



2024

Annual Report

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



Custodian of the Two Holy Mosques

King Salman bin Abdulaziz Al Saud



His Royal Highness

Prince Mohammed bin Salman bin Abdulaziz Al Saud

Crown Prince and Prime Minister

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Brief Overview



An overview of the Canadian Medical Center

As a pioneer in the healthcare sector in the Kingdom of Saudi Arabia, the Canadian Medical Center (CMC) seamlessly integrates medical innovation with exceptional patient care, ensuring unparalleled comfort and well-being. Established with an ambitious vision to redefine excellence in healthcare, CMC has grown into a trusted name in the industry. Committed to delivering cutting-edge medical services, CMC harnesses the latest technologies and highly qualified professionals, positioning itself as the premier choice for entities seeking comprehensive and advanced healthcare solutions.

Company Timeline

2008

The Canadian General Medical Center Complex Company was established as a branch of a sole proprietorship under Commercial Registration No. (2050058605) issued in Dammam on 13/2/1429H (corresponding to 20/2/2008G).

2016

During the year 2016, the Company was transformed into a limited liability company under the Articles of Association signed on 4/11/1437H (corresponding to 21/1/2016G) and under the Commercial Register No. (2050058605) issued in Dammam on 13/2/1429H (corresponding to 20/2/2008G). The Company's capital amounted to (2,000,000) two million Saudi Riyals divided into (10,000) ten thousand shares of equal value, each share valued at (200) two hundred Saudi Riyals.

2020

On 05/07/1442H (corresponding to 22/12/2020G), the shareholders decided the following:

To amend the nominal value of the shares of shareholders from SAR 200 (two hundred Saudi Riyals) per share to SAR 10 (ten Saudi Riyals) per share.

To increase the Company's capital to SAR 2,666,670 (two million, six hundred sixty-six thousand, six hundred seventy Saudi Riyals).

To further increase the Company's capital to SAR 77,000,000 (seventy-seven million Saudi Riyals), divided into 7,700,000 (seven million, seven hundred thousand) fully paid-up shares of equal value, with a nominal value of SAR 10 (ten Saudi Riyals) per share.

This increase was executed by transferring the share premium amounting to SAR 74,333,330 (seventy-four million, three hundred thirty-three thousand, three hundred thirty Saudi Riyals) from the share premium account to the capital account.

2020

The changes were confirmed, and the Company was converted into a closed joint-stock company pursuant to the decision of His Excellency the Minister of Commerce No. (159) dated 15/5/1442H (corresponding to 30/12/2020G) and under the commercial register No. (2050058605) issued in Dammam on 13/2/1429H (corresponding to 20/2/2008G). Following the conversion, the Company's capital amounted to (77,000,000) seventy-seven million Saudi Riyals divided into (7,700,000) seven million seven hundred thousand ordinary shares paid in full with a nominal value of (10) ten Saudi Riyals per share.

2021

On Monday, August 2, 2021G, the Canadian Medical Center Company was listed on the parallel market (Nomu) following the approval of the Capital Market Authority (CMA) on June 28, 2021G, for the Company's request to register its shares for direct listing.

2023

On June 15, 2023, the Extraordinary General Assembly of the shareholders decided to approve the division of the Company's shares so that the nominal value becomes (1) Saudi Riyal per share instead of (10) Saudi Riyals per share before the amendment.

CHAIRMAN OF THE BOARD OF DIRECTORS' SPEECH

M/s: Shareholders of the Canadian General Medical Center Complex Company. (May Allah grant them success) May the peace, blessings, and mercy of Allah be upon you, and then;

On my own behalf and on behalf of my fellow members of the Board of Directors, I present to you our annual report, through which we review the performance and achievements of the Company in 2024G, which are reflected in a wide range of facts and figures, which enhance our pioneering presence in the field of comprehensive healthcare, specifically in emergency medicine, in which the Company enjoys leadership, which is the promising area for further growth and prosperity in the

Kingdom of Saudi Arabia. This is in light of the great and continuous support provided by our wise government under the leadership of the Custodian of the Two Holy Mosques, King Salman bin Abdulaziz Al Saud, and his faithful Crown Prince, His Royal Highness Prince Muhammad bin Salman Al Saud, may God protect them, to all work sectors in general and the healthcare sector in particular.

