ٢٠١٤ حتى تاريخه  |

| ٤. العضوية الحالية في مجالس إدارات شركات مساهمة أخرى (مدرجة أو غير مدرجة) أو أي شركة أخرى أيا كان شكلها القانوني أو اللجان المنبثقة منها:<br>Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it |                     |               |  |   |   |                           |
|---|---------------------|---------------|--|---|---|---------------------------|
| م   | اسم الشركة          | النشاط الرئيس | صفة العضوية (تنفيذي, غير تنفيذي, مستقل)  | طريقة التعيين (مرشح بصفته مساهم , معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركة الأساس, مرشح من مساهم)  | عضوية اللجان                                      | الشكل القانوني للشركة     |
|   | Company name        | Main activity | Membership type in board of directors ( executive, nonexecutive, independent ) | Appointment method (a nominee as a shareholder; appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder) | The name of Committee the in which it is a Member | Legal form of the company |
| 1   | لا يوجد كما بتاريخه | -             | -  | -   | -   | -                         |
| 2   |                     |               |  |   |   |                           |
| 3   |                     |               |  |   |   |                           |
| 4   |                     |               |  |   |   |                           |
| 5   |                     |               |  |   |   |                           |

Handwritten signature



Form No. (1) Resume

| 1) Personal Information of the Nominated Member  |  |                           |   |   |                          |                            |
|--|--|---------------------------|---|---|--------------------------|----------------------------|
| Full Name  | Thamer Mohammed Jamil Temairik   |                           |   |   |                          |                            |
| Nationality  | Saudi  |                           |   |   |                          |                            |
| 2) Academic Qualifications of the Nominated Member   |  |                           |   |   |                          |                            |
| No.  | Qualification  | Specialization            | Date of the awarded degree                              | The Name of the awarding entity   |                          |                            |
| 1  | Master's Degree  | Engineering Management    | 1997  | The George Washington University  |                          |                            |
| 2  | Bachelor's Degree  | Electrical Engineering    | 1995  | The George Washington University  |                          |                            |
| 3) Experiences of the Nominated Member   |  |                           |   |   |                          |                            |
| 2023 – Present   | Chief Executive Office of Ahmed Mohamed Saleh Baeshen & Co                                 |                           |   |   |                          |                            |
| 2019 - 2023  | Managing Director and Chief Executive Officer of Halwani Bros Saudi Arabia & Egypt         |                           |   |   |                          |                            |
| 2015 - 2019  | Regional Director of the Nutrition Sector for the Middle East and North Africa at Pepsico, |                           |   |   |                          |                            |
| 2011 - 2015  | Marketing Director Beverage Sector (GCC) countries at Pepsico,                             |                           |   |   |                          |                            |
| 2001 - 2011  | Head of Marketing at Ahmed Mohamed Saleh Baeshen & Co                                      |                           |   |   |                          |                            |
| 1997 - 2001  | Marketing Manager at Procter & Gamble  |                           |   |   |                          |                            |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |  |                           |   |   |                          |                            |
| No.  | Company Name   | Main Activity             | Membership Type (Executive, non-executive, Independent) | Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder) | Membership of Committees | Legal form of the Company  |
| 1  | Wafir Detergents Company   | Industrial Detergents     | Independent   | Appointed by Shareholder  | Executive Committee      | Single Shareholder Company |
| 2  | Mohamed Yousuf Naghi Community Foundation.   | Visual Arts Organizations | Trustee   | Appointed   | -                        | NGO                        |
| 3  | Berain Co  | Beverages                 | Non-Executive   | Appointed by Shareholder  | Executive Committee      | Joint Stock                |

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## Form No. (1) Resume

| a) Personal information of the Nominated Member                               |                                |   |                                      |                                    |
|---|--------------------------------|---|--------------------------------------|------------------------------------|
| Full name   |                                | Mohammed Hamad Al Quraishah   |                                      |                                    |
| Nationality   |                                | Saudi   | Date of birth                        | 23-05-1974                         |
| b) Academic Qualifications of the Nominated Member                            |                                |   |                                      |                                    |
| No.   | Qualification                  | Specialization  | Date of obtaining the qualifications | The issuer of the qualification    |
| 1.  | Bachelor Degree                | Industrial Engineering  | 1999                                 | King Abdulaziz University          |
| 2.  | Master Degree                  | MBA   | 2011                                 | College of Business Administration |
| 3.  | Board of Director Diploma      | Boards of Directors   | 2025                                 | IMD - Switzerland                  |
| 4.  | Strategy Governance For Boards | Boards of Directors   | 2024                                 | IMD - Switzerland                  |
| 5.  | Finance for Boards Program     | Boards of Directors   | 2024                                 | IMD - Switzerland                  |
| 6.  | Boards & Risk Program          | Boards of Directors   | 2024                                 | IMD - Switzerland                  |
| 7.  | High performance Board         | Boards of Directors   | 2025                                 | IMD - Switzerland                  |
| c) Experiences of the Nominated Member  |                                |   |                                      |                                    |
| Period  |                                | Experience  |                                      |                                    |
| Chief Client Relationship Officer<br>Jan 2026 up today                        |                                | Strengthening strategic, enterprise-wide client relationships by deepening strategic partnerships, strengthening leadership capability, and reinforcing a client-centric culture across Tawuniya.                                       |                                      |                                    |
| Board of Director<br>July 2024 to July 2027                                   |                                | Board of Director for Umm Al-Qura Cement Company effective 4 <sup>th</sup> July 2024  |                                      |                                    |
| Member of the Nomination and Remuneration committee<br>July 2024 to July 2027 |                                | Member of the nomination and Remuneration committee for Umm Al-Qura Cement Company effective 4 <sup>th</sup> Jul 2024   |                                      |                                    |
| Board of Director<br>Feb 2024 to Feb 2028                                     |                                | Board of Director for Alkhaleej Training and Education Company effective 12 <sup>th</sup> Feb 2024  |                                      |                                    |
| Member of the Nomination and Remuneration committee<br>Feb 2024 to Feb 2028   |                                | Member of the nomination and Remuneration committee for Alkhaleej Training and Education Company effective 12 <sup>th</sup> Feb 2024  |                                      |                                    |
| Senior Executive Director<br>Jan 2022 to Dec 2025                             |                                | Tawuniya Insurance Co.- Managing Portfolio with more than 12 B Kingdom Wide. Budget Analysis, Strategic Planning, Business Growth, Management, Financial Management, External Parties Management, Budgeting & Planning, Risk Management |                                      |                                    |
| Sales Vice of President<br>Oct 2018 to Dec 2021                               |                                | Tawuniya Insurance Co. - Manage Western Region Portfolio with 8 B -Revenue Generation, Sales Penetration, Sales Strategy & Planning, Leadership, Customer Relationship Management, Sales Operation                                      |                                      |                                    |
| General Manager Sales<br>Jan 2015 to Oct 2018                                 |                                | Tawuniya Insurance Co. - Manage Western Region Portfolio with 2 B -Revenue Generation, Sales Strategy & Planning, Customer Relationship Management, Performance & Evaluation, Third parties Relationship & Management                   |                                      |                                    |
| Regional Underwriter Manager<br>Oct 2006 to Dec 2015                          |                                | Tawuniya Insurance Co - Risk Assessment Decision Making - Portfolio Management, Business Pricing, Underwriting Process Improvement, Generates Company profits, Data Analysis & Reporting, Monitor Underwriter Guidelines                |                                      |                                    |
| Customer Service Representative<br>Oct 2000- Sep 2006                         |                                | Career Progression in Sales operation management and customer Service   |                                      |                                    |



