

ماربل ڈیزائن
MARBLE DESIGN

Board of Directors Annual Report 2025



ماربل دیزاین
MARBLE DESIGN

A New Day...New Project

KING SALMAN BIN ABDULAZIZ AL-SAUD

The Custodian of the Two Holy Mosques



HIS ROYAL HIGHNESS PRINCE
MOHAMMED BIN SALMAN BIN ABDULAZIZ AL-SAUD
Crown Prince and Prime Minister



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MARBLE DESIGN

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About this Report

This Annual Report provides a comprehensive and detailed overview of Marble Design Factory Company (Marble Design) outlining its Achievements and performance within the permissible boundaries of disclosure for the year ended December 31, 2025. Through this report, we aim to provide a detailed summary and analysis of our performance, activities, and management system for the fiscal year 2025, along with presenting consolidated annual financial statements.

Report Scope

This report encompasses the performance of Marble Design Factory Company referred to herein as 'Marble Design' or 'the Company' for the purposes of this report, including its achievements, governance, (unless otherwise stated), and financial data.

Reporting Period

The annual report covers the 12-month period from January 1, 2025, to December 31 2025, in accordance with the annual financial reporting cycle adopted by Marble Design.

Commitment

The annual report of the Board of Directors of Marble Design is prepared in accordance with the regulations and laws applicable in the Kingdom of Saudi Arabia. The financial statement for the year ended December 31, 2025, complies with the standards adopted in the Kingdom of Saudi Arabia, including the International Financial Reporting Standards (IFRS), as well as the regulations governing corporate operations in Saudi Arabia issued by the Saudi organization for Chartered and Professional Accountants (SOCPA), in addition to the company's Articles of Association.

Language

This report has been issued in both Arabic and English languages. In the event of any discrepancy between the Arabic and English versions, the Arabic version shall prevail.

Inquiries

We welcome your comments and inquiries regarding Marble Design's Annual Report for the year 2025. Please feel free to contact us via email at IR@md.sa.

Marble Design in Brief

The company's key 2025 plans, decisions, and achievements

A New Term for the Company's Board of Directors Begins

Marble Design Factory Company announced the commencement of a new Board of Directors term, extending from February 6, 2025, to February 5, 2029, as part of its commitment to leadership continuity and the development of its corporate governance framework. The Board's decisions at the beginning of the new term included restructuring the Board, appointing a Chairman and Vice Chairman, a Managing Director and CEO, as well as appointing a Board Secretary, forming Board committees, and approving the company's representatives on the Board for the current term. This restructuring supports the company's strategic direction in the coming phase and enhances decision-making efficiency, contributing to sustainable growth and protecting shareholder interests.

Formation of the Nominations and Remuneration Committee

The Nominations and Remuneration Committee was formed effective February 6, 2025, as part of the company's ongoing efforts to enhance its governance framework and strengthen the effectiveness of its Board of Directors' practices. This committee aims to regulate nomination processes, ensure fair and transparent remuneration policies, and link them to performance and long-term strategy. This step underscores the company's commitment to best institutional and regulatory practices. It also contributes to strengthening shareholder confidence and supporting sustainable growth in the medium and long term.

Approval of the Company's Stock Split and amendment of the articles of association

The company approved a stock split, reducing the par value of each share from SAR 10 to SAR 1 and increasing the number of shares from 6,000,000 to 60,000,000, without any change to the company's share capital. The approval also included amending the company's articles of association to reflect the stock split, thereby enhancing share tradability and strengthening the capital structure's flexibility, serving the interests of shareholders and aligning with best practices in the financial market.

Organizing the Future of Marble Event and Launching Sintered Stone

Marble Design, in collaboration with the Spanish company Levantina, organized an event titled "The Future of Marble: Between Challenges and Solutions," aimed at exchanging knowledge and expertise among leading specialists in the construction sector. The event witnessed the launch of Cintrastone, a raw slab manufactured from natural materials using advanced technologies, designed for interior and exterior architectural applications.

Adding advanced production lines to the Natural Marble Factory

A package of production lines specializing in marble shaping using the latest technologies and what the global market has achieved has been added, with the introduction of innovative and unconventional marble treatments, in line with the requirements of the local market and the needs of governmental, semi-governmental and private sector projects.

The subsidiary company's showrooms and warehouses project has been completed and operations have commenced in the industrial area (Sados).

Construction of the showrooms and warehouses (Total space of 7315 m²) for its wholly-owned subsidiary, Tariq Al-Maskan Real Estate Development Company, has been completed, all necessary government permits have been obtained, and the project is now operational. This expansion aims to diversify the company's product portfolio by adding Sintered stone slabs, manufactured from natural materials using advanced technologies, for both interior and exterior architectural applications. This product is developed in collaboration with Techlam, a subsidiary of the Spanish company Levantina. The financial impact of this project is expected to be reflected in the first half of fiscal year 2026, supporting operational growth and enhancing the company's production capacity.

Increasing the Company's Capital by Granting Free Shares

The company completed the procedures for increasing its capital after obtaining the approvals of the competent authorities, where the capital was raised from 60 million Saudi riyals to 75 million Saudi riyals by capitalizing part of the retained earnings, in support of future growth and expansion plans and to strengthen the financial position.

Launch of the First Specialized Sintered Stone Exhibition

The Sintered Stone showroom has opened in Riyadh as part of the company's strategic direction to diversify its product range and strengthen its presence in the advanced architectural solutions sector. The showroom features Centridstone's high-performance solutions for interior and exterior applications, developed in collaboration with Techlam, a subsidiary of the Spanish company Levantina. This move reflects the company's commitment to providing integrated architectural solutions that transcend the traditional concept of materials.

Natural Marble Showroom Renovation

The natural marble showroom has been completely renovated in line with modern requirements in the marble industry sector, enhancing the display experience and keeping pace with market developments and customer needs.

Starting the expansion of the natural marble showroom

Additional showrooms were contracted and rented to expand the natural marble showroom to about 1,000 square meters, compared to about 365 square meters previously, in order to accommodate the output of the modern production lines and support readiness to meet increasing demand.

Dear shareholders of Marble Design Factory Company

I am pleased to present to you the company's annual report for 2025, which reflects the company's continued commitment to its corporate approach based on discipline, enhanced governance, and improved performance efficiency, within a rapidly changing and challenging business environment.

During the year, the Board of Directors continued its role in overseeing the company's operations and supporting the executive management in implementing the approved strategy, with a focus on consolidating governance practices, enhancing the effectiveness of decision-making, and monitoring financial and operational performance to achieve a balance between growth and sustainability.

The Board also worked on developing organizational frameworks and activating the role of its subcommittees, contributing to increased transparency, protecting shareholders' interests, and strengthening the company's ability to deal with market changes efficiently and flexibly.

As we look ahead, we reaffirm our commitment to continuing to operate according to a clear vision and a disciplined corporate approach that supports the company's continuity and gradual growth, and strengthens its position in the medium and long term.

In closing, I would like to thank the company's shareholders for their trust, and the members of the Board of Directors, the executive management, and all company employees for their efforts and dedication throughout the year.



Ahmed bin Abdullah AlKharashi
Founder and Chairman

Dear shareholders of Marble Design Factory Company

The year 2025 represents a continuation of the institutional development path that Marble Design has pursued over the past years. The company continued to work on strengthening its operational structure, implementing more efficient governance practices, and improving planning and execution mechanisms to support its long-term goals.

During this year, the company focused on implementing a number of initiatives aimed at diversifying its products and developing its architectural solutions, in addition to enhancing operational efficiency and improving the customer experience. This was done in response to market demands and changes, and in accordance with the approved strategy.

Management also paid special attention to the balanced management of financial resources by maintaining a strong financial position and supporting operational expansion within a disciplined risk management framework. This ensures sustainability and enhances the company's ability to achieve gradual growth.

I would also like to thank the Board of Directors for their support and guidance, our shareholders for their continued trust, and all company employees for their commitment and contribution to achieving its goals.

We look forward to continuing our work in the coming period with a strong corporate spirit, a clear vision, and a sustained focus on improving performance and enhancing the company's value in the medium and long term.



Dr. Nawaf bin Mohammed AlKharashi
Managing Director & CEO

ماربل ديزاين MARBLE DESIGN



The company's headquarters is located in Riyadh, Sadus Industrial Area, Kingdom of Saudi Arabia.



Marble Design was established in 2007.



The company's capital is 75 million Saudi Riyals

VISION

The company seeks to achieve market leadership by developing the marble industry to keep pace with the modern requirements for architecture.



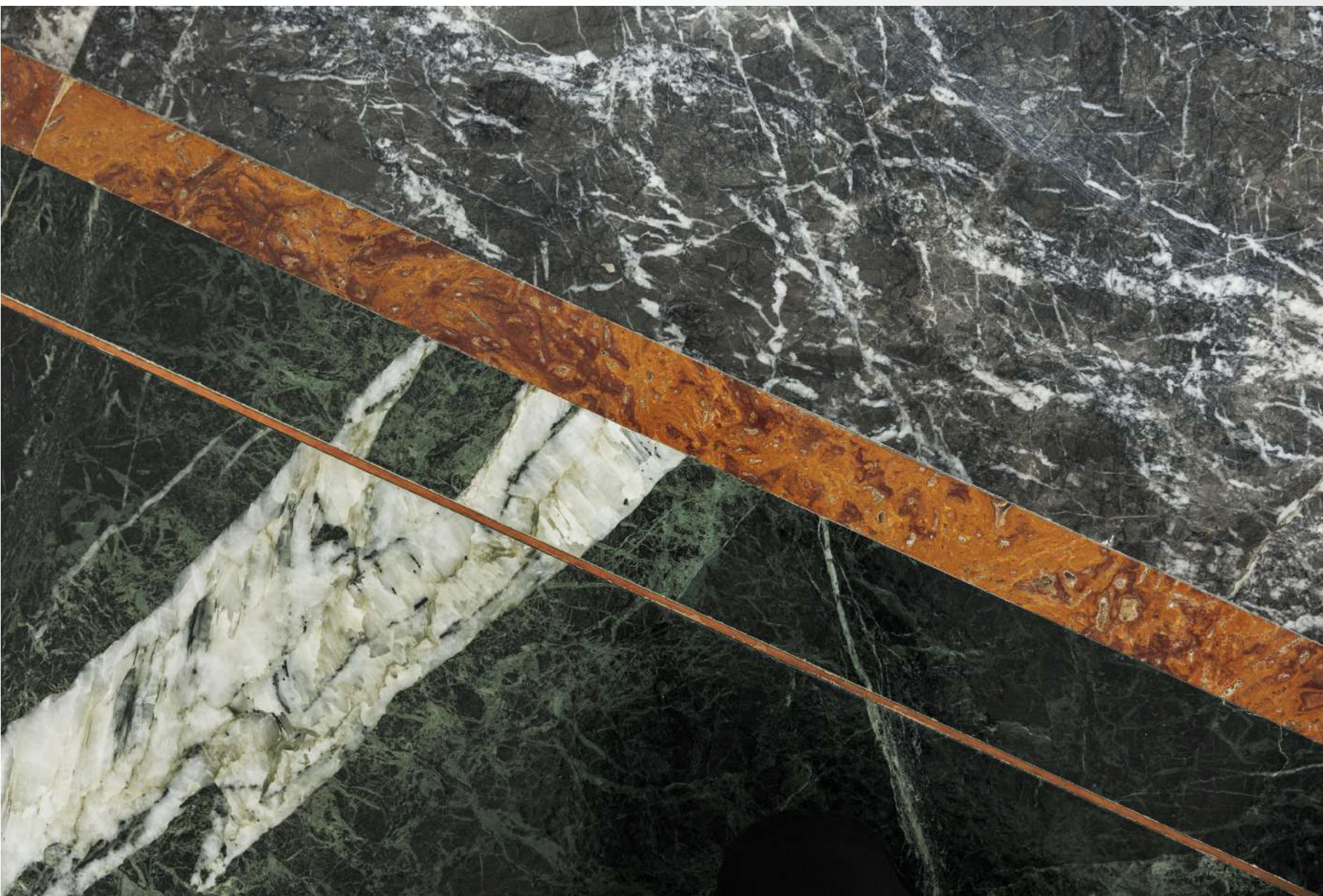
MARBLE DESIGN
NATURAL STONE

MISSION

Continuous search for reliable sources and make them available to our customers

Our strategy

- Adherence to the best global standards and local regulatory regulations.
- Maintaining inventory availability and the necessary variety to meet customers needs, expansion plans, and growth.
- Utilizing the best global technologies to achieve high-quality manufacturing and production speed.
- Continuous development and innovation.
- Commitment to exceeding customer expectations.
- Preserving competitiveness.
- Supporting and developing human resources.