In 2024G, the Company has witnessed great strides in various fields of work. Since our inception, our vision has been based on providing specialized healthcare based on innovation and high quality. We have succeeded in building a reliable name in the field of emergency medicine, especially in the energy and gas sector, keeping pace with global health developments, as well as expanding our successful business model to include promising new areas.

This year, we started a comprehensive transformation project aimed at diversifying the Company's sources of income, sustainability, and investing its potential and name in new sectors different from the energy and gas sector in which we achieved leadership, and in new geographical areas other than the eastern region from which the Company started. In this context, we opened branches in Riyadh, Jubail, and Tabuk, and entered the petrochemical sectors, the Kingdom's Vision projects, the "Giga Project," and the city

of NEOM. We also established a set of new services that included home healthcare, physiotherapy, and communication medicine. As a result, our profits declined by 35% compared to the previous year due to the geographical and service expansions mentioned earlier. However, this decrease was expected and justified as part of our strategy to build a strong foundation for the company's future growth. By the grace of God, we have already begun to see the initial success of this transformation, achieving a 10% increase in revenue. This growth has been driven by our expansion strategy, reflecting our commitment to meeting the diverse needs of our community and enhancing the quality of healthcare for our beneficiaries. All these expansions and new services are expected to yield positive results starting in 2025 and beyond, God willing.

In addition, we focused on strengthening our internal capabilities through the development of the Company's infrastructure. Furthermore, we established a digital transformation department, which aims to provide more efficient and innovative services. We attracted a selection of distinguished Saudi competencies to lead our various departments, including marketing, sales, and human capital. We invested in the development and qualification of Saudi leaders in the Company. Together, these efforts represent the cornerstone of our future vision to enhance our competitiveness in the market and ensure the sustainability of our success.

As part of the (Transformation Project), we were committed to achieving the highest levels of quality and excellence. In 2024, the company obtained the «CBAHI» accreditation, which is the benchmark for quality and healthcare accreditation in the Kingdom, achieving an evaluation score of 96.67%. This achievement reflects our dedication to providing healthcare services that meet international standards while ensuring the safety and satisfaction of our patients across all operational processes.

We have also obtained four ISO certifications, including: Quality Management, which highlights our ability to provide medical services of international standards, Medical Device Quality Management, confirming our compliance with safety and quality standards, In addition, we have obtained a certificate in Environmental Management, which confirms our keenness to protect the environment and sustainability of resources, and finally a certificate in Occupational Safety and Health Administration, to promote a safe and healthy work environment

Within the framework of our future vision, we, at the Canadian Medical Center Company, seek to strengthen our leadership in the field of emergency medicine, and expand our business model to include new health sectors that support the Kingdom's development needs. In line with Vision 2030, we will continue to invest in digital innovation, improve operational processes, and explore opportunities that contribute to diversifying sources of income and enhancing the financial sustainability of the Company.

In conclusion, I would like to extend my sincere gratitude and appreciation to all our esteemed stakeholders for their trust and continuous support, which have played a significant role in achieving these accomplishments. I also extend my heartfelt thanks to our dedicated team of medical, administrative, and technical professionals, who are the beating heart of the company. Through their efforts and commitment, we have achieved our successes, and we aspire to achieve even more in the future.

KHALID BIN MUHAMMAD AL-AMMAR
CHAIRMAN OF BOARD OF DIRECTORS



Vision

To position the Canadian General Medical Center Complex Company to become one of the leading companies in the field of medical care in the Kingdom of Saudi Arabia and the Gulf Cooperation Council countries, providing professional care services to the industrial sectors in the clinic and pre-hospital; this is done by monitoring and developing its customer focus, updating its specialized professional educational programs, and retaining qualified medical personnel.