**d) Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it:**

| No. | Company name                        | Main activity        | Membership type<br>(executive, non-executive,<br>independent) | Nature of the membership<br>(in personal capacity,<br>representative of Legal<br>person) | Membership of<br>committees                 | Legal form of the<br>company |
|-----|-------------------------------------|----------------------|---|--|---|------------------------------|
| 1.  | Alkhaleej Training and<br>Education | Consumer<br>Services | Non Executive Member  | Nominated as a<br>shareholder  | Nomination and<br>Remuneration<br>committee | Shareholding Co              |
| 2.  | Umm Al-Qura Cement<br>Company       | Materials            | Independent Member  | Nominated as a<br>shareholder  | Nomination and<br>Remuneration<br>committee | Shareholding Co              |



## Form No. (1) Resume

| a) Personal information of the Nominated Member    |  |                       |                                      |   |
|--|--|-----------------------|--------------------------------------|---|
| Full name  | Abdulelah Mohammed Faraj Altunisi  |                       |                                      |   |
| Nationality  | Saudi  | Date of birth         | 16/1/1986                            |   |
| b) Academic Qualifications of the Nominated Member |  |                       |                                      |   |
| #  | Qualification  | Specialization        | Date of obtaining the qualifications | The issuer of the qualification                     |
| 1  | Bachelor of Science  | Accounting            | 21/6/2008                            | KFUPM   |
| 2  | CPA  | Public Accounting     | 1/1/2010                             | American Institution of Certified Public Accountant |
| 3  | CMA  | Management Accounting | 1/3/2013                             | IMA's Certification for Accountants                 |
| 4  | CGMA   | Management Accounting | 1/6/2013                             | American Institution of Certified Public Accountant |
|  |  |                       |                                      |   |
|  |  |                       |                                      |   |
|  |  |                       |                                      |   |
|  |  |                       |                                      |   |
| c) Work Experience of the Nominated Member         |  |                       |                                      |   |
| Period   | Areas of Experience  |                       |                                      |   |
| Jan 2026 – Present                                 | Board member<br>Executive committee member - Tabuk Cement Company<br>Audit committee member        |                       |                                      |   |
| May 2025 – Present                                 | Board Member, Saudia Cargo Global  |                       |                                      |   |
| Mar 2024 – Present                                 | Chief Financial Officer (CFO), Saudia Cargo  |                       |                                      |   |
| Mar 2022 – Mar 2024                                | Group Chief Financial Officer (CFO), Thiqah Business Services (Led the M&A between Elm and Thiqah) |                       |                                      |   |
| Nov 2019 – Mar 2022                                | Finance & Strategy Director, PIF – New Murabba Development Company                                 |                       |                                      |   |
| Jan 2012 – Nov 2019                                | Financial Controller & Financial Reporting Manager, Saudi National Bank                            |                       |                                      |   |
| Oct 2008 – Jan2012                                 | Financial Specialist, Saudi Aramco   |                       |                                      |   |
|  |  |                       |                                      |   |
|  |  |                       |                                      |   |
|  |  |                       |                                      |   |
|  |  |                       |                                      |   |


**d) Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it:**

| # | Company Name            | Main activity                  | Membership type<br>(executive,<br>nonexecutive,<br>independent) | Appointment<br>Method (a nominee<br>as a shareholder,<br>appointed by a<br>shareholder who<br>enjoys the right of<br>appointment under<br>the Company's<br>Bylaws, nominated<br>by a shareholder) | Membership of<br>the Committees  | Legal form<br>of the<br>company |
|---|-------------------------|--------------------------------|---|---|----------------------------------|---------------------------------|
| 1 | Saudia Cargo Global     | Cargo Sales                    | Non-executive   | Appointed by a<br>shareholder who<br>enjoys the right of<br>appointment   | Board of<br>Directors            | Limited<br>Liability<br>Company |
| 2 | Tabuk Cement<br>Company | Manufacture and Sale<br>Cement | Independent   | A nominee as a<br>shareholder   | Board of<br>Directors            | Saudi Joint<br>Stock            |
| 3 | Tabuk Cement<br>Company | Manufacture and Sale<br>Cement | Independent   | A nominee as a<br>shareholder   | Executive<br>committee<br>member | Saudi Joint<br>Stock            |
| 4 | Tabuk Cement<br>Company | Manufacture and Sale<br>Cement | Independent   | A nominee as a<br>shareholder   | Audit<br>committee<br>member     | Saudi Joint<br>Stock            |



**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member  |                              |   |   |  |                               |                            |
|--|------------------------------|---|---|--|-------------------------------|----------------------------|
| Full Name  |                              | <b>Mohammed Abdulaziz Ali Al-Razuq</b>  |   |  |                               |                            |
| Nationality  |                              | ✓ Saudi   | Date of Birth   |  | 1396/1/1<br>1976/01/03        |                            |
| 2) Academic Qualifications of the Nominated Member   |                              |   |   |  |                               |                            |
| No   | Qualification                | Specialization  | Date of the awarded degree                                | The Name of the awarding entity  |                               |                            |
| 1  | Bachelor's                   | Sharia Law  | 2/19/1418 AH  | Imam Muhammad Bin Saud Islamic University<br>Kingdom of Saudi Arabia   |                               |                            |
| 2  | Higher Diploma               | Law   | 1420/2/18AH   | Institute of Public Administration<br>Kingdom of Saudi Arabia  |                               |                            |
| 3  | CMA test certificate 1       | Law   | 2020/08/11  | Financial Academy<br>Kingdom of Saudi Arabia   |                               |                            |
| 3) Experiences of the Nominated Member   |                              |   |   |  |                               |                            |
| Period   |                              | Experience  |   |  |                               |                            |
| From the date of 5/26/1420 AH<br>To 12/19/1433 AH  |                              | Law / researcher and legal advisor at the Ministry of Interior                      |   |  |                               |                            |
| From 19/12/1433 to 11/1/1442 AH  |                              | Law / Sharia and legal advisor / Supreme Judicial Council                           |   |  |                               |                            |
| Membership from 31-08-2025   |                              | Board member of a listed joint-stock company (Al-Jawf Health Water Factory Company) |   |  |                               |                            |
| 5/6/1442 AH to today's date  |                              | Working as a lawyer   |   |  |                               |                            |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                              |   |   |  |                               |                            |
| No   | Company Name                 | Main Activity   | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership          | Company Legal Structure    |
| 1  | Asbaluna aljaria Company     | Legal   | executive   | Owner  | Owner and full manager powers | Limited liability          |
| 2  | Al-Jawf Health Water Factory | Food production   | Independent   | Al-Jawf Health Water Factory   | Nominee as shareholder        | Listed joint-stock company |