VALUES

- Focus on customer care.
- Commitment to Quality & Cost Effectiveness.
- Teamwork.
- Transparency & Sustainability.



The Factory

Marble Design Factory is considered one of the largest marble factories in the region in terms of production capacity and quality. It is operated by highly experienced professionals using modern and advanced production lines. The factory also holds SIRI and ISO certifications, reflecting our commitment to the highest international quality standards.



The Inventory

Marble Design possesses the largest regional inventory in terms of both quantity and variety, which contributes to meeting project needs promptly while maintaining global quality standards, aligning with the company's direction, and fulfilling customer aspirations.

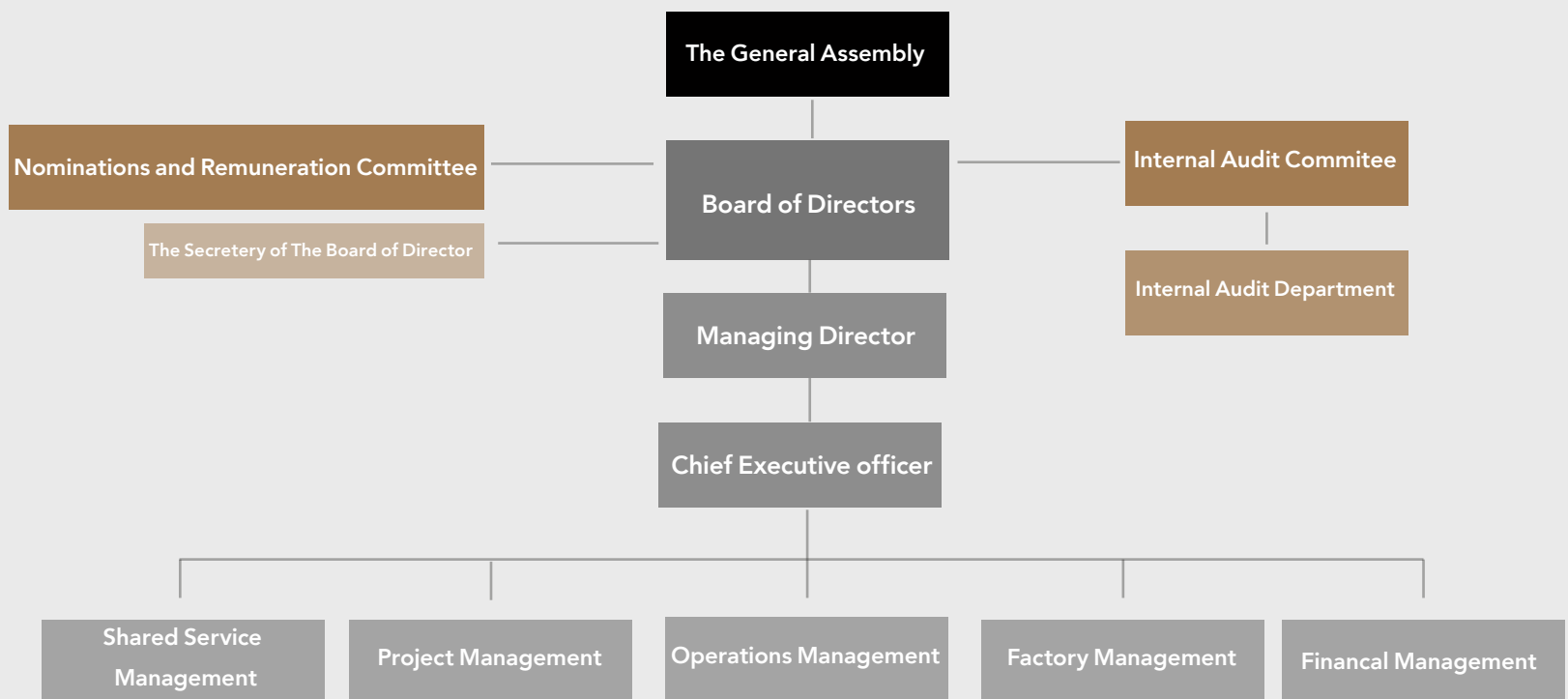


Organizational Structure of the Company and Subsidiaries

The administrative organization and structure of the Marble Design Factory Company explains how roles and responsibilities are distributed among the various departments. The Board of Directors, the committees emanating from it, in addition to the executive management, form the basis of the company's organizational structure. At the top of this structure stands the Board of Directors and its emerging committees, supported by the executive management, which bears responsibility for monitoring the daily operations of the company.

The Board of Directors also assumes full responsibility for directing, supervising, and monitoring it in general. The Board has granted the executive management led by the CEO, in accordance with the powers granted to him, to manage the daily affairs of the company, implement the established strategies, and directly supervise the implementation of policies and procedures that ensure efficiency and effectiveness in the management of the company. The Audit Committee cooperates in assisting the Board of Directors in performing its internal control tasks, and reducing risk.

Below is an illustrative diagram showing the organizational structure of the company:



Subsidiary Company

The company has a subsidiary, Tariq Al-Maskan Real Estate Development Company, a limited liability company registered in the Kingdom of Saudi Arabia. Tariq Al-Maskan engages in the retail sale of natural and artificial marble, ceramics, and porcelain; the operation of storage facilities for all types of goods except foodstuffs; the provision of shared accommodation; the processing of rough stones outside quarries, such as sawing, polishing, and grinding; the manufacture of stone products (including furniture, statues, paintings, decorative items, and similar items); the cutting and sawing of marble; the manufacture of marble products such as kitchens, sinks, antiques, basins, statues, sculptures, paintings, and similar items; and the wholesale sale of bricks, blocks, tiles, stone, marble, ceramics, and porcelain. Tariq Al-Maskan is registered under Commercial Registration No. 1010250230, dated 13/05/1429 AH (corresponding to May 18, 2008), with a capital of SAR 21,300,000 and is wholly owned by the company.

The company plays a key role in adding value through the import of Natural Stones.

Subsidiary Revenue: All subsidiary revenue is generated from sales to the parent company, with no revenue generated from sales to any other parties during 2025.

Details of the Subsidiary Company

Company Name Affiliate	Tariq Al-Maskan Real Estate Development Company
Legal entity	Limited Liability Company
The country in which its main operations are located	Kingdom of Saudi Arabia
Founding Country	Kingdom of Saudi Arabia
subsidiary company capital	Saudi Riyals 21,300,000
percentage of company ownership in it	100%
Main activity	Importing natural stones

Market Index



Market Performance Index

"The Fiscal Year 2025"



The closing price of the stock on the last day of December 2025

5.8 Saudi Riyals

Targets for the year 2026

In 2026, Marble Design aims to build upon its institutional and operational development achievements, focusing on enhancing sustainability, improving performance quality, and establishing effective governance to support balanced growth and maintain the company's strong financial position.

The company's key objectives for 2026 are as follows:

- **Enhancing sustainable growth by improving revenue quality and increasing resource utilization efficiency, thereby strengthening the financial position.**
- **Establishing an integrated business model through the development of products and architectural solutions that enhance customer value and market competitiveness.**
- **Improving operational efficiency by optimizing processes, enhancing operational integration, and leveraging modern technologies.**
- **Strengthening corporate governance and risk management by developing control policies and improving the effectiveness of decision-making mechanisms.**
- **Supporting corporate sustainability by fostering a culture of quality and continuous improvement and building a motivating work environment.**

In 2026, Marble Design is committed to continuing development and adapting to market challenges, ensuring the company's sustainability and growth while maintaining the excellence and quality standards that distinguish it.

Risk Factors in the Company

Risk analysis and management constitute a vital part of Marble Design's strategy, with management actively engaged in monitoring, evaluating, and implementing hedging strategies against various risks. This process involves assessing the likelihood of each risk occurrence and its potential impacts, aiming to apply appropriate measures to mitigate its severity, prevent its occurrence, or minimize its potential impact as much as possible to maintain the company's stability and safety.

Below, we outline Marble Design's framework for addressing risks that may impede its operations, along with the strategies employed to manage these risks:

The Nature of Risks	Details	Response Mechanisms
Operational risks	The risks arising from inadequate or failing internal procedures, human resources, systems, and external events that may affect the company's operations. Operational risks are managed through internal work procedures and monitoring mechanisms.	The company implements training initiatives and continuous development programs, with a particular focus on preparing future leaders and newly hired employees by equipping them with the necessary skills for future managerial positions. Additionally, the company applies various strategies to retain its workforce and attract top talent from the market.
Liquidity risks	Liquidity risk is the risk that an entity may face difficulty in collecting funds to meet obligations related to financial instruments. It can arise from the inability to quickly sell a financial asset for a price close to its fair value. Liquidity risk is managed through regular monitoring and ensuring the availability of sufficient funds and banking facilities to meet the company's future obligations.	The company is actively expanding its customer base by attracting new clients and signing contracts with them. It also strives to strengthen and develop these relationships with the aim of launching larger and more ambitious projects
Risks of market price volatility	Market risk is the risk of fluctuations in the value of financial instruments due to changes in market prices, such as foreign exchange rates and interest rates, which affects a company's profitability or the value of its financial assets. The goal of market risk management is to manage and keep exposure to market risk within acceptable limits while maximizing returns.	Allocate provisions for potential liabilities and avoid delays in recurring payments to government entities. Continuously update licenses, zakat certificates, and tax documents to identify and address any loopholes. Activate compliance functions and processes, and assign a dedicated team to oversee the company's adherence to all applicable laws and regulations in the countries where it operates.
Risks of foreign exchange rate fluctuations	The risk of fluctuations in the value of financial instruments due to changes in foreign exchange rates arises when future transactions and recognized assets and liabilities are denominated in a currency other than the company's functional currency. The company's exposure to foreign exchange risk is primarily limited to transactions in US dollars, and management believes its exposure to US dollar-related currencies is limited because the Saudi Riyal is pegged to the US dollar. Fluctuations in exchange rates against other currencies are continuously monitored.	The company mitigates the risks associated with foreign exchange rate fluctuations by regularly monitoring exchange rate changes and assessing their impact on future financial transactions. It also focuses on managing its foreign currency obligations and transactions within carefully considered limits, leveraging the stability of the Saudi Riyal's peg to the US Dollar, which helps minimize the impact of exchange rate volatility on its operations.