Message

Providing distinguished healthcare and medical services in the Kingdom using the latest technologies through a skilled and proficient work team.



Strategic Goals

- Enhancing geographical presence by opening new medical centers in major cities, as well as emerging regions in the Kingdom.
- Raising the efficiency of human resources by attracting qualified medical and administrative competencies, and supporting them with distinguished training programs.
- Providing specialized and comprehensive medical services that meet the needs of various segments of society.
- Ensuring financial sustainability by diversifying sources of income and enhancing operational efficiency.
- Expanding the provision of home care and physiotherapy services according to the highest medical standards.
- Cooperation with major international and local companies, which contributes to strengthening their position in the market.



Core Values

- Commitment to quality and global standards in healthcare.
- Developing national cadres through training programs and attracting competencies.
- Transparency in dealing with customers and shareholders.
- Investing in modern medical technologies to improve the efficiency of operations.
- Partnership and building long-term relationships with customers and shareholders.
- Responsibility and commitment to providing safe and outstanding healthcare.



Activity

The Company's activities, according to its commercial register, are represented in public medical complexes. The Company's activities, according to its articles of association, include the following:

Mining and quarrying	Manufacturing industries
Accommodation and food service	Information and Communication
Financial and Insurance Activities	Real Estate Activities
Professional, scientific and technical activities	Administrative and support services
Education	Public administration and defense
Mandatory Social Security	Agriculture, forestry and fishing
Arts, Entertainment and Amusement	Other service activities
Human health and social work activities	Electricity, gas, steam and air conditioning supply
Water supply, sanitation activities, waste management and treatment	Wholesale and retail trade and repair of motor vehicles and motorcycles

The Company carries out its activities after obtaining the necessary licenses from the competent bodies, if any.



Future Vision

The Company aspires to strengthen its role as a leading provider of integrated medical services in the Kingdom, in alignment with Vision 2030, by expanding its network of medical Centers, enhancing service quality, and supporting growth in specialized fields such as physiotherapy and home healthcare.

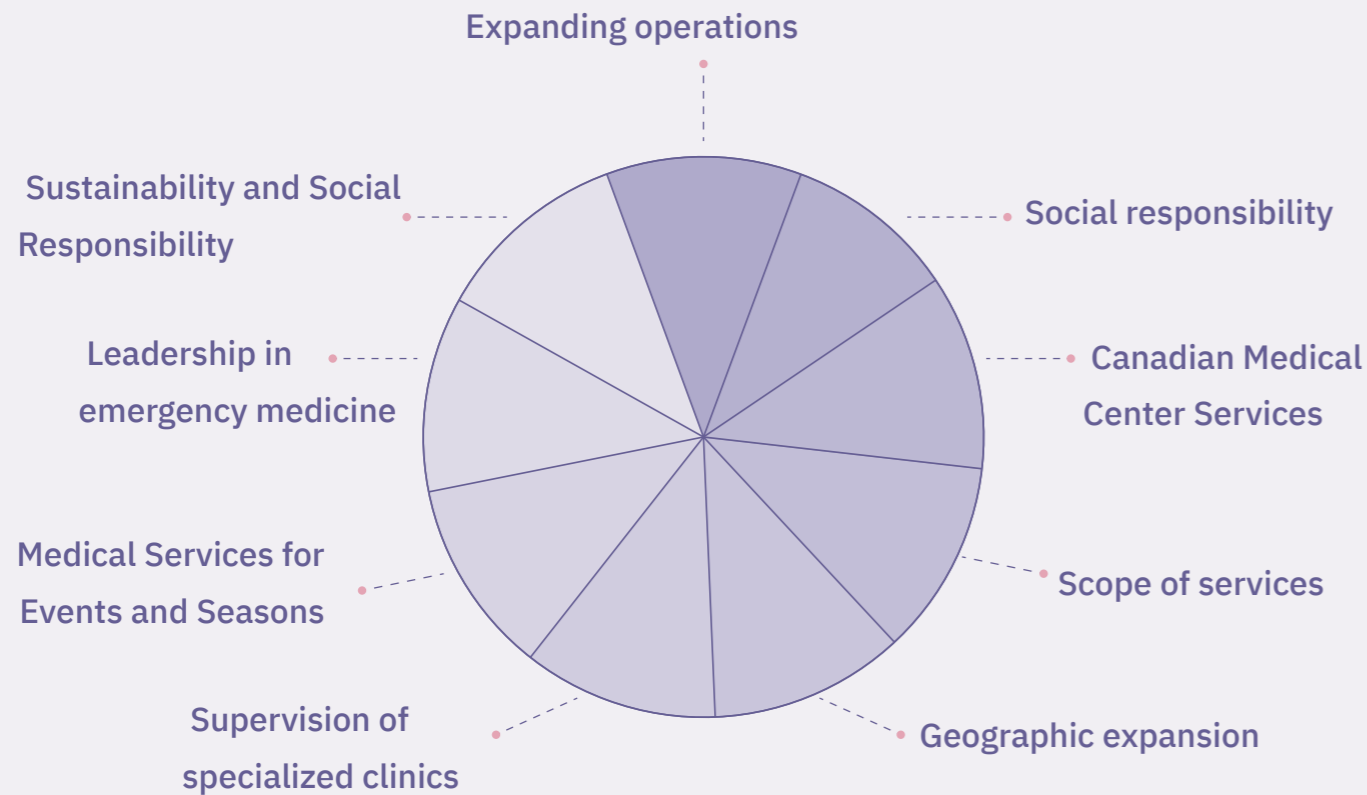
The Company also intends to move to the main market during 2025G, God willing, based on the decision of the Board of Directors. In this context, the Company appointed specialized consultants to work on meeting all the requirements of the transition, in accordance with the best regulatory practices.