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Form No. (1) Resume

a) Personal information of the Nominated Member

|             |                                   |               |            |
|-------------|-----------------------------------|---------------|------------|
| Full Name   | Dr. Muath Khalid Abdullah Alzamil |               |            |
| Nationality | Saudi                             | Date of Birth | 18/12/1985 |

b) Academic Qualifications of the Nominated Member

| # | Qualification       | Specialization                 | Date of obtaining the qualifications | The issuer of the qualification |
|---|---------------------|--------------------------------|--------------------------------------|---------------------------------|
| 1 | Doctorate           | Organizational Strategy        | 2016                                 | Pepperdine University           |
| 2 | Master              | Finance                        | 2022                                 | INSEAD                          |
| 3 | Master              | Management                     | 2010                                 | University of LA Verne          |
| 4 | Bachelor            | Business Administration        | 2008                                 | Portland State University       |
| 5 | Executive Education | Global Strategic Management    | 2015                                 | Harvard Business School         |
| 6 | Executive Education | Mergers and Acquisitions (M&A) | 2024                                 | London Business School          |

c) Experiences of the Nominated Member

| Period         | Experience   |
|----------------|--|
| 2025 - Present | CEO – Medra Consulting   |
| 2023 - 2025    | Executive Director of Corporate Strategy - THIQA Business Services |
| 2017 - 2023    | Sr. Corporate Strategy Advisor - Saudi Aramco                      |
| 2019 - 2023    | Investment & Strategy Advisor at Monsha'at – part-time             |
| 2018 - 2022    | Adjunct Professor of MBA at KFUPM – part-time                      |
| 2008 - 2017    | Head of Business Strategy - PARSONS                                |

d) Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it:

| # | Company name                        | Main activity | Membership type (executive, non-executive, independent) | Nature of the membership (in personal capacity, representative of legal person) | Membership of the committees                                    | Legal form of the company |
|---|-------------------------------------|---------------|---|---|---|---------------------------|
| 1 | National Industrialization (TASNEE) | Materials     | Independent   | Nominated as a Shareholder  | Audit Committee member and Risk & Governance Committee Chairman | Public Listed Company     |
| 2 | Saudi Ceramics Company              | Capital Goods | Independent   | Nominated as a Shareholder  | NRC Chairman and Strategy Committee member                      | Public Listed Company     |
| 3 | Gulf General Cooperative Insurance  | Insurance     | Independent   | Nominated as a Shareholder  | NRC Chairman and Investment Committee member                    | Public Listed Company     |
| 4 |                                     |               |   |   |   |                           |



## Form No. (1) Resume

| 1) Personal Information of the Nominated Member  |                                      |  |   |  |                      |                         |
|--|--------------------------------------|--|---|--|----------------------|-------------------------|
| Full Name  | Ayman Bin Hilal Aljaber              |  |   |  |                      |                         |
| Nationality  | Saudi                                | Date of Birth  | 15/01/1987  |  |                      |                         |
| 2) Academic Qualifications of the Nominated Member   |                                      |  |   |  |                      |                         |
| No   | Qualification                        | Specialization   | Date of the awarded degree                                | The Name of the awarding entity  |                      |                         |
| 1  | Bachelor's                           | Accounting   | 2010  | King Fahd University of Petroleum and Minerals   |                      |                         |
| 2  | Certified Credit Risk Professional   | Credit   | 2019  | IAFM   |                      |                         |
| 3  | Certified Internal Auditor           | Internal Audit   | 2018  | IIA  |                      |                         |
| 4  | Certified Information System Auditor | Internal Audit   | 2014  | ISACA  |                      |                         |
| 3) Experiences of the Nominated Member   |                                      |  |   |  |                      |                         |
| Period   |                                      | Experience   |   |  |                      |                         |
| 2021-Now   |                                      | Chief Internal Audit Executive – Hala Payment Company                |   |  |                      |                         |
| 2020-2021  |                                      | Director Of Internal Audit- Al-Akaria Company                        |   |  |                      |                         |
| 2018-2929  |                                      | Chief Internal Audit Executive – Al Yusr leasing and Finance Company |   |  |                      |                         |
| 2008-2018  |                                      | Multiple roles in Audit with PWC, Mobily and SABB                    |   |  |                      |                         |
| 4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees: |                                      |  |   |  |                      |                         |
| No   | Company Name                         | Main Activity  | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |
| 1  | Etihad Atheeb Telecom Company        | Telecommunications   | Independent   | Shareholder  | Board of Director    | JS Listed               |



|   |                               |                    |             |                |                   |           |
|---|-------------------------------|--------------------|-------------|----------------|-------------------|-----------|
| 2 | Etihad Atheeb Telecom Company | Telecommunications | Independent | Shareholder    | Audit Committee   | JS Listed |
| 3 | Etihad Atheeb Telecom Company | Telecommunications | Independent | Shareholder    | Risk Committee    | JS Listed |
| 4 | Hala Finance                  | Fin Tech           | Independent | By Shareholder | Audit Committee   | JS Closed |
| 5 | Al Jouf Cement Co.            | Industries         | Independent | Shareholder    | Board Of Director | JS Listed |

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**Form No: (1) Resume**

**Candidate's Personal Information**

|                   |                     |                      |            |
|-------------------|---------------------|----------------------|------------|
| <b>Full Name</b>  | Ghassan Ahmed Amodi |                      |            |
| <b>Nationally</b> | Saudi               | <b>Date of Birth</b> | 19/04/1972 |

**Candidate's Academic Qualifications**

| No | Qualification     | Major                   | Qualifications Date | Name of Granting Organization     |
|----|-------------------|-------------------------|---------------------|-----------------------------------|
| 1  | Bachelor's Degree | Business Administration | 1994                | American University (Los Angeles) |

**Candidate's Practical Experiences**

| Period                        | Areas of Expertise                            |
|-------------------------------|---|
| October 2023 – Present        | ASYAD Holding Group / Board of Directors      |
| October 2022 - October 2023   | ASYAD Holding Group / Chief Executive Officer |
| January 2020 - June 2022      | DAR ALTAMLEEK / Chief Executive Officer       |
| February 1996 - December 2019 | SAB / General Manager of Corporate Banking    |
|                               |   |
|                               |   |
|                               |   |