Risk Factors in the Company

The Nature of Risks	Details	Response Mechanisms
Legal and legislative risks	Compliance with corporate law requirements, securities offering rules, and ongoing obligations poses potential risks. These risks include the suspension of services at certain times, such as the cessation of services related to company activities and licenses due to the inability to meet zakat or tax obligations, obligations arising from legal proceedings, or failure to obtain and renew licenses, permits, certificates, and official approvals related to company activities. Such risks may hinder the company's operations and activities by negatively impacting its financial position, performance, and market reputation.	<p>Allocate provisions for potential liabilities and avoid delays in recurring payments to government entities. Continuously update licenses, zakat certificates, and tax documents to identify and address any loopholes.</p> <p>Activate compliance functions and processes, and assign a dedicated team to oversee the company's adherence to all applicable laws and regulations in the countries where it operates.</p>
Operational risk (Reliance on Key personnel)	The company relies primarily on the skills and experience of its key employees. Therefore, the secret to its success and achieving its goals lies in retaining these employees, as well as attracting and recruiting highly qualified and competent individuals.	The company implements ongoing training initiatives and development programs with a particular focus on preparing prospective leaders and new recruits, equipping them with the necessary skills to assume management positions in the future. In addition, the company employs multiple strategies to retain its workforce and attract top talent from the market.
Strategic risk (customer concentration) of the company	The company's sales depend on a number of key clients with whom the relationship is based on direct purchase orders and requests.	The company is actively expanding its client base by attracting new clients and signing contracts with them. It also seeks to strengthen and develop these relationships in order to embark on larger and more ambitious projects.

Internal risk management policy:

The company adopts an integrated risk management approach, enhancing its ability to address various risks and supporting the sustainability of its business and long-term growth. This approach is implemented through the integration of roles between the Internal Audit Unit, the Audit Committee, and Executive Management.

The Internal Audit Unit is responsible for monitoring the effectiveness of internal control systems, verifying the company's compliance with relevant regulations and laws, identifying risks associated with the company's activities, and assessing their potential impact. It also reviews the controls and procedures adopted to mitigate these risks and ensure their effectiveness, thereby contributing to protecting the company's interests and the continuity of its operations.

The Internal Audit Unit also prepares periodic reports submitted to the Audit Committee and the Board of Directors. These reports include an overview of the most significant risks and challenges the company may face, along with an assessment of the actions taken to address them.

The company's risk management policy is based on a set of principles, most notably:

- Strengthening internal control systems and identifying risks associated with the company's activities.
- Developing company policies and implementing a risk management policy.
- Analyzing potential risks and taking appropriate action to address them.
- Regularly reviewing the effectiveness of internal control systems.
- Ensuring the company's compliance with approved internal regulations, policies, and procedures.
- Preparing internal audit reports and submitting them to the Audit Committee for follow-up on findings and voting.

Financial Performance

Financial Position Statement for Five Years (Saudi Riyals)

In accordance with International Financial Reporting Standards (IFRS)

Statement	2025	2024	2023	2022	2021
Total current assets	68,747,641	61,627,622	74,968,089	68,529,133	57,443,050
Total non-current assets	38,203,875	32,461,656	34,777,822	32,535,809	43,135,830
Total assets	106,951,516	94,089,278	109,745,911	101,064,942	100,578,880
Total Current Liabilities	9,401,305	7,305,866	7,620,284	11,924,150	12,578,281
Total non-current liabilities	1,706,810	1,527,229	3,013,700	2,074,939	2,556,767
Total liabilities	11,108,115	8,833,095	10,633,984	13,999,089	15,135,048
Total equity	95,843,401	85,256,183	99,111,927	87,065,853	85,443,832
Total equity and liabilities	106,951,516	94,089,278	109,745,911	101,064,942	100,578,880

Statement of Profit or Loss and Other Comprehensive Income for Five Years

Statement	2025	2024	2023	2022	2021
Revenues	41,412,412	44,534,983	51,182,558	55,169,465	59,074,335
Cost of revenues	(16,036,849)	(24,847,378)	(18,738,057)	(18,447,071)	(20,413,708)
Gross profit	25,375,563	19,687,605	32,444,501	36,722,394	38,660,627
Profit from operations	11,801,764	7,462,119	22,495,111	24,500,967	26,102,027
Profit before zakat	12,187,382	7,912,113	23,808,580	24,876,812	26,218,373
Net profit for the year	10,617,145	6,470,779	21,912,718	22,622,021	24,765,976
Total other comprehensive income for the year	10,587,218	6,544,256	22,246,074	22,622,021	24,765,976
Profit per Share	0.14	0.09	3.65	3.77	--

Description of the primary activities of the company

Sector	Revenues in 2025	Contribution Percentage in 2025	Revenues in 2024	Contribution Percentage in 2024	Percentage Change
Marble Industry	38,906,811	93.95 %	41,417,534	93.00 %	6.06- %
Installation work	2,505,601	6.05 %	3,117,449	7.00 %	19.63- %

A geographic analysis of the total revenues of the company

Local sales				
2025				
2024				
Region	Product	The value in Saudi Riyals	Product	The value in Saudi Riyals
Riyadh	Natural Marble	35,020,493	Natural Marble	33,255,321.49
	Installation work	2,314,952	Installation work	3,117,449
Jeddah	Natural Marble	2,784,583	Natural Marble	0
	Installation work	155,534	Installation work	0
AlQaseem	Natural Marble	870,941	Natural Marble	0
	Installation work	35,115	Installation work	0
Eastern Province	Natural Marble	230,794	Natural Marble	6,624,555.06
	Installation work	0	Installation work	0
Red Sea	Natural Marble	0	Natural Marble	1,537,657.45
	Installation work	0	Installation work	0

International sales				
2025				
2024				
Country	Product	The value in Saudi Riyals	Product	The value in Saudi Riyals
UAE	Natural Marble	0	Natural Marble	174,820
	Installation work	0	Installation work	0

Statement of Regular Payments Registered on the Company

Statement	2025	2024	Description
Paid Zakat and income tax	1,441,334	1,895,862	Amount paid during the period in accordance with the provisions and rules of Zakat obligation.
Outstanding Zakat and income tax	1,570,237	1,441,334	Amount incurred during the period in accordance with the provisions and rules of Zakat obligation.
Paid social insurance	421,714	477,885	Amount paid during the period in accordance with the provisions of the Labor Law in the Kingdom of Saudi Arabia.
Outstanding social insurance	-	-	There are no amounts outstanding.
Government fees (namely: the Labor Office and visas)	461,340	311,244	The amounts paid represent government fees.
Paid value-added tax	4,555,049	3,754,183.61	Amount paid during the period in accordance with the provisions and rules of Value Added Tax (VAT)
Outstanding value-added tax	676,392.47	423,095	Amount incurred during the period in accordance with the provisions and rules of Value Added Tax (VAT)

Statement of any investments and reserves established for the benefit of the company's employees.

The company confirms that there is no statement of the value of any investments or reserves established for the benefit of the company's employees.

Information regarding any loans to the company.

The company and its subsidiary have no outstanding loans, whether short-term or long-term, payable on demand or in any other form. The company also confirms that no loan repayments were made during the fiscal year 2025, as there were no financial obligations to any lenders during that year.

Any penalty, sanction, precautionary measure or precautionary restriction imposed on the company by the Authority or by any supervisory, regulatory or judicial body, with a statement of the reasons for the violation, the entity that signed it, and ways to treat it and avoid its occurrence in the future.

The company confirms that there are no penalties, sanctions, precautionary measures, or restrictions imposed on it by the Authority or by any supervisory, regulatory, or judicial body.

Details about the treasury shares held by the company and details about the uses of these shares.

The company acknowledges that it has no treasury shares held.

Details of the shares and debt instruments issued by the subsidiary.

The company confirms that there are no shares or debt instruments issued to the subsidiary.

A description of any interest in the voting share class belonging to persons (other than members of the company's board of directors, senior executives and their relatives) who have notified the company of such rights pursuant to Article 85 of the Rules on Offering Securities and Continuing Obligations, and any change in such rights during the last financial year.

The company confirms that there is no description of any interest in the voting share class belonging to persons (other than members of the company's board of directors, senior executives, and their relatives) who have notified the company of such rights pursuant to Article 85 of the Rules on Offering Securities and Continuing Obligations, and any change to those rights during the last financial year.

A description of any interest, contractual securities, and subscription rights held by members of the company's board of directors, senior executives, and their relatives in the company's shares or debt instruments or those of any of its subsidiaries, and any change in such interest or rights during 2025

The company confirms that there is no description of any interest, contractual securities, or subscription rights belonging to the company's board members, senior executives, and their relatives in the company's shares or debt instruments or any of its subsidiaries, and any change in that interest or those rights during the last financial year.

Shareholders' Equity:

A statement of the dates of the general shareholders' meetings held during the year 2025, along with the names of the present members of the board of directors at these meetings.

Member Name	Ordinary General Assembly 2025/01/29	Extraordinary General Assembly 2025/06/02	Extraordinary General Assembly 2025/10/06	Extraordinary General Assembly 2025/12/02
Ahmed Abdullah Abdulrahman AlKharashi (Chairman)	✓	✓	✓	✓
Mohammed Abdulrahman Rashed AlRomaizan (Vice Chairman)	✓	✓	✓	✓
Nawaf Mohammed Abdullah AlKharashi (Member)	✓	✓	✓	✓
Fahad Abdulmohsen Abdullah AlMulhim (Member)	✓	✓	✓	✓
Abdullah Fahad AbdulAziz AlFaris (Member)	✓	✓	✓	✓
Abdullah Abdulkareem Abdullah AlMunif (Member)	✓	✓	✓	✓

The number of the company's requests to the shareholders' register and the dates of those requests and their reasons.

Date	Request justification
29/01/2025	General Assembly
05/05/2025	Corporate Procedure
27/05/2025	Corporate Procedure
02/06/2025	General Assembly
28/09/2025	Corporate Procedure
06/10/2025	General Assembly
02/12/2025	General Assembly
09/12/2025	Dividend

Investor relations activities:

Marble Design, through its Investor Relations, maintains continuous communication channels with shareholders and investors throughout the year. This department serves as a bridge between investors and both the Board of Directors and the executive management of the company. The Board of Directors regularly receives feedback, suggestions, and observations from shareholders regarding the company and its performance, enhancing engagement with stakeholders and ensuring their active participation.

Communication Channels with Shareholders:

In Marble Design, we emphasize the importance of continuous communication and full transparency with all shareholders. We are committed to disclosing information clearly through the company's page on the Saudi Stock Exchange (Tadawul) website regularly. We encourage all shareholders to actively participate in the general assembly meetings, and we value their contributions by welcoming their suggestions and feedback. Contact us directly through IR@md.sa

The procedures taken by the Board of Directors to inform its members, especially non-executive ones, about shareholders' proposals and comments regarding the company and its performance.

The company confirms that the Board has not received any comments from shareholders regarding the company and its performance.

We are committed to keeping Board members informed of shareholders' suggestions and comments regarding the company and its performance through the following procedures:

- 1- Presenting shareholders' suggestions and comments to Board members at the next Board meeting or through any other effective communication channel, on an ongoing basis.
- 2- Board members attending shareholders' general meetings, where shareholders present their suggestions and opinions to the Board, which then responds to them during the meeting. In addition, the Chairman of the Board discusses certain topics and suggestions related to shareholders and the company's performance.