The Company appointed:

- Al Rajhi Capital – Financial Advisor
- Suhail Partners, Lawyers and Consultants – Legal Advisor
- PricewaterhouseCoopers (PwC), Chartered Accountants – Financial Due Diligence Advisor.



Achievements



Expansion of Operations:

As part of our ambitious strategy to expand and strengthen our medical services, we expanded our coverage of events through specialized medical staff, ensuring the provision of integrated medical care to the highest standards. We also strengthened our capabilities in telemedicine, by providing doctors around the clock to serve emergency injuries in the projects of our contracting companies, especially in remote areas, supported by integrated field teams that include a paramedic, a driver, and a nurse to ensure rapid response and high efficiency.

As part of our commitment to expanding our operations in strategic locations, we have successfully secured operational projects in major cities such as NEOM and the Red Sea Project, reaffirming the trust in the quality of our services. Additionally, we have opened offices in key areas, including Riyadh, Jubail, and Tabuk, to enhance our readiness and efficiently support our clients' needs with professionalism. This expansion reflects our firm dedication to providing advanced medical solutions that strengthen the Kingdom's healthcare infrastructure and align with its developmental aspirations.

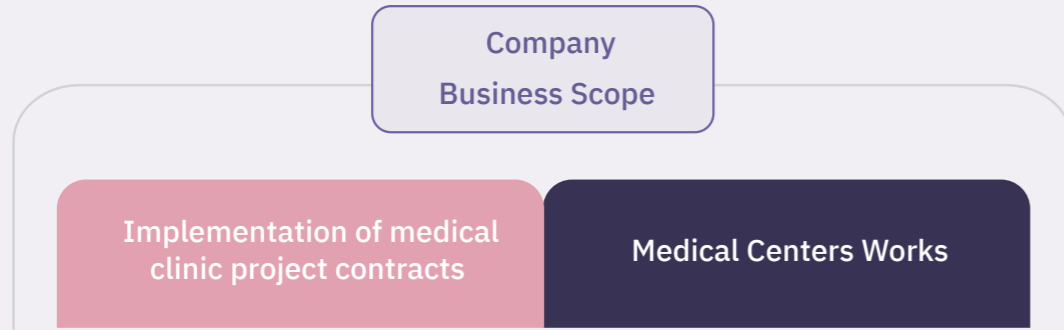
Strengthening Strategic Partnerships:

Collaborating with major companies such as Aramco, which helped strengthen the Company's position as a major healthcare provider.