**Current membership in the board of directors of other joint stock companies (listed or unlisted) or any other company of whatever legal form or the committees emanating from it**

| No | Company's Name         | Main Activity | Membership status (executive, non-executive, independent) | Nature of Membership (in his personal capacity, representative of a legal person) | Committees Membership                                       | Legal entity (Listed / Unlisted / Limited liability) |
|----|------------------------|---------------|---|---|---|--|
| 1  | ASYAD Holding Group    | Holding       | Non-Executive   | Appointed by Shareholder with Appointment Rights Under the Company's Articles     |   | Limited liability Company                            |
| 2  | Jordan Islamic Bank    | Banking       | Independent   | Nominated   | 1.Risk, 2.Nomination & Remuneration 3. Executive committees | Listed in Jordan Stock Exchange                      |
| 3  | South Jeddah Fund      | Real Estate   | Independent   | Nominated   |   | Closed Joint Stock                                   |
| 4  | Wafi Energy - Pakistan | Oil & Gas     | Non-Executive   | Appointed by Shareholder with Appointment Rights Under the Company's Articles     |   | Listed in Jordan Stock Exchange                      |
|    |                        |               |   |   |   |  |





**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member    |   |                               |  |   |
|--|---|-------------------------------|--|---|
| Full Name  | <b>Fathi Abbas Al-Qattan</b>  |                               |  |   |
| Nationality  | saudi   | Date of Birth                 | 17-02-1983   |   |
| 2) Academic Qualifications of the Nominated Member |   |                               |  |   |
| No   | Qualification   | Specialization                | Date of the awarded degree                                 | The Name of the awarding entity   |
| 1  | <b>Bachelor's Degree</b>  | <b>King Faisal University</b> | <b>Computer Science and Management Information Systems</b> | <ul style="list-style-type: none"> <li>Graduation Year: 2006</li> <li>GPA: 4.06 out of 5</li> </ul> |
| 2  |   | <input type="checkbox"/>      | <input type="checkbox"/>                                   | <input type="checkbox"/>  |
| 3  |   |                               | <input type="checkbox"/>                                   |   |
| 4  |   |                               | <input type="checkbox"/>                                   |   |
| 5  |   |                               | <input type="checkbox"/>                                   |   |
| 6  |   |                               | <input type="checkbox"/>                                   |   |
| 7  |   |                               | <input type="checkbox"/>                                   |   |
| 3) Experiences of the Nominated Member             |   |                               |  |   |
| Period   | Experience  |                               |  |   |
|  | Agricultural Development Fund – Applications Programmer, later promoted to <i>Senior</i>  |                               |  |   |
|  | <ul style="list-style-type: none"> <li>Developing and supporting applications and technical systems and providing technical support.</li> <li>Participated in supporting and organizing the Prince Mohammed bin Fahd Marketing Program for one month.</li> <li>Completed practical training at Saudi Aramco.</li> </ul> |                               |  |   |
| <input type="checkbox"/>                           |   |                               |  |   |



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| <input type="checkbox"/> |  |

4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees:

| No | Company Name | Main Activity | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |
|----|--------------|---------------|---|--|----------------------|-------------------------|
| 1  |              |               |   |  |                      |                         |
| 2  |              |               |   |  |                      |                         |
| 3  |              |               |   |  |                      |                         |
| 4  |              |               |   |  |                      |                         |



|   |  |  |  |  |  |  |
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| 5 |  |  |  |  |  |  |
| 6 |  |  |  |  |  |  |
| 7 |  |  |  |  |  |  |

\* Disclaimer: This form represents a translation of the Arabic original version, therefore, in case of any misinterpretation, the Arabic version will prevail.

## Form No. (1) Resume

| a) Personal information of the Nominated Member    |                                   |  |                                      |  |
|--|-----------------------------------|--|--------------------------------------|--|
| <b>Full name</b>                                   | Suliman Abdullah Suliman Alomairy |  |                                      |  |
| <b>Nationality</b>                                 | Saudi                             | <b>Date of birth</b>   | 29/03/1984                           |  |
| b) Academic Qualifications of the Nominated Member |                                   |  |                                      |  |
| #  | Qualifications                    | Specialization   | Date of obtaining the qualifications | The issuer of the qualification                          |
| 1  | Bachelor's degree                 | Computer Science   | 2009                                 | Qassim University  |
| 2  | Executive master's                | Business Administration (EMBA)                               | 2025                                 | Al Yamamah University                                    |
| 3  | Post-graduate certification       | International financial management                           | 2025                                 | Al Yamamah University-<br>Washington state university    |
| 4  | Executive Education               | Board Director Readiness                                     | 2025                                 | The center for Governance-<br>PIF                        |
| 5  | Executive Education               | Audit Committee Program                                      | 2024                                 | The center for Governance-<br>PIF                        |
| 6  | Certification                     | Certified Chief Audit Executive                              | 2024                                 | London School of Business<br>and Finance                 |
| 7  | Certification                     | Certified Audit Committee Member                             | 2025                                 | The association of<br>Governance, Risk and<br>Compliance |
| 8  | Executive Education               | Reading and Analyzing Financial<br>Statements and Reports    | 2025                                 | The Financial Academy                                    |
| 9  | Executive Education               | Finance for non-finance managers                             | 2023                                 | Prince Mohammed bin<br>Salman College                    |
| 10   | Certification                     | Systems and Network Auditor (GSNA)                           | 2023                                 | SANS-USA   |
| 11   | Certification                     | Strategic Planning, Policy, and Leadership<br>(GSTRT)        | 2020                                 | SANS-USA   |
| 12   | Certification                     | Certified Information Security Manager<br>(CISM)             | 2021                                 | ISACA-USA  |
| 13   | Certification                     | Certified Data Privacy Solutions Engineer<br>(CDPSE)         | 2020                                 | ISACA-USA  |
| 14   | Certification                     | Certified Information Systems Auditor<br>(CISA)              | 2022                                 | ISACA-USA  |
| 15   | Certification                     | Certified in Risk and Information Systems<br>Control (CRISC) | 2019                                 | ISACA-USA  |



| c) Experiences of the Nominated Member |   |
|--|---|
| Period                                 | Experience  |
| From May 2022-Present                  | DIRECTOR, CYBERSECURITY AND TECHNOLOGY AUDIT- STC Bank                      |
| May 2021-May 2022                      | MANAGER, CYBERSECURITY AND TECHNOLOGY AUDIT- BANQUE SAUDI FRANSI            |
| January 2020-April 2021                | CYBERSECURITY GRC SR. CONSULTANT- HABOOB CYBERSECURITY CONSULTANCY SERVICES |
| March 2019- January 2020               | MANAGER, RISK AND CONTROL-SAB Bank  |
| December 2017- February 2019           | SENIOR SPECIALIST, DIGITAL/IT RISK, IT GRC- Al Rajhi Bank                   |
| May 2014- November 2017                | INFORMATION SECURITY OFFICER- ARAB NATIONAL BANK                            |
| September 2012- April 2014             | INFORMATION SECURITY SPECIALIST- SAUDI INVESTMENT BANK                      |