Dividend Distribution: The company's annual net profits are distributed as follows:

The company adopts a dividend distribution policy that balances the interests of shareholders with the sustainability of the company's growth, and is consistent with the company's articles of association, the Companies Law and the executive regulations for listed joint-stock companies, and the Corporate Governance Regulations, according to the following details:

1- Entitlement to profits:

- A shareholder is entitled to their share of the profits in accordance with the resolution issued by the General Assembly in this regard or the resolution of the Board of Directors authorizing the distribution of interim profits. The resolution specifies the entitlement date and the distribution date. Entitlement to profits is for shareholders registered in the shareholders' register at the end of the specified entitlement date. The Board of Directors must implement the General Assembly's resolution regarding the distribution of profits to shareholders.

- The Board of Directors must implement the General Assembly's resolution regarding the distribution of profits to registered shareholders within a period not exceeding (15) days from the entitlement date of these profits as specified in the General Assembly's resolution or the Board of Directors' resolution authorizing the distribution of interim profits, as applicable.

2- Dividends distribution:

The company's annual net profit, after deducting all general expenses and other costs, is distributed as follows:

Any reserves established by the company are deducted. The percentage of net profit to be distributed to shareholders is determined by the General Assembly upon the recommendation of the Board of Directors.

3- Precautionary measures:

The General Assembly, when determining the distribution of net profits to shareholders, may decide to establish other reserves to the extent that serves the company's interests or ensures the distribution of consistent profits to shareholders as much as possible. The Assembly may also allocate amounts from net profits for social purposes for the company's employees. Furthermore, upon the Board's proposal, the General Assembly may set aside a percentage of net profits to establish a contractual reserve and allocate it for a specific purpose or purposes.

4- Interim dividend distribution:

The company may distribute interim dividends to shareholders on a semi-annual and quarterly basis, provided the following conditions are met:

- 1- The General Assembly authorizes the Board of Directors to distribute interim dividends by virtue of a resolution issued annually.
- 2- The company has reasonable liquidity and can reasonably predict its profit levels.
- 3- The company has sufficient distributable profits, according to its latest financial statements, to cover the proposed dividends.

5- Disclosures:

The Board of Directors must include in its annual report to the company's General Assembly the percentage of profits distributed to shareholders during the various periods of the fiscal year, in addition to the percentage of profits proposed for distribution at the end of the fiscal year and the total of these profits.

The company is obligated, upon deciding to distribute interim profits, to disclose and announce this immediately and to provide the Authority with a copy as soon as it is issued.

The percentage of profits distributed to shareholders during the various periods of the fiscal year, in addition to the percentage of profits proposed for distribution at the end of the fiscal year, and the total of these profits.

The company confirms that no dividends will be distributed to shareholders during the various periods of the 2025 fiscal year, and there is no recommendation from the Board of Directors to distribute cash dividends for the end of the 2025 fiscal year.

Board of Directors

ماربل ديزاين MARBLE DESIGN

Board Composition and Classification of Members are as follows:

Member Name	Position	Membership classification	Independence	Date of Appointment
Ahmed Abdullah Abdulrahman AlKharashi	Chairman	Non-executive	Non-independent	06/2/2025 (07/08/1446 H)
Mohammed Abdulrahman Rashed AlRomaizan	Vice Chairman	Non-executive	Independent	06/02/2025 (07/08/1446 H)
Nawaf Mohammed Abdullah AlKharashi	Board Member	Executive	Non-independent	06/02/2025 (07/08/1446 H)
Fahad Abdulmohsen Abdullah AlMulhim	Board Member	Non-executive	Independent	06/02/2025 (07/08/1446 H)
Abdullah Fahad AbdulAziz AlFaris	Board Member	Non-executive	Independent	06/02/2025 (07/08/1446 H)
Abdullah Abdulkareem Abdullah Almunif	Board Member	Non-executive	Independent	06/02/2025 (07/08/1446 H)

The company is managed by a Board of Directors consisting of six (6) members elected by the Ordinary General Assembly of Shareholders for a term not exceeding four years. The previous Board term ended on February 5, 2025 (the "Previous Term"), and the new Board term began on February 6, 2025, and will end on February 5, 2029 (the "Current Term"). It should be noted that the Board of Directors in the current term retained the same members as the previous term, with the exception of Mr. Abdullah Abdulkarim Al-Munif, who joined the Board at the beginning of the current term. Their biographies are provided below:

Biographies of the Board of Directors Members:

Ahmed Abdullah Abdulrahman AlKharashi

Nationality	Saudi
Position	Chairman of the Board of Directors
Educational Qualifications	Obtained a Bachelor's degree from King Saud University in Saudi Arabia in French Language in 2001.
Current Jobs:	<ul style="list-style-type: none"> • Currently Working as the Chairman of the Board of Marble Design Factory Company (a joint-stock company operating in the marble industry) since 2022 until the present. • Currently Working as the General Manager at Al Maskan Road for Real Estate Development Company (a limited liability company operating in the general construction and retail sale of marble) since 2019 until the present.
Previous jobs & work experience:	<ul style="list-style-type: none"> • Previously held the position of General Manager at Marble Design Factory Company (a closed joint-stock company operating in the marble industry) from 2007 until 2021. • Previously held the position of General Manager at Marble Design Establishment (a sole proprietorship operating in construction, building, and natural stone trading) in the year 2007. • Previously served as General Manager at Ahmed Al-Kharashi Trading Establishment (a sole proprietorship operating in the field of natural stone trading) from 2001 to 2007.



Mohammed Abdulrahman Rashed AlRomaizan


Nationality	Saudi
Position	Vice Chairman of the Board of Directors
Educational Qualifications	<ul style="list-style-type: none"> • Holds a master's degree in financial economics from Boston University, USA, in 2008. • Earned a bachelor's degree in economics from King Saud University, Saudi Arabia, in 2001. • Also holds the following professional certifications: <ul style="list-style-type: none"> • Certified Specialist in Operational Risk Management from IABFM. • Executive Leadership Certification from IMD. • General Securities Qualification (CME 1). • Compliance, Anti-Money Laundering, and Counter-Terrorism Financing Certification (CME 2). • Additionally, he has participated in various executive leadership programs, effective board governance programs, and financial and risk management training.
Current Jobs:	<ul style="list-style-type: none"> • Currently serving as Vice Chairman of the Board of Directors at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to the present. • He currently holds the position of Chairman of the Nominations and Rewards Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 until now. • Member of the Compliance and Governance Committee at Albilad Capital. • Currently holding the position of Chief Administrative Officer and Chief Governance Officer at the Tourism Development Fund (a government development fund focused on financing the tourism sector) from 2020 to the present.
Previous jobs & work experience:	<ul style="list-style-type: none"> • Served as Chairman of the Board at Edraj Financial Company (formerly Creative Financial), a closed joint-stock company specializing in investment management, advisory, and arrangement services, from 2022 to 2023. • Member of the Primary Committee for Licensed Persons in the Capital Market from 2018 to 2020. • Chairman of the Board at Edraj Capital from 2022 to 2023. • Held the position of Head of Compliance and Risk at Aljazira Capital (a closed joint-stock company providing financial services) from 2014 to 2020. • Worked as an Inspection and Monitoring Officer at the Capital Market Authority (a government entity responsible for regulating and overseeing the financial sector) from 2009 to 2014. • Held the position of Treasury and Client Relations Officer at Riyadh Bank (a publicly traded company in the banking sector) from 2002 to 2009.



Nawaf Mohammed Abdullah AlKharashi

Nationality	Saudi	
Position	Managing Director and Chief Executive Officer	
Educational Qualifications	<ul style="list-style-type: none"> • He holds an Executive Master of Business Administration (EMBA) – Strategy Track from Prince Mohammed Bin Salman College of Management and Entrepreneurship • The certificate of readiness in business from Harvard Business School in 2024. • Saudi Board in Emergency Medicine from the National Guard Health Affairs Hospital in Riyadh in 2022. • Professional Disclosure Exam Certificate - Saudi Financial Market (Tadawul) in 2022. • Bachelor's degree in Medicine and General Surgery from King Saud bin Abdulaziz University for Health Sciences in Saudi Arabia in 2017. 	
Current Jobs:	<ul style="list-style-type: none"> • He currently holds the position of Managing Director and CEO of Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 until now. • Currently working as a Board Member of Marble Design Factory (a joint-stock company operating in the marble industry) since 2022. 	
Previous jobs & work experience:	<ul style="list-style-type: none"> • He served as CEO of Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to 2025. • Previously held the position of Deputy General Manager at Marble Design Factory Company (a closed joint-stock company operating in the marble industry) from 2019 to 2022. • Worked as Chief Resident for academic lectures at the National Guard Hospital (a government hospital affiliated with the Ministry of the National Guard and working in the field of health affairs) from 2018 until 2019. • Worked as a Medical Intern at the National Guard Hospital (a government hospital under the Ministry of National Guard specializing in healthcare) from 2017 to 2018. 	

Fahad Abdulmohsen Abdullah AlMulhim

Nationality	Saudi	
Position	Board member, Audit Committee member, and Nominations and Remuneration Committee member	
Educational Qualifications	<ul style="list-style-type: none"> • Holds a Master's degree in Business Administration from Al Faisal University in Saudi Arabia in 2013. • Holds a Bachelor's degree in French Language from King Saud University in Saudi Arabia in 2001. 	
Current Jobs:	<ul style="list-style-type: none"> • He currently holds the position of Member of the Nominations and Remuneration Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 until now. • Currently serves as an Executive Member of the National Transport Committee from 2024 to present. • He currently holds the position of Member of the Nominations and Remuneration Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 until now. • Currently holds the position of Board Member at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to present. • Currently a Member of the Audit Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to present. 	
Previous jobs & work experience:	<ul style="list-style-type: none"> • Previously served as Vice President of Sales at Flynas (a closed joint-stock company operating in the aviation sector) from 2019 to 2023. • Held the position of Executive Director of Sales at Saudi Airlines Catering Company (a publicly traded company specializing in catering and hospitality services) from 2017 to 2018. • Held various managerial and supervisory positions at Saudi Airlines Catering Company (a publicly traded company specializing in catering and hospitality services) from 2005 to . • Held several administrative positions at Saudi Airlines Catering Company from 1994 to 2004. 	

Abdullah Fahad AbdulAziz AlFaris


Nationality

Saudi

Position

Board Member and Audit Committee Member

Educational Qualifications

- Holds a Master's degree in Business Administration from Prince Sultan University in Saudi Arabia, obtained in 2016.
- Holds a Bachelor's degree in Electrical Engineering (Communications) from King Saud University in Saudi Arabia, earned in 2005.
- Holds a professional certification in Strategic Management from the Strategic Planning Association (ASP) in the United States, obtained in 2022.

Current Jobs:

- He currently serves as Undersecretary for Strategy and Development at the Ministry of Industry and Mineral Resources (a government ministry overseeing the industrial and mining sectors) from 2022 to the present.
 - He also serves as a member of the Board of Directors of Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to the present.
- He serves as a member of the Audit Committee of Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to the present.
- He currently serves as a board member of Flynas (a publicly listed airline) from 2024 to the present.
- He currently serves as Chairman of the Nominations and Remuneration Committee at Flynas (a publicly listed airline) from 2024 to the present.
 - He currently serves as Chairman of the Board of Directors of Mobile Telecommunications Company Saudi Arabia (Zain Saudi Arabia) (a publicly listed telecommunications and information technology company) from 2025 to the present.