Digital Transformation:

Launching digital transformation initiatives, including the development of technical systems and the use of innovative applications to improve the patient experience.

Canadian Medical Center Company Services



At the Canadian Medical Center (CMC), we are committed to providing comprehensive healthcare services in accordance with the highest quality standards, tailored to meet the diverse needs of our patients and clients across various sectors. Our services extend to include advanced medical solutions aimed at enhancing individual well-being, improving occupational health, and increasing emergency response efficiency, ensuring the provision of advanced and accessible medical care across a wide range of sectors. The Company operates in the healthcare sector in the Kingdom of Saudi Arabia, with its activities falling under two main categories:



On-Site Medical Services

We provide fully integrated medical clinics at workplaces, designed to meet the needs of workforces of all sizes. These clinics offer primary healthcare services, medical consultations, and emergency care, ensuring a safe and healthy work environment. These services are delivered by a multidisciplinary medical team, including:

- **Specialized physicians: to provide immediate medical care.**
- **Telehealth practitioners: to enhance accessibility to medical services.**
- **Occupational health consultants: to ensure a safe and healthy work environment.**
- **Biomedical engineers: to support the efficient operation of medical equipment.**
- **Professional ambulance drivers: to ensure rapid response to emergency cases.**



Field Services

By leveraging the latest innovations and evidence-based medical research, we ensure seamless business continuity by providing specialized healthcare services that meet the highest international and local standards. These services include:

- **Comprehensive cardiac assessments: to ensure cardiovascular health.**
- **Pulmonary function tests: for early detection of respiratory issues.**
- **Substance and drug screening: to maintain a safe work environment.**
- **Diabetes monitoring and management to safeguard employee health and well-being.**
- **Hearing tests to identify any auditory issues that may impact job performance.**
- **Other comprehensive health evaluations aimed at enhancing workforce safety and well-being.**



Medical Examination Services

The Canadian Medical Center provides medical examination and various professional health services, which include:

- Periodic disclosure for non-Saudis
- Pre-profiling examinations
- OEUK (Formerly - OGUK)
- PFT (Pulmonary function tests)
- Audiogram
- Periodic examination for Saudis
- Accommodation
- Drug Testing
- Stress Testing
- Aramco Heavy Equipment Operator
- Driving License
- MedTrack
- Echo
- AHEM (Acute Hemorrhagic Encephalomyelitis)



Ambulance Services

The Company is committed to providing life-saving support through experienced medical teams, supported by a fleet of advanced ambulances, with trained, licensed and qualified drivers and paramedics for rapid and effective emergency response..



Training Services

The Canadian Medical Center Company offers accredited training and development programs, as well as orientation programs for healthcare professionals, and ensures that the necessary resources and skills required by clients are provided.

- Patient Pain Management by Ambulance and Stretcher Handling
- Medication administration
- Infection Control
- Patient triage for emergency care
- Management of respiratory passages and introduction of respiratory aid
- Respiratory Protection Training
- Using the Rescue Device
- Documentation of Patient Records
- Intravenous Therapy
- Cardiopulmonary resuscitation training
- Automated external defibrillator
- Disaster Response
- PHTLS/BLS/ACLS
- Suctioning
- Cervical collar application
- HARE traction application



Labor Services

The Canadian Medical Center Company is one of the leading providers of medical personnel recruitment services in the Kingdom, providing a comprehensive range of health professionals at all levels and in all specialties in the primary care and emergency health sectors, and providing a specialized team to ensure the provision of optimal healthcare for employees. With the support of our team in operations management and training, The Canadian Medical Center Company is committed to providing the highest level of services.