**d) Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it:**

| # | Company name | Main activity             | Membership type non- (executive, executive, independent) | Nature of the membership (in personal capacity, representative of legal person) | Membership of the committees | Legal form of the company  |
|---|--------------|---------------------------|--|---|------------------------------|----------------------------|
| 1 | MEDGULF      | Insurance and Reinsurance | Independent  | Nominated as a shareholder  | Audit Committee Member       | Listed Joint Stock Company |
| 2 |              |                           |  |   |                              |                            |
| 3 |              |                           |  |   |                              |                            |
| 4 |              |                           |  |   |                              |                            |





## نموذج رقم (1) السيرة الذاتية

| (1) البيانات الشخصية للمرشح  |                                     |                         |                                 |              |
|--|-------------------------------------|-------------------------|---------------------------------|--------------|
| (1) Personal Information for the member  |                                     |                         |                                 |              |
| أحمد بن سليمان بن سلامة المزيني  |                                     |                         |                                 | الاسم الكامل |
| Ahmed Sulaiman Salamah Almuzaini   |                                     |                         |                                 | Full Name    |
| ٢١ مايو ١٩٧٧ م   | تاريخ الميلاد                       | سعودي                   | الجنسية                         |              |
| 21 <sup>st</sup> May 1977  | Date of Birth                       | Saudi Arabian           | Nationality                     |              |
| (2) المؤهلات العلمية للمرشح  |                                     |                         |                                 |              |
| (2) Academic Qualification of the member   |                                     |                         |                                 |              |
| اسم الجهة المانحة  | تاريخ الحصول على المؤهل             | التخصص                  | المؤهل                          | م            |
| The issuer of the Qualification  | Date of Obtaining the Qualification | Specialization          | Qualification                   | Sr           |
| جامعة الملك سعود   | 1999                                | محاسبة                  | درجة البكالوريوس                | 1            |
| King Saud University   |                                     | Accounting              | Bachelor's degree               |              |
| جامعة الفيصل   | 2014                                | إدارة الأعمال           | درجة الماجستير في إدارة الأعمال | 2            |
| King Faisal University   |                                     | Business Administration | Master's degree                 |              |
| (3) الخبرات العملية للمرشح   |                                     |                         |                                 |              |
| (3) Experience of the member   |                                     |                         |                                 |              |
| مجالات الخبرة  |                                     |                         | الفترة                          |              |
| Experiace  |                                     |                         | Period                          |              |
| شركة ريسم للاستثمار (ريسيم): شركة ذات مسؤولية محدودة - رئيس تنفيذي<br>مجالات الخبرة: الاستثمار، ريادة وتطوير الأعمال، المشاريع الناشئة، قيادة التحول الاستراتيجي، تطوير الأعمال، المشورة الاستثمارية وإدارة المشاريع في مراحل مبكرة.   |                                     |                         | يناير ٢٠٢٢ - حتى تاريخه         |              |
| RSEEM Investment Company: Limited Liability Company – Chief Executive Officer<br>Areas of Expertise: Investment, entrepreneurship and business development, start-ups, strategic transformation leadership, business development, investment advice and early stage project management.  |                                     |                         | Jan 2022 – up to date           |              |
| شركة مَدْر للاستثمار: شركة مساهمة مغلقة - مستشار تنفيذي لرئيس مجلس الإدارة<br>مجالات الخبرة: الاستثمار، التطوير العقاري، قيادة التحول الاستراتيجي، تطوير الأعمال، الحوكمة، إدارة مشروع الطرح في السوق المالي، إعادة هيكلة محفظة الاستثمار، ترتيب التمويل.  |                                     |                         | يناير ٢٠٢١ - يناير ٢٠٢٢ م       |              |
| MADR Investment Company: a closed joint stock company - Executive Advisor to the Chairman<br>Areas of Expertise: Investment, real estate development, strategic transformation leadership, business development, governance, project management for the offering in the financial market, restructuring the investment portfolio, arranging financing. |                                     |                         | Jan 2021 – Jan 2022             |              |
| الجودة والوقت للاستشارات الإدارية (كواليتي أند تايم): مكتب مهني - مؤسس وكبير إستشاريين<br>مجالات الخبرة: الاستشارات المالية، الاستشارات الاقتصادية، تأسيس وإدارة المشاريع، الاستشارات الإدارية، الفرص الاستثمارية، التمويل، التقييم، دراسات الجدوى، الاستشارات التنظيمية، تطبيقات التقنية.   |                                     |                         | مارس ٢٠١١ م - حتى تاريخه        |              |
| Quality & Time Management Consulting (QTMC): Professional Firm - Founder & Senior Consultant<br>Areas of expertise: financial advisory, economic advisory, project establishment and management, management advisory, investment opportunities, financing, evaluation, feasibility studies, organizational advisory, technology applications.          |                                     |                         | Mar 2011 – up to date           |              |