Previous jobs & work experience:

- He served as a board member of Mobile Telecommunications Company Saudi Arabia (Zain Saudi Arabia) (a publicly listed telecommunications and information technology company) from 2022 to 2025.
- He served as Chief Strategy Officer at the National Real Estate Registration Services Company (a closed joint-stock company operating in the real estate sector) from 2021 to 2022.
- He served as Head of the Vision Realization Office at the Ministry of Municipal and Rural Affairs and Housing (a government entity working to achieve the goals of the Vision) from 2019 to 2021. He served as Deputy Governor for the Strategic Management Office at the General Authority for Small and Medium Enterprises (a government agency working to support small and medium enterprises) from 2016 to 2019.

Abdullah Abdulkareem Abdullah AlMunif

Nationality

Saudi

Position

Board Member and Member of the Nominations and Remuneration Committee

Educational Qualifications

- Graduated from 1995 with a commercial secondary school diploma
- An entrepreneur and serial investor with over 20 years of experience in leading and developing businesses in the food and beverage, retail, logistics, education, and technology sectors in Saudi Arabia and the Middle East and North Africa region.



Current Jobs:

- He currently serves as a Board Member of Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 to the present.
- He currently serves as Chairman of the Nominations and Remuneration Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 to the present.
- He currently serves as Chairman and CEO of Thabat Holding Company (comprising more than 10 companies in the retail, logistics, health and fitness, education, and real estate sectors) from 1998 to the present.
- He currently serves as Founder and Chairman of Anoush Trading Company (a leading chocolate brand) from 2003 to the present.
- He currently serves as Founder and Chairman of Aqtab International Trading Company from 2015 to the present.
- He currently serves as the Founder and Vice Chairman of Sidra Investment Company (a venture capital firm and early-stage startup studio) since 2019.
- He currently serves as the Chairman and Partner of Nine Round Fitness Company (a fitness and training club) since 2015.
- He currently serves as a Board Member and Partner of Bidayat Company (a leading co-training space for teachers) since 2013.
- He currently serves as the Founder and Partner of Arab Markets (a distributor of frozen products to the hospitality, restaurant, and café sectors) since 2008.
- He currently serves as an Angel Investor and Advisor to Jisr Human Resources Company (a human resources software platform) since 2016.
- He has been an angel investor and advisor to Salla (the largest e-commerce order fulfillment company) since 2017.
- He has been a founder and angel investor in the Ocal Angel Network since 2011.
- He has been a board member and chairman of the executive committee at the General Authority for Small and Medium Enterprises since 2016.
- He has been a board member of Cravia (owned by Fajr Capital) since 2021.
- He currently serves as a Board Member and Executive Committee Member of the National Aquaculture Group (the largest shrimp and fish farming company in Saudi Arabia) from 2020 to the present.

Previous jobs & work experience:

- He served as a Board Member and Investment Committee Member of Al Sadhan Group from 2020 to 2023.
- He was the Founder and Partner of Muna Markets Company from 2017 to 2022.

Board of Directors Meetings:

According to the company's articles of association, the board of directors meets four times a year or whenever necessary at the invitation of the chairman of the board to follow up on business and financial results and to supervise the executive management. The following is a statement of the number of meetings of the board of directors of Marble Design Company held during the year 2025 AD and the names of the board members present:

Member Name	٢٠٢٥/١٢/٠٢م	٢٠٢٥/٠٩/٢٩م	٢٠٢٥/٠٩/٢٨م	٢٠٢٥/٠٩/٠٧م	٢٠٢٥/٠٧/٢٦م	٢٠٢٥/٠٤/١٧م	٢٠٢٥/٠٣/٢٦م	٢٠٢٥/٠٣/١٣م	٢٠٢٥/٠٢/٠٦م	٢٠٢٥/٠١/٠٤م
Ahmed Abdullah Abdulrahman AlKharashi (Chairman)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mohammed Abdulrahman Rashed AlRomaizan (Vice Chairman)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Nawaf Mohammed Abdullah AlKharashi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Fahad Abdulmohsen Abdullah AlMulhim	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Abdullah Fahad AbdulAziz AlFaris	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Abdullah Abdulkareem Abdullah AlMunif	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

*No absences, and the legal quorum is complete.

Board of Directors Declarations

- The company confirms that its accounting records have been properly prepared.
- The company confirms that its internal control system is soundly designed and effectively implemented.
- The company confirms that there is no doubt whatsoever about its ability to continue operating.

Other Declarations:

- The data published by the company, whether directly or indirectly, is accurate and correct regarding material facts or opinions and is not intended to influence the share price.
- The company confirms that there are no deviations from the accounting standards adopted by the Saudi Organization for Certified Public Accountants.
- The company confirms that there are no material differences in operating results compared to the previous year or any forecasts announced by the company.
- The company confirms that there is no description of any convertible or subscription rights under convertible debt instruments, contractual securities, subscription notes, or similar rights issued or granted by the company.
- The company confirms that there is no description of the classes or numbers of any convertible debt instruments, contractual securities, subscription notes, or similar rights issued or granted by the company during the fiscal year.
- The company confirms that there has been no redemption, purchase, or cancellation by the company of any redeemable debt instruments, and the value of the remaining securities, with a distinction made between listed securities purchased by the company and those purchased by its subsidiaries.
- The company confirms that there are no recommendations from the Audit Committee that conflict with the Board of Directors' decisions and/or recommendations that the Board has rejected regarding the appointment, dismissal, and remuneration of the company's auditor, performance evaluation, or the appointment of the internal auditor. Furthermore, none of the Committee's decisions have been rejected.
- The company confirms that the Board of Directors has not recommended changing the auditor before the end of their appointed term.
- The company confirms that there is no statement of any arrangement or agreement whereby any of the company's shareholders have waived any rights to profits.
- The company acknowledges that the Chairman of the Board has waived his attendance allowance for ten meetings, and the Board members have waived their attendance allowance for six meetings.
- The company confirms that the auditor's report does not contain any reservations regarding the annual financial statements for the year ending December 31, 2025.
- The company confirms that there are no social contributions made by the company during the year 2025.
- The Board of Directors confirms that the company proposes dividend distributions based on the company's annual or interim financial results, provided that the company has reasonable liquidity and distributable profits.

The names of companies inside or outside the Kingdom of Saudi Arabia in which a member of the company's board of directors working as a member of its board of directors or as one of its directors:

Member Name	Membership of the Boards of Directors Inside the Kingdom of Saudi Arabia	Membership of the Boards of Directors Outside the Kingdom of Saudi Arabia
Mohammed Abdulrahman Rashed AlRomaizan	<ul style="list-style-type: none"> • Worked as the Chairman of the Board of Directors at Edraj Financial (formerly Creatives Financial) - a closed joint-stock company operating in the field of financial management, arrangement, and consultancy from 2022 to 2023. • He is currently serving as a member of the Board of Directors of Al-Bilad Financial Company (a closed joint-stock company) from 2020 until now. 	• None
Abdullah Fahad AbdulAziz AlFaris	<ul style="list-style-type: none"> • He currently serves as Chairman of the Board of Directors of Saudi Mobile Telecommunications Company (Zain Saudi Arabia) (a listed joint-stock company operating in the field of communications and information technology) from 2025 until now. • He currently holds the position of Board Member and Chairman of the Nominations and Remuneration Committee for Flynas from 2024. 	• None
Fahad Abdulmohsen Abdullah AlMulhim	<ul style="list-style-type: none"> • He is an executive member of the National Transport Committee in the Saudi Chambers Federation since 2024 and continues in this role to date 	• None
Abdullah Abdulkareem Abdullah AlMunif	<ul style="list-style-type: none"> • Chairman of the Board and CEO of Thabat Holding Company since 1998 until now • Founder and Chairman of the Board of Directors of Anoush Trading Company since 2003 until now. • Founder and Chairman of the Board of Directors of Aqtab International Trading Company since 2015 until now • Founder and Vice Chairman of the Board of Directors of Sidra Investment Company since 2019 until now • Board member and partner of Bidayat Company since 2013 until now • Chairman of the Board and Partner of Nine Round Fitness Company since 2015 until now • Board Member and Chairman of the Executive Committee of the General Authority for Small and Medium Enterprises since 2016 until now • Board member of Cravia since 2021 until now • Board member and Executive Committee member of the National Aquaculture Group since 2020 until now 	• None
Ahmad Abdullah Abdulrahman AlKharashi	• None	• None
Nawaf Mohammed Abdullah AlKharashi	• None	• None

Executive Management

Nawaf Mohammed Abdullah AlKharashi



Nationality	Saudi
Position	Managing Director and Chief Executive Officer
Educational Qualifications	<ul style="list-style-type: none"> • He holds an Executive Master of Business Administration (EMBA) – Strategy Track from Prince Mohammed Bin Salman College of Management and Entrepreneurship • The certificate of readiness in business from Harvard Business School in 2024. • Saudi Board in Emergency Medicine from the National Guard Health Affairs Hospital in Riyadh in 2022. • Professional Disclosure Exam Certificate - Saudi Financial Market (Tadawul) in 2022. • Bachelor's degree in Medicine and General Surgery from King Saud bin Abdulaziz University for Health Sciences in Saudi Arabia in 2017.
Current Jobs:	<ul style="list-style-type: none"> • He currently holds the position of Managing Director and CEO of Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 until now. • Currently working as a Board Member of Marble Design Factory (a joint-stock company operating in the marble industry) since 2022.
Previous jobs & work experience:	<ul style="list-style-type: none"> • He served as CEO of Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to 2025. • Previously held the position of Deputy General Manager at Marble Design Factory Company (a closed joint-stock company operating in the marble industry) from 2019 to 2022. • Worked as Chief Resident for academic lectures at the National Guard Hospital (a government hospital affiliated with the Ministry of the National Guard and working in the field of health affairs) from 2018 until 2019. • Worked as a Medical Intern at the National Guard Hospital (a government hospital under the Ministry of National Guard specializing in healthcare) from 2017 to 2018.


Haifa Mohammed Abdulrahman AlKharashi

Nationality	Saudi
Position	The Secretary of the Board of Directors and Chief Financial Officer
Educational Qualifications	<ul style="list-style-type: none"> • Certified Professional Disclosure Examination - Saudi Financial Market (Tadawul) in 2022. • Certified Value Added Tax (VAT) Specialist from the Saudi Organization for Certified Public Accountants in 2020. • Member of the Saudi Organization for Certified Public Accountants in the Kingdom of Saudi Arabia since 2014. • Bachelor's degree in Accounting from King Saud University in the Kingdom of Saudi Arabia in 2011.
Current Jobs:	<ul style="list-style-type: none"> • Currently working as chief financial officer at Marble Design Factory Company (a joint-stock company operating in the marble industry) since 2022.
Previous jobs & work experience:	<ul style="list-style-type: none"> • Previously held the position of Deputy Financial Manager at Marble Design Factory Company (a closed joint-stock company operating in the natural stone industry) from 2021 to 2022. • Previously worked as an Accountant at Sira Company (a public joint-stock company operating in the travel and tourism sector) from 2011 to 2020.

Hajer Abdullah AlAzzam

Nationality	Saudi
Position	Operation Department Manager
Educational Qualifications	<ul style="list-style-type: none"> Graduated with a Bachelor's degree in Interior Design from Princess Nourah bint Abdulrahman University in Saudi Arabia in 2018.
Current Jobs:	<ul style="list-style-type: none"> Currently working as the Operation Department Manager at Marble Design Factory Company (a joint-stock company operating in the marble industry) since 2024 until now.
Previous jobs & work experience:	<p>Previously held the position of the Project Department Manager at Marble Design Factory Company (a joint-stock company operating in the marble industry) since 2021 to 2023.</p> <ul style="list-style-type: none"> Previously held the position of Head of Engineering Department at Marble Design Factory Company (a closed joint-stock company operating in the natural stone industry) from 2019 to 2021. Previously worked as an Interior Designer at Marble Design Factory Company (a closed joint-stock company operating in the natural stone industry) from 2018 to 2019.