Scope of Services

With a strong commitment to providing world-class healthcare, Canadian Medical Center Company manages state-of-the-art medical facilities, providing specialized services in various fields, including cardiology, orthopedics, dermatology, internal medicine, radiology, rehabilitation and home healthcare services, and continues to expand its reach, ensuring accessible and high-quality medical care for a growing client base

Managing and operating medical



clinics within residential complexes and major projects, while providing them with the latest medical technologies to ensure the provision of advanced healthcare services.

Providing qualified medical



staff of doctors, nurses, technicians, and paramedics, according to the highest standards of the Ministry of Health to ensure quality and safety.

Emergency and urgent care services



available around the clock to meet the needs of patients in critical and urgent cases.

Operating and managing mobile



clinics to provide healthcare in remote areas and major projects, while providing mobile emergency services to cover major events.

Coverage of medical events



through specialized teams that provide emergency medical care, immediate ambulance, medical evacuation plans, and comprehensive health assessments to ensure the highest levels of safety.

Providing periodic occupational health and medical examinations



for employees and workers in various sectors, including medical fitness tests and preventive examinations.

Health and occupational health screening services for large companies



including periodic employee screening, pre-employment screening, and comprehensive medical assessments.

Home healthcare by providing home medical visits that



include medical examinations, comprehensive health assessments, and nursing care services for the elderly and patients who need continuous follow-up.

Appointing nurses



to provide professional nursing services to hospitals, medical facilities, or even home care.

Using modern technologies



such as electronic medical records (EMR) to link all clinics to a unified system that allows the provision of sustainable healthcare, in addition to telemedicine services to facilitate digital medical consultations.

Providing health awareness programs



for the community and companies on preventing chronic diseases, proper nutrition, and promoting a healthy lifestyle.

Managing and operating health centers for large



companies and institutions to ensure a safe and healthy work environment.

Human Resources

In line with Saudi Vision 2030 and its programs, human resource development has received significant attention from the Government of the Kingdom of Saudi Arabia, as well as from relevant entities, including the Ministry of Human Resources and Social Development. As a result, human resources management has rapidly evolved to become an active partner in national development at all levels.

Therefore, the Human Resources Department pays great attention to human capital as it is the main pillar that leads the wheel of growth and development, which puts the Company among the first companies. In this regard, the Company was keen to attract the highest competencies and talents, and developed strategic plans according to a clear scientific methodology to invest in the workforce and employ Saudi youth and seek to increase Saudization.

The Canadian Medical Center Company confirms its serious endeavor to enable and attract distinguished national energies, which achieves excellence in its field, and is in line with the visions and plans of the Kingdom 2030. The Human Resources Department has also been interested in conducting studies and survey research to find out the needs of the labor market, and providing advisory services to all the Center's employees.



Geographical Expansion

The Canadian Medical Center expanded into multiple regions, collaborating with major companies in the construction and infrastructure sectors, including projects in Ras Sheikh Hameed and various construction initiatives. Additionally, it is involved in several project areas such as Sindalah, Hail, and Qiyah, as well as working on Trojena projects, all of which are located in different parts of the NEOM region.

The Company operates a network of medical centers across the Eastern Region, including Dammam, Khobar, and Buqayq, offering a full range of medical specialties. These include pediatrics, internal medicine, ophthalmology, ENT, general medicine, emergency care, radiology, and laboratory services, as well as the recently introduced home healthcare department.

In addition to a group of operational administrative headquarters deployed in (Dammam, Riyadh, NEOM, Jubail, and Tabuk), where these offices work to coordinate operational operations, deploy medical services, and support oil and gas drilling companies, whether on offshore platforms or ground excavators.



Supervising Specialized Clinics

The Canadian Medical Center Company oversees the operation of clinics that serve refineries in the Kingdom, where doctors specialize in emergency medicine and nurses trained to the highest standards, and have the necessary certificates such as:

- ACLS (Advanced Cardiovascular Life Support)
- BLS (Basic Life Support)
- ITLS (International Trauma Life Support)
- ATLS (Advanced Trauma Life Support)
- PHTLS (Prehospital Trauma Life Support)

The center also conducts all necessary medical examinations for workers in this sector in accordance with the requirements of Aramco.