|  |                                    |
|--|------------------------------------|
| <p><b>الشركة السعودية للأسماك: شركة مساهمة عامة - عضو مجلس الإدارة المنتدب</b><br/>مجالات الخبرة: الإدارة التنفيذية، التخطيط الاستراتيجي، إدارة مشروع التحول، استقطاب الكفاءات.</p>  | <p>مايو ٢٠١٨م - سبتمبر ٢٠١٩م</p>   |
| <p><b>Saudi Fisheries Company: a public joint stock company - Board member &amp; Managing Director</b><br/><b>Areas of expertise:</b> executive management, strategic planning, transformation project management, talent acquisition.</p>   | <p>May 2018 - Sep 2019</p>         |
| <p><b>شركة ملكية للاستثمار: شركة مساهمة مغلقة - رئيس تنفيذي</b><br/>مجالات الخبرة: الإدارة التنفيذية، إدارة الأصول، المصرفية الاستثمارية، الطرح الخاص، صناديق الاستثمار، إدارة المحافظ الخاصة، التطوير والاستثمار العقاري، الأبحاث والمشورة الاستثمارية، دراسات الجدوى، التقييم.</p>   | <p>نوفمبر ٢٠١٢م - مارس ٢٠١٦م</p>   |
| <p><b>Mulkia Investment Company: Closed Joint Stock Company - Chief Executive Officer</b><br/><b>Areas of expertise:</b> executive management, asset management, investment banking, private placement, investment funds, private portfolio management, real estate development and investment, research and investment advice, feasibility studies, and evaluation.</p> | <p>Nov 2012 - Mar 2016</p>         |
| <p><b>شركة منافع القابضة: شركة مساهمة مغلقة - نائب رئيس تنفيذي</b><br/>مجالات الخبرة: التطوير الاستراتيجي، إدارة المخاطر، دراسات المشاريع، إدارة المحافظ الاستثمارية، التطوير والاستثمار العقاري، التطوير التنظيمي، قياس الأداء، تطوير أنظمة تخطيط موارد المنشأة الإلكترونية.</p>  | <p>مارس ٢٠١٢م - أكتوبر ٢٠١٢م</p>   |
| <p><b>Manafa Holding Company: a closed joint stock company - Executive Vice President</b><br/><b>Areas of expertise:</b> strategic development, risk management, project studies, portfolio management, real estate development and investment, organizational development, performance measurement, development of electronic enterprise resource planning systems.</p> | <p>Mar 2012 - Oct 2012</p>         |
| <p><b>شركة خدمات السيارات والمعدات (ساسكو): شركة مساهمة عامة - نائب رئيس تنفيذي</b><br/>مجالات الخبرة: المالية، المحاسبة، التطوير التنظيمي، دراسات المشاريع، التمويل، الخطط الاستراتيجية وخطط العمل التنفيذية، دراسات الجدوى، التحول وتطوير الأعمال.</p>   | <p>أكتوبر ٢٠٠٩م - فبراير ٢٠١٢م</p> |
| <p><b>Saudi Automotive Services and Equipment Company: Public Joint Stock Company - Executive Vice President</b><br/><b>Areas of Expertise:</b> Finance, Accounting, Organizational Development, Project Studies, Finance, Strategic and Executive Action Plans, Feasibility Studies, Transformation and Business Development.</p>                                       | <p>Oct 2009 - Feb 2012</p>         |
| <p><b>شركة مشاريع الأرجان: شركة مساهمة مغلقة - نائب رئيس تنفيذي</b><br/>مجالات الخبرة: المالية، المحاسبة، التطوير التنظيمي، دراسات المشاريع، التمويل، الخطط الاستراتيجية وخطط العمل التنفيذية، دراسات الجدوى.</p>  | <p>فبراير ٢٠٠٩م - أكتوبر ٢٠٠٩م</p> |
| <p><b>ALARGAN Projects Company: a closed joint stock company - Executive Vice President</b><br/><b>Areas of Expertise:</b> Finance, Accounting, Organizational Development, Project Studies, Finance, Strategic and Executive Action Plans, Feasibility Studies.</p>   | <p>Feb 2009 - Oct 2009</p>         |
| <p><b>شركة الفريق الأول (تيم ون): شركة ذات مسؤولية محدودة - رئيس قطاع المشورة المالية وتمويل الشركات</b><br/>مجالات الخبرة: الاستشارات المالية، الاستشارات الإدارية، أعمال الأوراق المالية، الترتيب، التمويل، الطروحات العامة والخاصة، التقييم، دراسات الجدوى.</p>   | <p>ديسمبر ٢٠٠٥م - يناير ٢٠٠٩م</p>  |
| <p><b>TeamOne Company: a limited liability company - Head of the Financial Advice and Corporate Finance Sector</b><br/><b>Areas of expertise:</b> financial advisory, management advisory, securities business, arrangement, financing, public and private offerings, evaluation, feasibility studies.</p>   | <p>Dec 2005 - Jan 2009</p>         |
| <p><b>شركة بنك البلاد: شركة مساهمة عامة - مدير المحاسبة المالية</b><br/>مجالات الخبرة: المحاسبة المالية، الاستثمار، تطبيق أنظمة المحاسبة والإدارة الرئيسية للعمليات البنكية.</p>   | <p>مارس ٢٠٠٥م - نوفمبر ٢٠٠٥م</p>   |
| <p><b>Bank Albilad Company: a joint public stock company - Director of Financial Accounting</b><br/><b>Areas of Expertise:</b> Financial Accounting, Investment, Application of Accounting Systems and the Main Management of Banking Operations.</p>  | <p>Mar 2005 - Nov 2005</p>         |
| <p><b>الهيئة العامة للسباحة والتراث الوطني: هيئة حكومية - مدير العمليات المالية</b><br/>مجالات الخبرة: تطوير الموارد المالية، التطوير الإداري والتنظيمي، العمليات المالية، تطوير أنظمة تخطيط موارد المنشأة الإلكترونية.</p>  | <p>يناير ٢٠٠٣م - مارس ٢٠٠٥م</p>    |
| <p><b>The General Authority for Tourism and National Heritage: Government - Director of Financial Operations</b><br/><b>Areas of Expertise:</b> Development of financial resources, administrative and organizational development, financial operations, development of electronic enterprise resource planning systems.</p>   | <p>Jan 2003 - Mar 2005</p>         |
| <p><b>شركة إرنيسست ويونغ العالمية: شركة تضامن مهنية - كبير محاسبين</b><br/>مجالات الخبرة: المحاسبة، المراجعة، الاستشارات المالية، استشارات تطوير الأعمال، الزكاة وضريبة الدخل.</p>   | <p>سبتمبر ١٩٩٩م - يناير ٢٠٠٣م</p>  |
| <p><b>Ernst &amp; Young International: Professional Partnership - Senior Accountant</b><br/><b>Areas of Expertise:</b> Accounting, Auditing, Financial Consulting, Business Development Consulting, Zakat and Income Tax.</p>  | <p>Sep 1999 - Jan 2003</p>         |



(٤) العضوية في مجالس إدارات شركات مساهمة أخرى (مدرجة أو غير مدرجة) أو أي شركة أخرى أياً كان شكلها القانوني أو اللجان المنبثقة منها:

(4) Current membership in the boards of directors of other joint-stock companies (listed or unlisted) or any other company, regardless of its legal form, or the committees emanating from it:

| الشكل القانوني للشركة     | عضوية اللجان         | طبيعة العضوية (بصفته الشخصية، ممثل عن شخصية اعتبارية) | صفة العضوية (تنفيذي، غير تنفيذي، مستقل) | النشاط الرئيس          | اسم الشركة                | م  |
|---------------------------|----------------------|---|---|------------------------|---------------------------|----|
| Legal form of the company | Committee membership | Membership Nature                                     | Membership Type                         | Main Activity          | Company Name              | Sr |
| مساهمة مُدرجة             | لجنة المراجعة        | صفه شخصية   | مستقل                                   | الاستثمار العقاري      | بنان العقارية             | ١  |
| listed joint stock        | Audit Committee      | Personal  | Independent                             | Real Estate            | Banan Real Estate         |    |
| ذات مسؤولية محدودة        | لا يوجد              | صفه شخصية   | تنفيذي                                  | الاستشارات             | الجودة والوقت للإستشارات  | ٢  |
| Limited liability         | None                 | Personal  | Executive                               | Consulting             | Quality & Time Consulting |    |
| ذات مسؤولية محدودة        | لا يوجد              | صفه شخصية   | تنفيذي                                  | الاستثمار              | رَسِيمٌ للاستثمار         | ٣  |
| Limited liability         | None                 | Personal  | Executive                               | Investment             | RSEEM Investment          |    |
| ذات مسؤولية محدودة        | لا يوجد              | صفه شخصية   | تنفيذي                                  | تقنية المعلومات        | مساحة التطوير             | ٤  |
| Limited liability         | None                 | Personal  | Executive                               | Information Technology | Development Space         |    |
| مساهمة مغلقة              | لجنة مراجعة          | صفه شخصية   | مستقل                                   | الاستثمار              | الخبرة الإحترافية         | ٥  |
| unlisted joint stock      | Audit Committee      | Personal  | Independent                             | Investment             | Professional experience   |    |