Rabih Nabil Sulaiman

Nationality	Lebanese	
Position	Projects Department Manager	
Educational Qualifications	<ul style="list-style-type: none"> Holds a Value Added Tax (VAT) Specialist Certificate from Abu Ghazaleh Institute for Training in 2017. Holds a Certified Management Accountant (CMA) designation from the Institute of Management Accountants (IMA) in the United States in 2012. Holds a Bachelor's degree in Accounting from the Arab University of Beirut in Lebanon in 2003. 	
Current Jobs:	<ul style="list-style-type: none"> Currently working as the Projects Department Manager at Marble Design Factory Company (a joint-stock company operating in the marble industry) since 2024 until now. 	
Previous jobs & work experience:	<ul style="list-style-type: none"> Previously held the position of the Factory Manager at Marble Design Factory Company (a joint-stock company operating in the marble industry) since 2018 to 2023. Previously held the position of Deputy General Manager and Financial Director at Marble Design Factory Company (a closed joint-stock company operating in the natural stone industry) from 2013 to 2018. Previously worked as the Financial Director at Marble Design Factory Company (a closed joint-stock company operating in the natural stone industry) from 2011 to 2013. Worked as an Accountant at Marble Design Factory Company (a closed joint-stock company operating in the natural stone industry) from 2007 to 2011. Worked as an Accountant at Stones and Wright (a Lebanese company operating in the natural stone industry) from 2005 to 2007. Worked as an Accountant at Ultra Industry and Trade (a Lebanese company operating in the manufacturing industry) from 2003 to 2004. 	

Rahaf Khaled Abdullah AlMousa

Nationality	Saudi
Position	Manager of Internal Audit, Secretary of the Internal Audit Committee, and Secretary of the Nominations and Remuneration Committee
Educational Qualifications	<ul style="list-style-type: none"> • Passed the Professional Examination Certificate in Disclosure – Saudi Stock Exchange (Tadawul) in 2023. • Passed the Professional Examination Certificate in Insurance Fundamentals – Saudi Central Bank in 2020. • Holds a Bachelor's degree in Insurance and Risk Management from Imam Muhammad ibn Saud Islamic University in Saudi Arabia, awarded in 2019.
Current Jobs:	<ul style="list-style-type: none"> • She currently holds the position of Internal Audit Manager at Marble Design Factory Company (a closed joint-stock company operating in the marble industry) from 2025 until now. • She currently holds the position of secretary of the Nominations and Remuneration Committee at Marble Design Factory Company (a closed joint-stock company operating in the marble industry) from 2025 until now. • She currently holds the position of secretary of the Internal Audit Committee at Marble Design Factory Company (a closed joint-stock company operating in the marble industry) from 2024 until now.
Previous jobs & work experience:	<ul style="list-style-type: none"> • I held the position of Senior Internal Auditor at Marble Design Factory Company (a closed joint-stock company operating in the marble industry) from 2024 to 2025. • I held the position of Internal Auditor at Marble Design Factory Company (a closed joint-stock company operating in the marble industry) from 2022 to 2024.

Leo Ylanan

Nationality	Filipino	
Position	Factory Department Manager	
Educational Qualifications	<ul style="list-style-type: none"> • Holds a Diploma in Mechanical Technology from Center for Industrial Technology and Enterprise in 2006 • Holds a Certificate in Dual Training System in Production Line from Makoto Metal Technology in 2006 • Holds a Certificate in Autodesk Revit Architecture, MEP & Structure from MicroCAD Cebu in 2016 • Holds a Certificate in Internal Auditor (ISO 9001:2015) in 2023 	
Current Jobs:	<ul style="list-style-type: none"> • Currently working as a Factory Manager at Marble Design Factory Company (a joint-stock company operating in the marble industry) since 2024 	
Previous jobs & work experience:	<ul style="list-style-type: none"> • Previously held the position as a Deputy Factory Manager at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2020 - 2023 • Worked as a Manager in Technical Department at Marble Design Factory Company (a closed-stock company operating in the marble industry) from 2017 - 2019 • Worked as a AutoCAD/Revit Technician at MGCJV (a construction company building an airport project) from 2016 - 2017 • Worked as a CAD/Inventor Technician as SOC (Sharjah Oxygen Company - A company operating in Gas Industry) from 2014 - 2015 • Worked as a Job Captain/MEP Coordinator in ECE (Eram Consulting Engineers-Cebu Office - A company making design and consultation for Construction Industry) from 2013-2014 • Worked as a CAD Technician (MEP) at ANELKSA Design and Build of MEP in Construction from 2011 - 2013 • Worked as a CAD Technician at KKS A&I Company making designs and consultations for Hotel Projects in Asia from 2008-2010 • Worked as a CAD Technician at Berben Wood Industries Incorporated (a furniture company) 	

Company Committees:

Introduction :

The company includes an audit committee, established in accordance with the corporate governance regulations issued by the Capital Market Authority Board, with the aim of supporting the Board of Directors; and defining the tasks and powers of this committee in accordance with internal regulations and regulatory controls, provided that the number of members is not less than three members, and the committee submits its recommendations to the Board of Directors.

Responsibilities of the Audit Committee

The Audit Committee's most prominent tasks include:

- Studying the accounting policies adopted by the company.
- Overseeing the company's internal audit department to ensure efficiency in performing the activities and tasks assigned by the Board of Directors.
- Reviewing the internal audit plan, procedures, and reports, and submitting recommendations to the Board of Directors regarding the appointment or termination of auditors and the determination of their fees, taking into account their independence when making recommendations.
- Monitoring the work of auditors and approving any activities outside the scope of their assigned audit duties during the audit process, and reviewing auditors' comments on the financial statements.
- The Audit Committee's bylaws detail the committee's work, powers, assigned tasks, term, and working methods.

The members of the Audit Committee:

The Audit Committee consists of three members who are not executive board members, whether from among the shareholders or others, appointed by virtue of the Ordinary General Assembly Resolution dated 07/08/1446 AH corresponding to 06/02/2025 AD.

Member Name	Position	Membership classification	Independence
Abdullah Ibrahim Sulaiman AlAnqari	Chairman	From outside the board of directors non-executive	Independent
Fahad Abdulmohsen Abdullah AIMulhim	Member	From the board of directors non-executive	Independent
Abdullah Fahad AbdulAziz AlFaris	Member	From the board of directors non-executive	Independent

Biographies of Members of the Audit Committee:

Abdullah Ibrahim Sulaiman AlAnqari



Nationality	Saudi
Position	Chairman of the Audit Committee
Educational Qualifications	<ul style="list-style-type: none"> • Holds a master's degree in business administration (MBA) from Al Yamamah University in 2024. • Earned a Diploma in International Leadership from the University of Washington, USA, in 2024. • Holds a bachelor's degree in financial management from Western Michigan University, USA, in 2014.
Current Jobs:	<ul style="list-style-type: none"> • He currently holds the position of Chairman of the Audit Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) since 2022. • He currently holds the position of Senior Director of the Interbank Transactions Department, Capital Markets Unit and Foreign Transactions Unit at the Saudi Digital Payments Company (a closed joint stock company operating in the field of digital payments) since 2023.
Previous jobs & work experience:	<ul style="list-style-type: none"> • He served as Director of the Foreign Currency Unit at the Saudi Digital Payments Company (a closed joint stock company working in the field of digital payments) from 2021 until 2023. • He served as chief foreign exchange trader at Bank Al Bilad (a public joint stock company operating in the banking field) from 2020 until 2021. • He held the position of foreign exchange trader at Bank Al Bilad (a public joint stock company operating in the banking field) from 2014 until 2020.

Fahad Abdulmohsen Abdullah AlMulhim



Nationality	Saudi
Position	Board member, Audit Committee member, and Nominations and Remuneration Committee member
Educational Qualifications	<ul style="list-style-type: none"> • Holds a Master's degree in Business Administration from Al Faisal University in Saudi Arabia in 2013. • Holds a Bachelor's degree in French Language from King Saud University in Saudi Arabia in 2001.
Current Jobs:	<ul style="list-style-type: none"> • He currently holds the position of Member of the Nominations and Remuneration Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 until now. • Currently serves as an Executive Member of the National Transport Committee from 2024 to present. • He currently holds the position of Member of the Nominations and Remuneration Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 until now. • Currently holds the position of Board Member at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to present. • Currently a Member of the Audit Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to present.
Previous jobs & work experience:	<ul style="list-style-type: none"> • Previously served as Vice President of Sales at Flynas (a closed joint-stock company operating in the aviation sector) from 2019 to 2023. • Held the position of Executive Director of Sales at Saudi Airlines Catering Company (a publicly traded company specializing in catering and hospitality services) from 2017 to 2018. • Held various managerial and supervisory positions at Saudi Airlines Catering Company (a publicly traded company specializing in catering and hospitality services) from 2005 to . • Held several administrative positions at Saudi Airlines Catering Company from 1994 to 2004.

Abdullah Fahad AbdulAziz AlFaris



Nationality Saudi

Position Board Member and Audit Committee Member

Educational Qualifications

- Holds a Master's degree in Business Administration from Prince Sultan University in Saudi Arabia, obtained in 2016.
- Holds a Bachelor's degree in Electrical Engineering (Communications) from King Saud University in Saudi Arabia, earned in 2005.
- Holds a professional certification in Strategic Management from the Strategic Planning Association (ASP) in the United States, obtained in 2022.

Current Jobs:

- He currently serves as Undersecretary for Strategy and Development at the Ministry of Industry and Mineral Resources (a government ministry overseeing the industrial and mining sectors) from 2022 to the present.
 - He also serves as a member of the Board of Directors of Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to the present.
- He serves as a member of the Audit Committee of Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to the present. He currently serves as a board member of Flynas (a publicly listed airline) from 2024 to the present.
- He currently serves as Chairman of the Nominations and Remuneration Committee at Flynas (a publicly listed airline) from 2024 to the present.
 - He currently serves as Chairman of the Board of Directors of Mobile Telecommunications Company Saudi Arabia (Zain Saudi Arabia) (a publicly listed telecommunications and information technology company) from 2025 to the present.

Previous jobs & work experience:

- He served as a board member of Mobile Telecommunications Company Saudi Arabia (Zain Saudi Arabia) (a publicly listed telecommunications and information technology company) from 2022 to 2025.
- He served as Chief Strategy Officer at the National Real Estate Registration Services Company (a closed joint-stock company operating in the real estate sector) from 2021 to 2022.
- He served as Head of the Vision Realization Office at the Ministry of Municipal and Rural Affairs and Housing (a government entity working to achieve the goals of the Vision) from 2019 to 2021. He served as Deputy Governor for the Strategic Management Office at the General Authority for Small and Medium Enterprises (a government agency working to support small and medium enterprises) from 2016 to 2019.