Medical Services for Events and Seasons

At the Canadian Medical Center, the safety of participants is our top priority, as we elevate the experience of medical care at major events and seasons through highly qualified medical teams, advanced technologies, and immediate response. We provide our services in the most vital destinations in the Kingdom, such as Al-Ula, Riyadh, Dammam, Al-Ahsa, and Jeddah, to ensure that there is integrated medical care at the heart of the event, whether it is a cultural festival, an international conference, or a large sports gathering.

Leading Emergency Medicine – Readiness Without Limits, Response Without Delay Response!

Because every second counts, the Canadian Medical Center stands out with a specialized emergency medicine team, supported by the latest equipment and technologies to ensure rapid intervention and high-quality medical care anytime, anywhere. Whether in remote locations or bustling city Centers, we are always prepared to save lives and ensure everyone's safety, making us the first and most trusted choice for emergency medical solutions in the Kingdom.



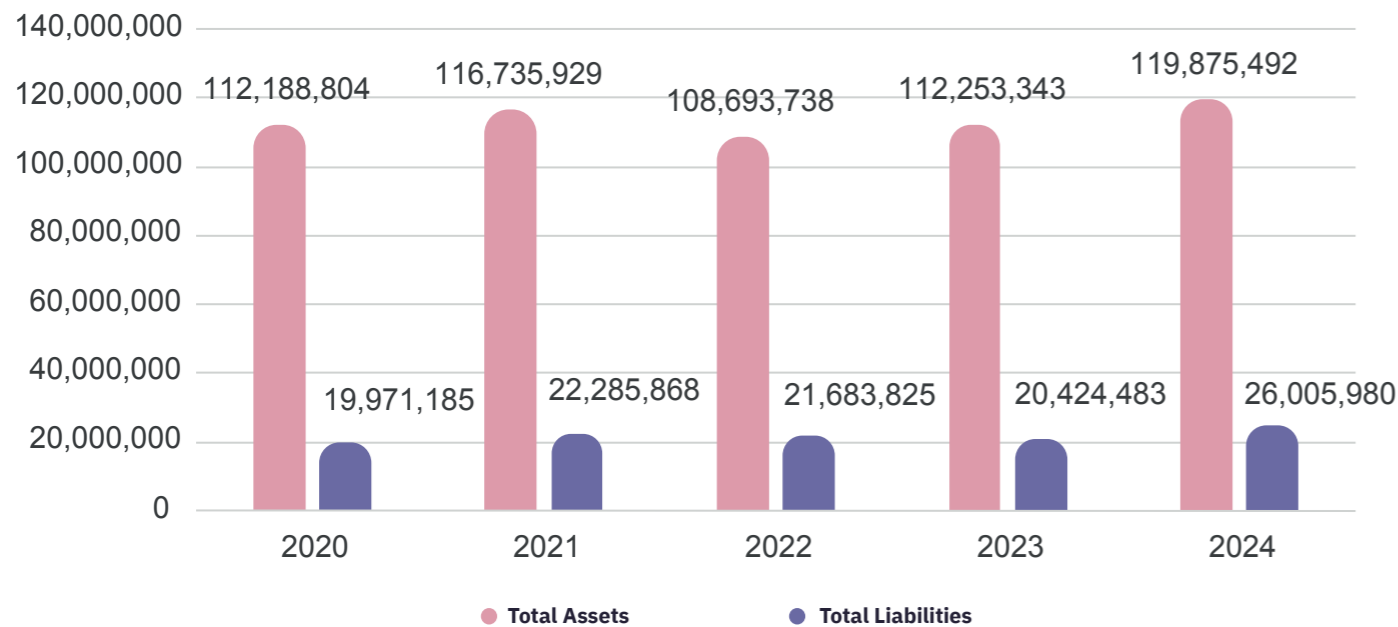
A hand is shown pointing upwards with the index finger, positioned next to a large white arrow that also points upwards and to the right. The background is a dark blue grid with a subtle circular pattern in the bottom right corner. The text 'Financial Performance' is located in the bottom left corner.