Form No. (1) Resume

| a) Personal information of the Nominated Member  |  |                   |   |  |                        |                           |
|--|--|-------------------|---|--|------------------------|---------------------------|
| Full Name  | <b>AHMED KHEDR ABD ALLĀH ALBAQSHI</b>  |                   |   |  |                        |                           |
| Nationality  | SAUDI  | Date of Birth     | 15 - 4 - 1412   |  |                        |                           |
| b) Academic Qualifications of the Nominated Member   |  |                   |   |  |                        |                           |
| No.  | Qualification  | Specialization    | Date of obtaining the qualification                     | The issuer of the qualification  |                        |                           |
| 1  | <b>Bachelor</b>  | <b>Management</b> | 2016  | KFUPM  |                        |                           |
| 2  | <b>Master's</b>  | <b>Economics</b>  | 2021  | KU LEUVEN  |                        |                           |
| c) Experiences of the Nominated Member   |  |                   |   |  |                        |                           |
| Period   | Experience   |                   |   |  |                        |                           |
| 2023 – Now   | <b>Independent director to executive mgmt. (strategy, M&amp;A, performance, capital raise, hiring senior mgmt. team/supervising their compensation, supervising company's local and global investments, maximizing returns on sales and investments, &amp; reassurance of company compliance/adherence).</b> |                   |   |  |                        |                           |
| 2016 – Now   | <b>Business Economics/Dev. (economic studies/compensation/sales planning &amp; commissions/treasury stock management) - (Demand &amp; Supply Forecasts) - (Performance, KPIs, &amp; Objective setting).</b>  |                   |   |  |                        |                           |
| 2016 – 2016  | <b>Retail sales, Sales Management, Sales/Commission Planning, and Planograms Management.</b>   |                   |   |  |                        |                           |
| 2014 - 2015  | <b>Financial Statements Review, Evaluation, &amp; Benchmarking. Economic/Market Research – PwC.</b>  |                   |   |  |                        |                           |
| 2020 - 2023  | <b>Smart applications outsourcing, management, and web customization - Private Businesses.</b>   |                   |   |  |                        |                           |
| 2022 - 2024  | <b>Active Economic Member - Saudi Economic Association (SEA) - King Saud University.</b>   |                   |   |  |                        |                           |
| 2012 - 2014  | <b>Administrative assistant and grader in the Department of Finance and Economics – KFUPM.</b>   |                   |   |  |                        |                           |
| D) Current membership in the board of directors of other joint-stock companies (listed on non-listed) or any other company, regardless of its legal form or the committees deriving from it: |  |                   |   |  |                        |                           |
| No.  | Company name   | Main activity     | Membership type (executive, non-executive, independent) | Method of Appointment (Nominee as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's By-laws, Nominated by a Shareholder) | Committees' Membership | Legal form of the company |
| 1  | <b>Alsagr cooperative insurance company</b>  | <b>Insurance</b>  | <b>Independent</b>                                      | <b>Elected by Shareholders</b>   | <b>Investment, NRC</b> | <b>Publicly Traded</b>    |



**Form No. (1) Resume**

| 1) Personal Information of the Nominated Member    |   |                                |                            |   |
|--|---|--------------------------------|----------------------------|---|
| Full Name  | <b>Hani Abdullah Omer Gashlan</b>   |                                |                            |   |
| Nationality  | <b>Saudi</b>  | Date of Birth                  | <b>June 09, 1976</b>       |   |
| 2) Academic Qualifications of the Nominated Member |   |                                |                            |   |
| No   | Qualification   | Specialization                 | Date of the awarded degree | The Name of the awarding entity                               |
| 1  | <b>Bachelors</b>  | <b>Law - LLB</b>               | <b>2019</b>                | <b>SEU</b>  |
| 2  | <b>Masters</b>  | <b>Business Law - LLM</b>      | <b>2023</b>                | <b>Al Yamamah University</b>                                  |
| 3  | <b>EMBA</b>   | <b>Business Administration</b> | <b>2025</b>                | <b>SEU with collaborations with Colorado State University</b> |
| 4  | =====   | =====                          | =====                      | =====   |
| 5  | =====   | =====                          | =====                      | =====   |
| 6  | =====   | =====                          | =====                      | =====   |
| 7  | =====   | =====                          | =====                      | =====   |
| 3) Experiences of the Nominated Member             |   |                                |                            |   |
| Period   | Experience  |                                |                            |   |
| 01/2026 To 04/2026                                 | Ministry Of Investment - Senior Advisor / Financial Sector  |                                |                            |   |
| 01/2025 To Present                                 | King Saud university - KSU   Majmaah University - MU   Riyadh Elm University - REU - Faculty Member (Part-time) |                                |                            |   |
| 02/2023 To 02/2026                                 | Saudi Central Bank (SAMA) / Advisor - Financial Sector Development + Governance & Institutional Excellence      |                                |                            |   |
| 01/2022 To 12/2022                                 | Ideal (PPP through the investment arm of the Ministry of Industry - Modon) - Chief Operating Officer (COO)      |                                |                            |   |
| 01/2020 To 12/2022                                 | Al Jasser Advocates & Legal Consultants - Partner   |                                |                            |   |
| 2018 To 2020                                       | First Abu Dhabi Bank (FAB) - Executive Director - Cash Management Products                                      |                                |                            |   |
| 2017 To 2018                                       | Saudi Investment Bank - General Manager of Cash Management Products   |                                |                            |   |
| 2005 To 2017                                       | Arab National Bank - Regional Manager of Cash Management & Trade Finance  |                                |                            |   |
| 2000 To 2005                                       | Samba Financial Group - Corporate Banking   |                                |                            |   |
| =====  | =====   |                                |                            |   |



4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees:

| No | Company Name       | Main Activity                       | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership | Company Legal Structure |
|----|--------------------|-------------------------------------|---|--|----------------------|-------------------------|
| 1  | Al Nassban Holding | Holding                             | Independent   | Independent – Personal Capacity  | NRC                  | CJS                     |
| 2  | Al Nassban Group   | Contracting & Facilities Management | Independent   | Independent – Personal Capacity  | NRC                  | CJS                     |
| 3  | =====              | =====                               | =====   | =====  | =====                | =====                   |
| 4  | =====              | =====                               | =====   | =====  | =====                | =====                   |
| 5  | =====              | =====                               | =====   | =====  | =====                | =====                   |
| 6  | =====              | =====                               | =====   | =====  | =====                | =====                   |
| 7  | =====              | =====                               | =====   | =====  | =====                | =====                   |

\* Disclaimer: This form represents a translation of the Arabic original version, therefore, in case of any misinterpretation, the Arabic version will prevail.