Schedule of Audit Committee Meetings During 2025:

Member Name	09/03/2025 AD 09/09/1446 H	26/07/2025 AD 01/02/1447 H	27/09/2025 AD 05/04/1447 H	31/12/2025 AD 11/07/1447 H
Abdullah Ibrahim Sulaiman AlAnqari (Chairman)	✓	✓	✓	✓
Fahad Abdulmohsen Abdullah AlMulhim (Member)	✓	✓	✓	✓
Abdullah Fahad AbdulAziz AlFaris (Member)	✓	✓	✓	✓

Results of the annual review of the effectiveness of the company's internal control procedures, in addition to the opinion of the Audit Committee examines the adequacy of the company's internal control system

The company is committed to implementing an effective internal control system that supports the achievement of its strategic and operational objectives and enhances the integrity of financial reporting and compliance with relevant regulations and instructions. This system is based on several key pillars, most notably the policies and regulations approved by the Board of Directors, financial and administrative authority charts, the organizational structure, accounting and control systems, performance measurement mechanisms, approved budgets, a code of ethics, a delegation of authority system, the application of the principle of separation of duties, and compliance programs.

Below we present a summary of the work that the Audit Committee followed up during the year 2025

First : Summary of the tasks monitored by the Audit Committee:

1. Approving and monitoring the implementation of the internal audit plan for the fiscal year ending December 31, 2025.
2. Monitoring and overseeing the implementation of ISO 9001:2015 certification.
3. Monitoring and overseeing the implementation of SIRI (Smart Industries Readiness Index).
4. Obtaining a report confirming the absence of any pending lawsuits by or against the company.
5. Evaluating the performance and strength of the financial system during the year 2025.
6. Reviewing internal audit reports and monitoring the implementation of key recommendations contained therein.
7. Reviewing the effectiveness of the process for identifying, assessing, and reporting on significant risks to the company's operations, as well as the company's risk management practices, and submitting appropriate recommendations to the Board of Directors.
8. Reviewing the actuary's report and submitting recommendations regarding it.
9. Reviewing the preliminary and annual financial statements for the fiscal year 2025 and submitting a recommendation for their approval by the Board of Directors.
10. Reviewing and approving the external auditor's report for the fiscal year ending 2025.
11. Review the IT Audit report submitted by the auditor and submit the necessary recommendations to the company's management to improve the control environment.
12. Review and study the proposals submitted by audit firms. Three firms have been shortlisted for selection: Al-Zouman, Al-Fahad & Al-Hajjaj, Baker Tilly, and PKF Al-Bassam, to conduct the audit of the quarterly financial statements for the second and third quarters of 2026 and the first quarter of 2027, as well as the annual financial statements for the fiscal year 2026.
13. Review significant accounting policies and practices, including their consistency annually.
14. In addition to the responsibilities mentioned above, the Audit Committee undertakes any other tasks assigned to it by the Board of Directors and submits a periodic report to the Board on the Committee's audits and recommendations.

Second: **Internal and financial control and risk management system:**

1. Control procedures and their effectiveness are of paramount importance and play a pivotal role in achieving the company's objectives. The company's management is responsible for establishing a comprehensive and effective internal control system.
2. The internal control system is based on the company management's vision and assessment of the need to develop a control system that is commensurate with the relative importance of financial and other risks inherent in the company's activities, and that provides a reasonable balance of cost and benefit for implementing limited control measures.
3. The internal control system is designed to manage, not prevent, the risk of failure to achieve objectives. Therefore, the internal control system is designed to provide reasonable assurance that material misstatements and related losses will be avoided.
4. The audit committee periodically reviews reports prepared by internal and external auditors. These reports include an assessment of the efficiency and effectiveness of internal controls.

Third: **Audit Committee opinion:**

Based on the periodic reports reviewed by the Audit Committee during the fiscal year 2025, the Committee believes that the company's internal control system operates with reasonable efficiency and achieves an appropriate level of effectiveness in financial, operational, and oversight aspects. During the audit period, the Committee did not identify any material deficiencies or significant weaknesses that could negatively impact the accuracy and integrity of the company's financial statements. The Committee is committed to monitoring the implementation of recommendations issued by the internal control departments and ensuring that the executive management addresses them, thereby supporting the development and enhancement of the control system. Based on the statements and reports submitted by the executive management and the auditors, the Committee did not observe any material issues that could affect the reliability of the financial statements for the year 2025.

Internal Audit of the Company:

The company has an internal audit unit that performs oversight and supervisory tasks on internal operations.

Company Committees:

Introduction :

The company includes a Nominations and Remuneration Committee, established in accordance with the Corporate Governance Regulations issued by the Capital Market Authority Board, with the aim of supporting the Board of Directors. The tasks and powers of this committee are defined in accordance with internal regulations and regulatory controls, provided that the number of members is not less than three members, and the committee submits its recommendations to the Board of Directors.

The tasks of the Nominations and Remuneration Committee:

- Develop a clear policy for the remuneration of board members, board committee members, and executive management, and submit it to the board for consideration prior to its approval by the general assembly. This policy must adhere to performance-related criteria, be disclosed, and its implementation verified.
- Clarify the relationship between awarded remuneration and the applicable remuneration policy, and identify any significant deviations from this policy.
- Conduct periodic reviews of the remuneration policy and evaluate its effectiveness in achieving its intended objectives.
- Recommend to the board of directors the remuneration of board members, board committee members, and senior company executives in accordance with the approved policy.
- Propose clear policies and criteria for membership on the board of directors and executive management.
- Recommend to the board of directors the nomination and renomination of board members in accordance with the approved policies and criteria.
- Develop a description of the skills and qualifications required for board membership and executive management positions.
- Conduct an annual review of the skills and experience required for board membership and executive management positions.
- Review the structure of the board of directors and executive management and submit recommendations regarding any necessary changes. - Annually verify the independence of independent members and ensure there are no conflicts of interest if a member serves on the board of another company.
- Develop job descriptions for executive members, non-executive members, independent members, and senior executives.

Where applicable, the means used by the Board of Directors to evaluate its performance and the performance of its committees and members, the external party that carried out the evaluation and its relationship to the company, if any.

The Board of Directors does not utilize external parties and adopts a performance evaluation mechanism based on a model developed by the Board upon the recommendation of the Nominations Committee. Rewards are determined through performance indicators that are appropriate to the nature of the company's activities.

Members of the Nominations and Remuneration Committee:

The Nominations and Remuneration Committee consists of three members who are not executive members of the Board of Directors, whether shareholders or others, appointed by virtue of the Ordinary General Assembly resolution dated 07/08/1446 AH, corresponding to 06/02/2025 AD.

Member Name	Position	Membership classification	Independence
Mohammed Abdulrahman Rashed AlRomaizan	Chairman	From the board of directors non-executive	Independent
Fahad Abdulmohsen Abdullah AlMulhim	Member	From the board of directors non-executive	Independent
Abdullah Abdulkareem Abdullah AlMunif	Member	From the board of directors non-executive	Independent

Biographies of the Nominations and Remuneration Committee members:

Mohammed Abdulrahman Rashed AlRomaizan


Nationality

Saudi

Position

Vice Chairman of the Board of Directors

Educational Qualifications

- Holds a master's degree in financial economics from Boston University, USA, in 2008.
- Earned a bachelor's degree in economics from King Saud University, Saudi Arabia, in 2001.
- Also holds the following professional certifications:
 - Certified Specialist in Operational Risk Management from IABFM.
 - Executive Leadership Certification from IMD.
 - General Securities Qualification (CME 1).
 - Compliance, Anti-Money Laundering, and Counter-Terrorism Financing Certification (CME 2).
- Additionally, he has participated in various executive leadership programs, effective board governance programs, and financial and risk management training.

Current Jobs:

- Currently serving as Vice Chairman of the Board of Directors at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to the present.
- He currently holds the position of Chairman of the Nominations and Rewards Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 until now.
- Member of the Compliance and Governance Committee at Albilad Capital.
- Currently holding the position of Chief Administrative Officer and Chief Governance Officer at the Tourism Development Fund (a government development fund focused on financing the tourism sector) from 2020 to the present.

Previous jobs & work experience:

- Served as Chairman of the Board at Edraj Financial Company (formerly Creative Financial), a closed joint-stock company specializing in investment management, advisory, and arrangement services, from 2022 to 2023.
- Member of the Primary Committee for Licensed Persons in the Capital Market from 2018 to 2020.
- Chairman of the Board at Edraj Capital from 2022 to 2023.
- Held the position of Head of Compliance and Risk at Aljazira Capital (a closed joint-stock company providing financial services) from 2014 to 2020.
- Worked as an Inspection and Monitoring Officer at the Capital Market Authority (a government entity responsible for regulating and overseeing the financial sector) from 2009 to 2014.
- Held the position of Treasury and Client Relations Officer at Riyadh Bank (a publicly traded company in the banking sector) from 2002 to 2009.

Biographies of the Nominations and Remuneration Committee members:

Fahad Abdulmohsen Abdullah AlMulhim



Nationality	Saudi
Position	Board member, Audit Committee member, and Nominations and Remuneration Committee member
Educational Qualifications	<ul style="list-style-type: none"> • Holds a Master's degree in Business Administration from Al Faisal University in Saudi Arabia in 2013. • Holds a Bachelor's degree in French Language from King Saud University in Saudi Arabia in 2001.
Current Jobs:	<ul style="list-style-type: none"> • He currently holds the position of Member of the Nominations and Remuneration Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 until now. • Currently serves as an Executive Member of the National Transport Committee from 2024 to present. • He currently holds the position of Member of the Nominations and Remuneration Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 until now. • Currently holds the position of Board Member at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to present. • Currently a Member of the Audit Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2022 to present.
Previous jobs & work experience:	<ul style="list-style-type: none"> • Previously served as Vice President of Sales at Flynas (a closed joint-stock company operating in the aviation sector) from 2019 to 2023. • Held the position of Executive Director of Sales at Saudi Airlines Catering Company (a publicly traded company specializing in catering and hospitality services) from 2017 to 2018. • Held various managerial and supervisory positions at Saudi Airlines Catering Company (a publicly traded company specializing in catering and hospitality services) from 2005 to . • Held several administrative positions at Saudi Airlines Catering Company from 1994 to 2004.

Schedule of Nominations and Remuneration Committee meetings during 2025

Member Name	1447/07/02 2025/12/22	1447/04/07 2025/09/29
Mohammed Abdulrahman Rashed AlRomaizan	✓	✓
Fahad Abdulmohsen Abdullah AlMulhim	✓	✓
Abdullah Abdulkareem Abdullah AlMunif	✓	✓

Biographies of the Nominations and Remuneration

Committee members:

Abdullah Abdulkareem Abdullah AlMunif

Nationality	Saudi
Position	Board Member and Member of the Nominations and Remuneration Committee
Educational Qualifications	<ul style="list-style-type: none"> • Graduated from 1995 with a commercial secondary school diploma • An entrepreneur and serial investor with over 20 years of experience in leading and developing businesses in the food and beverage, retail, logistics, education, and technology sectors in Saudi Arabia and the Middle East and North Africa region.



Current Jobs:

- He currently serves as a Board Member of Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 to the present.
- He currently serves as Chairman of the Nominations and Remuneration Committee at Marble Design Factory Company (a joint-stock company operating in the marble industry) from 2025 to the present.
- He currently serves as Chairman and CEO of Thabat Holding Company (comprising more than 10 companies in the retail, logistics, health and fitness, education, and real estate sectors) from 1998 to the present.
- He currently serves as Founder and Chairman of Anoush Trading Company (a leading chocolate brand) from 2003 to the present.
- He currently serves as Founder and Chairman of Aqtab International Trading Company from 2015 to the present.
- He currently serves as the Founder and Vice Chairman of Sidra Investment Company (a venture capital firm and early-stage startup studio) since 2019.
- He currently serves as the Chairman and Partner of Nine Round Fitness Company (a fitness and training club) since 2015.
- He currently serves as a Board Member and Partner of Bidayat Company (a leading co-training space for teachers) since 2013.
- He currently serves as the Founder and Partner of Arab Markets (a distributor of frozen products to the hospitality, restaurant, and café sectors) since 2008.
- He currently serves as an Angel Investor and Advisor to Jisr Human Resources Company (a human resources software platform) since 2016.
- He has been an angel investor and advisor to Salla (the largest e-commerce order fulfillment company) since 2017.
- He has been a founder and angel investor in the Ocal Angel Network since 2011.
- He has been a board member and chairman of the executive committee at the General Authority for Small and Medium Enterprises since 2016.
- He has been a board member of Cravia (owned by Fajr Capital) since 2021.
- He currently serves as a Board Member and Executive Committee Member of the National Aquaculture Group (the largest shrimp and fish farming company in Saudi Arabia) from 2020 to the present.