4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees:

| No | Company Name                       | Main Activity  | Membership Status (Executive, Non-Executive, Independent) | Method of Appointment (Nominated as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association, Nominated by a Shareholder) | Committee Membership       | Company Legal Structure    |
|----|------------------------------------|--|---|--|----------------------------|----------------------------|
| 1  | Taseel Support Services Company    | Holding Company / Management of Subsidiary Companies | Non Executive   | Shareholder  | None                       | Limited Liability Company  |
| 2  | VIM Company                        | Entertainment Sector                                 | Executive Committee Member                                | Shareholder  | Executive Committee Member | Closed Joint Stock Company |
| 3  | Egyptian Gulf Bank                 | Banking  | Independent   | Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association   | Risk Committee Member      | Public Joint Stock Company |
| 4  | Midyaf Commercial Services Company | Commercial Services                                  | Executive   | Shareholder  | None                       | Limited Liability Company  |
| 5  | Sarai Capital Limited              | Wealth Management                                    | Non Executive   | Appointed by a Shareholder with Appointment Rights under the Company's Articles of Association   | None                       | Limited Liability Company  |
| 6  |                                    |  |   |  |                            |                            |
| 7  |                                    |  |   |  |                            |                            |

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**Form No. (1) Resume**

| a) Personal information of the Nominated Member  |                   |                                     |  |   |                               |                           |
|--|-------------------|-------------------------------------|--|---|-------------------------------|---------------------------|
| <b>Full Name</b>   | Zain Iyad Al-Emam |                                     |  |   |                               |                           |
| <b>Nationality</b>   | Saudi             | <b>Date of Birth</b>                | 29.04.1981   |   |                               |                           |
| b) Academic Qualifications of the Nominated Member   |                   |                                     |  |   |                               |                           |
| #  | Qualification     | Specialization                      | Date of obtaining the qualifications                     | The issuer of the qualification   |                               |                           |
| 1  | MSc               | Finance & Management                | 2008   | Eexeter University - UK   |                               |                           |
| 2  | BSc               | Economics & Banking                 | 2003   | KAAU - KSA  |                               |                           |
| 3  |                   |                                     |  |   |                               |                           |
| 4  |                   |                                     |  |   |                               |                           |
| 5  |                   |                                     |  |   |                               |                           |
| c) Experiences of the Nominated Member   |                   |                                     |  |   |                               |                           |
| Period   |                   | Experience                          |  |   |                               |                           |
| 2011- Present  |                   | Investments: PE & Funds             |  |   |                               |                           |
| 2009-2011  |                   | Treasury: FX & Structured Products  |  |   |                               |                           |
| 2004-2006  |                   | Credit Risk: Credit Admin & Control |  |   |                               |                           |
|  |                   |                                     |  |   |                               |                           |
| d) Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it: |                   |                                     |  |   |                               |                           |
| #  | Company name      | Main activity                       | Members hip type (executive, non-executive, independent) | Nature of the membership (in personal capacity, representative of legal person) | Member ship of the committees | Legal form of the company |
| 1  | AKASIA            | ROBO Advisory                       | Non-Exc.   | Independent   | Board                         | JS                        |
| 2  |                   |                                     |  |   |                               |                           |
| 3  |                   |                                     |  |   |                               |                           |
| 4  |                   |                                     |  |   |                               |                           |

## Resume

| Personal Information  |                         |  |                            |   |                                       |                           |
|---|-------------------------|--|----------------------------|---|---------------------------------------|---------------------------|
| Full Name   |                         |  | Asma Talal Hamdan          |   |                                       |                           |
| Nationality   |                         | Saudi  |                            | Date of Birth   |                                       | 16/09/1985                |
| Academic Qualifications   |                         |  |                            |   |                                       |                           |
|   | Qualifications          | Specialization   | Date of the Qualifications | Name of Awarding Entity                               |                                       |                           |
| 1   | Master                  | Business Administration  | 2011                       | Prince Sultan University                              |                                       |                           |
| 2   | Bachelor                | Business Administration  | 2007                       | King Saud University                                  |                                       |                           |
| 3   | Program                 | Leadership   | 2020                       | INSEAD  |                                       |                           |
| 4   | Program                 | Digital Transformation   | 2019                       | University of Virginia                                |                                       |                           |
| 5   | Program                 | Negotiation  | 2013                       | Harvard University                                    |                                       |                           |
| 6   | Program                 | International Business   | 2008                       | Geneva Business School                                |                                       |                           |
| 7   | Certificate             | CME-1  | 2023                       | Capital Market Authority                              |                                       |                           |
| 8   | Certificate             | Six Sigma Black Belt   | 2017                       | International Association for Six Sigma Certification |                                       |                           |
| 9   | Certificate             | PMP  | 2011                       | Project Management Institute                          |                                       |                           |
| 10  | Certificate             | ITIL   | 2010                       | EXIN  |                                       |                           |
| 11  | Certificate             | iFsah Professional Certificate   | 2024                       | Saudi Stock Exchange                                  |                                       |                           |
| Work Experience   |                         |  |                            |   |                                       |                           |
| Period  |                         | Areas of Experience  |                            |   |                                       |                           |
| 2016 - Current  |                         | Flynas: Chief of Shared Services Officer at flynas - Project Management, Human Resources, Information Technology, Procurement, Facilities Management |                            |   |                                       |                           |
| 2016 - 2016   |                         | Accenture: Management Consulting Manager   |                            |   |                                       |                           |
| 2011 - 2015   |                         | Hewlett-Packard: Sales Planning and Operations, Project Management, Financial Controllershship   |                            |   |                                       |                           |
| 2010 - 2010   |                         | Aramco: Planning and Support Analyst - Part of the MBA Program   |                            |   |                                       |                           |
| 2007 - 2011   |                         | Paper House Trading Company: Business Planning and Strategy  |                            |   |                                       |                           |
| Membership in the board of directors of joint stock companies or any other company or the committees deriving from it |                         |  |                            |   |                                       |                           |
|   | Company Name            | Main Activity  | Membership Type            | Nature of the Membership                              | Committees Membership                 | Legal Form of the Company |
| 1   | Jarir Marketing Company | Office supplies, school tools, publications, books, computers and mobiles  | Independent                | As a Shareholder                                      | -                                     | Public Listed Company     |
| 2   | Mobi Industry Company   | Detergent, chemical fertilizers, plastics production and manufacturing   | Independent                | As a Shareholder                                      | Nomination and Remuneration Committee | Public Listed Company     |

|   |                         |  |             |                      |                                       |                           |
|---|-------------------------|--|-------------|----------------------|---------------------------------------|---------------------------|
| 3 | Al-Majal Al-Arabi Group | Facilities management, contracting, maintenance and operation, medical maintenance, environmental services, medical equipment and supply | Independent | In personal capacity | Nomination and Remuneration Committee | close joint stock company |
|---|-------------------------|--|-------------|----------------------|---------------------------------------|---------------------------|