Previous jobs & work experience:

- He served as a Board Member and Investment Committee Member of Al Sadhan Group from 2020 to 2023.
- He was the Founder and Partner of Muna Markets Company from 2017 to 2022.

Governance

Remuneration of board members and members of board-appointed committees during the year:

1 Remuneration of board members and members of board-appointed committees during the year:

- The company's articles of association outline the method for remunerating board members, upon which the remuneration policy is based
- A board member's remuneration may be a fixed sum, an attendance allowance for meetings, in-kind benefits, or a percentage of net profits. A combination of these may be permitted
- The remuneration of independent board members must not be a percentage of the company's profits, nor should it be directly or indirectly based on the company's profitability
- The company determines this remuneration based on the scope of work and responsibilities of the member, in addition to ensuring that such remuneration remains within the limits of the company's articles of association.
- The Nominations and Remuneration Committee submits its proposed remuneration recommendations for board members, and the board of directors submits these recommendations to the general assembly for annual approval.

2 The Extraordinary General Assembly, held on 22/03/2023, approved the policy for remunerating members of the Board of Directors, its subcommittees, and the executive management, according to the details of remuneration for members of the Board of Directors and its subcommittees, as follows:

Table of remuneration and benefits for members of the Board of Directors and its committees

Recommendation	Remuneration Type
The Chairman of the Board and the Board member or their substitutes are entitled to receive an attendance allowance of 2,500 Saudi Riyals for each Board meeting attended. The Secretary of the Board is also entitled to receive an attendance allowance of 2,500 Saudi Riyals for each Board meeting attended.	Allowance for attending council meetings
The Chairman and the members of the committees, or their substitutes, are entitled to receive an attendance allowance of 2,500 Saudi Riyals for each committee meeting attended.	Attendance allowance for meetings of the committees derived from the board.
Each member of the Board of Directors is entitled to receive an annual bonus of a fixed amount of 90,000 Saudi Riyals only, which is contingent upon the number of board meetings attended by the member out of the total board meetings held during the fiscal year in question. The annual bonus is divided among the representatives in the event of the appointment of new board members, based on the date of appointment.	Annual remuneration for board membership
The chairman of the Audit Committee receives an annual bonus of a fixed amount of 40,000 Saudi Riyals only.	Annual remuneration for the chairman of the committee
The Chairman of the Board of Directors receives an annual bonus of a fixed amount of 490,000 Saudi Riyals only.	Annual remuneration for the chairman of the Board of Directors
The annual bonuses for membership in the board are disbursed semi-annually or annually among the members.	Payment Schedule for Annual remuneration for Board members
The compensation and benefits policy for board members and their committees shall be implemented as of the date of the bonuses for the fiscal year 2023.	The date for implementing the compensation and benefits policy for members of the Board of Directors and its committees

Board of Directors' Remuneration Schedule

Bonuses for the fiscal year ending December 31, 2025, will be paid out in (thousands of riyals), according to the table below:

	Fixed Bonus							Variable Bonus						Grand Total	Expense allowance	
	A certain amount	Allowance for attending board meetings	Total allowance for attending committee meetings	Benefits	Bonus technical, administrative and consulting work	Bonus of the Chairman of the Council, the Managing Director, and the Secretary, if he or she is a member	Total	Percentage of profits	Periodic bonuses	Short-term incentive plans	Long-term incentive plans	Granted shares	Grand Total			End-of-service bonus
First, the independent members																
Mohamed Abdulrahman Rashed Al romaizan	90	10*	5	0	0	0	105	0	0	0	0	0	0	0	105	0
Fahd Abdulmohsen Abdullah Al Mulhem	90	10*	15	0	0	0	115	0	0	0	0	0	0	0	115	0
Abdullah Fahad Abdul Aziz Al Fares	90	10*	10	0	0	0	110	0	0	0	0	0	0	0	110	0
Abdullah Abdulkareem Abdullah AlMunif	90	10*	5	0	0	0	105	0	0	0	0	0	0	0	105	0
Total	360	40	35	0	0	0	435	0	0	0	0	0	0	0	435	0
Second: Non-executive members																
Ahmed Abdullah Abdul Rahman Al Kharashi (Chairman)	490	0*	0	0	0	0	490	0	0	0	0	0	0	0	490	0
Total	490	0*	0	0	0	0	490	0	0	0	0	0	0	0	490	0
Third: Executive members																
Nawaf Mohammed Abdullah AlKharashi	90	10*	0	0	0	0	100	0	0	0	0	0	0	0	100	0
Total	90	10*	0	0	0	0	100	0	0	0	0	0	0	0	100	0

*The Chairman of the Board waived his attendance allowance for all ten Board meetings, and all members of the Board waived their attendance allowance for six meetings.

Regarding the bonuses paid to the members of the Board of Directors for their performance in the financial year ending December 31, 2024, these were presented in the Board of Directors' report for the year 2024.

Details of bonuses and compensation for members of the committees for the fiscal year ending December 31, 2025 (thousands of riyals)

Members of the audit committee	Fixed remuneration except session) (attendance allowance	Allowances of attending Meeting	Total
Abdullah Ibrahim Sulaiman Al Angri Chairman	40	10	50
Fahad Abdul Mohsen Abdullah Al Mulhem	0	10	10
Abdullah Fahad Abdul Aziz Al Fares	0	10	10
Total	40	30	70

Members of the audit committee	Fixed remuneration except session) (attendance allowance	Allowances of attending Meeting	Total
Mohammed Abdulrahman Rashed AlRomaizan Chairman	0	5	5
Fahad Abdul Mohsen Abdullah Al Mulhem	0	5	5
Abdullah Abdulkareem Abdullah AlMunif	0	5	5
Total	0	15	15

Senior Executive Remuneration:

1. The company grants its senior executives - in accordance with the procedures and standards approved by the Board of Directors - specific financial benefits on the salary scale and its approved policy in this regard, the executive management's rewards include the following:
2. A basic monthly salary paid every end of the calendar month.
3. Allowances include, but are not limited to, "housing allowance - transportation allowance - telephone allowance."
4. An annual bonus linked to performance indicators according to the annual evaluation conducted in this regard.
5. Any other remuneration or allowances approved by the company's board of directors.

Bonuses and compensation were calculated based on the approved policies, and there are no material deviations from those policies.

The table below shows the total amount received by five senior executives within the approved policies, including the CEO and the financial manager.

Total	Total executive compensation for the board	End-of-service bonus	Variable Bonuses					Fixed Bonuses				Senior Executive Jobs	
			Total	Granted shares	Long-term incentive plans	Short-term incentive plans	Earnings	Bonus	Total	Benefits	Allowances		Salaries
180	0	0	0	0	0	0	0	0	180	0	120	60	CEO
280	0	0	100	0	0	0	0	100	180	0	120	60	CFO
129.1	0	0	45.1	0	0	0	0	45.1	84	0	36	48	Manager of factory Department
1,073.792	0	0	953.792	0	0	0	0	953.792	120	0	0	120	Manager of Project Department
140	0	0	20	0	0	0	0	20	120	0	72	48	Manager of the Internal Audit Department
431.755	0	0	311.755	0	0	0	0	311.755	120	0	66	54	Manager of the Operation Department
2,234.647	0	0	1,430.647	0	0	0	0	1,430.647	804	0	414	390	Total

The company has committed to disclosing the remuneration of board members, committee members and five senior executives in accordance with the requirements of Article 90 of the Corporate Governance Regulations and the disclosure requirements for remuneration contained in the Corporate Governance Regulations.

Below are the transactions or contracts in which the company is a party or in which one of the company's board members, senior executives, or any person related to any of them has an interest

During 2025, as part of the company's regular business activities, the following is a description of the transactions with related parties in which the company is a party.

Board Member	Name of the related party	Nature of transaction	Contract duration	Contract value	Paid during the year 2025AD	Contract terms
Ahmad Abdullah Abdulrahman AlKharashi	Ahmad Abdullah Abdulrahman AlKharashi	Office and showroom rental	one year	1,700,000 SAR	1,700,000 SAR	All transactions were conducted on a commercial basis and without preferential treatment.

Competing business:

The members of the Board, the emerging committees, or the executive management do not have any business competing with the company.

What provisions of the Corporate Governance Regulations have been applied, and what has not been applied, and the reasons for that

The company has been keen to develop and adopt policies that affirm and ensure compliance with official regulations and bylaws, and adherence to the disclosure of material information about the company and its performance, which will assist the company's shareholders and investors in evaluating its performance.

The company applies the provisions of the Corporate Governance Regulations in accordance with the company's Articles of Association and the Companies Law issued by the Ministry of Commerce, particularly with regard to shareholders' rights and compliance with disclosure and transparency procedures, ensuring the application of disclosure and transparency standards. The company acknowledges its application of all provisions of the Corporate Governance Regulations except for the following:

Article number	Text of the article/paragraph	Reasons for not applying
37	Training	Guidance material, bearing in mind that the Board of Directors includes cadres Distinguished and qualified to achieve the company's goals in her field
39	Evaluation	Guidance material
67	Formation of a risk management committee	Guidance material
68	Terms of reference of the Risk Management Committee	Guidance material
69	Risk Management Committee meetings	Guidance material
82	Motivating employees	Guidance material
84	Social Responsibility	Guidance material
85	Social work initiatives	Guidance material
92	Formation of a corporate governance committee	Guidance material

Financial Statements:

Summary of Financial Statements:

Element List	Current Year	Previous Year	Change%
Sales/Revenue	41,412,412	44,534,983	7.01-%
Gross Profit (Loss)	25,375,563	19,687,605	28.89%
Operational Profit (Loss)	11,801,764	7,462,119	58.16%
Net profit (Loss)	10,617,145	6,470,779	64.08%
Total Comprehensive Income	10,587,218	6,544,256	61.78%

Element List	Current Year	Previous Year	Change%
Total Share Holders Equity (After Deducting the Minority Equity)	95,843,401	85,256,183	12.42%
Profit (Loss) per Share	0.14	0.09	

Element List	Explanation
The reason of the increase (decrease) in the sales/ revenues during the current year compared to the last year	Sales decreased during this year to SAR 41,412,412, compared to SAR 44,534,983 in the previous year, representing a 7.01% decline due to lower demand.
The reason of the increase (decrease) in the net profit during the current year compared to the last year is	Net profit increased during this year to SAR 10,617,145, compared to SAR 6,470,779 in the previous year, representing an increase of 64.07% due to a decrease in the cost of sales.
Statement of the type of external auditor's report	Unmodified opinion
Comment mentioned in the external auditor's report, mentioned in any of the following paragraphs (other matter, conservation, notice, disclaimer of opinion, or adverse opinion)	None
Reclassification of Comparison Items	Earnings per share were adjusted to align
Additional Information	There are no minority equity in financial statements.

Financial statements: attached

A New Day...New Project



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