Financial Performance

Summary of the Statement of Financial Position for the Past Five Years:

Years in Saudi Riyals

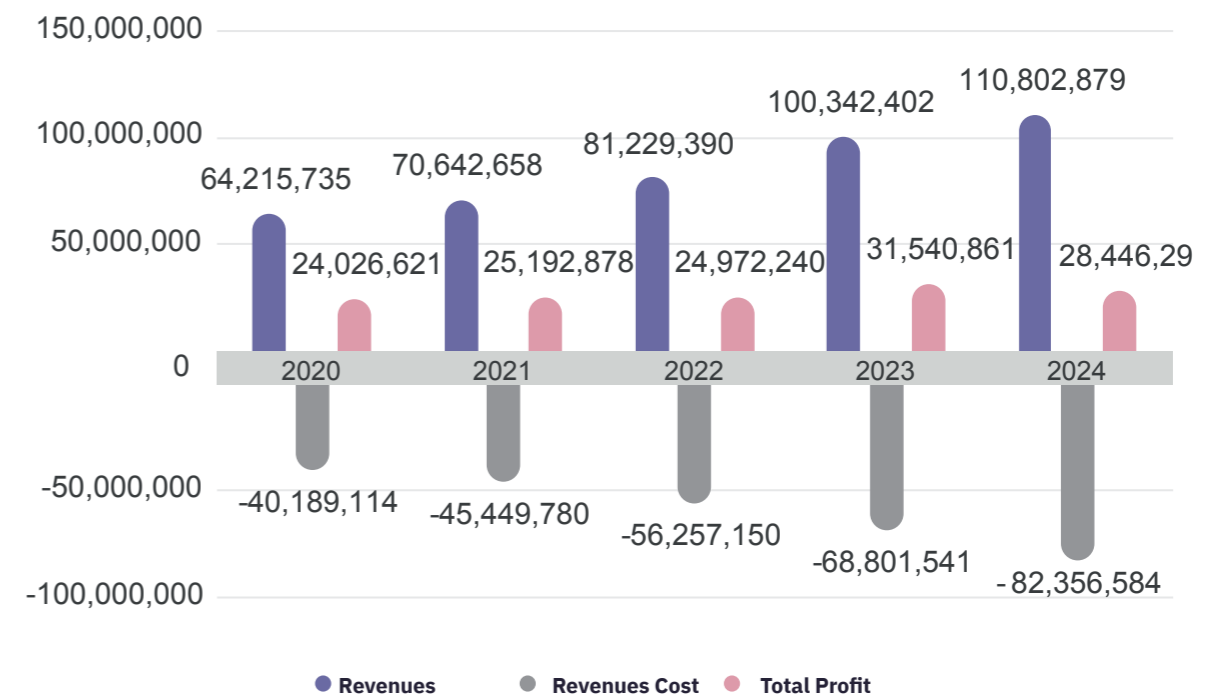
Statement	2020	2021	2022	2023	2024
Assets:					
Total non-current assets	16,392,750	15,084,655	13,406,034	14,918,039	24,209,386
Total current assets	95,796,054	101,651,274	95,287,704	97,335,304	95,666,106
Total Assets	112,188,804	116,735,929	108,693,738	112,253,343	119,875,492
Capital	77,000,000	77,000,000	77,000,000	77,000,000	77,000,000
Total Equity	92,217,619	94,450,061	87,009,913	91,828,860	93,869,512
Liabilities:					
Total non-current liabilities	9,829,896	10,123,880	11,056,815	9,193,365	11,441,605
Total current liabilities	10,141,289	12,161,988	10,627,010	11,231,118	14,564,375
Total Liabilities	19,971,185	22,285,868	21,683,825	20,424,483	26,005,980
Total Liabilities and Equity	112,188,804	116,735,929	108,693,738	112,253,343	119,875,492

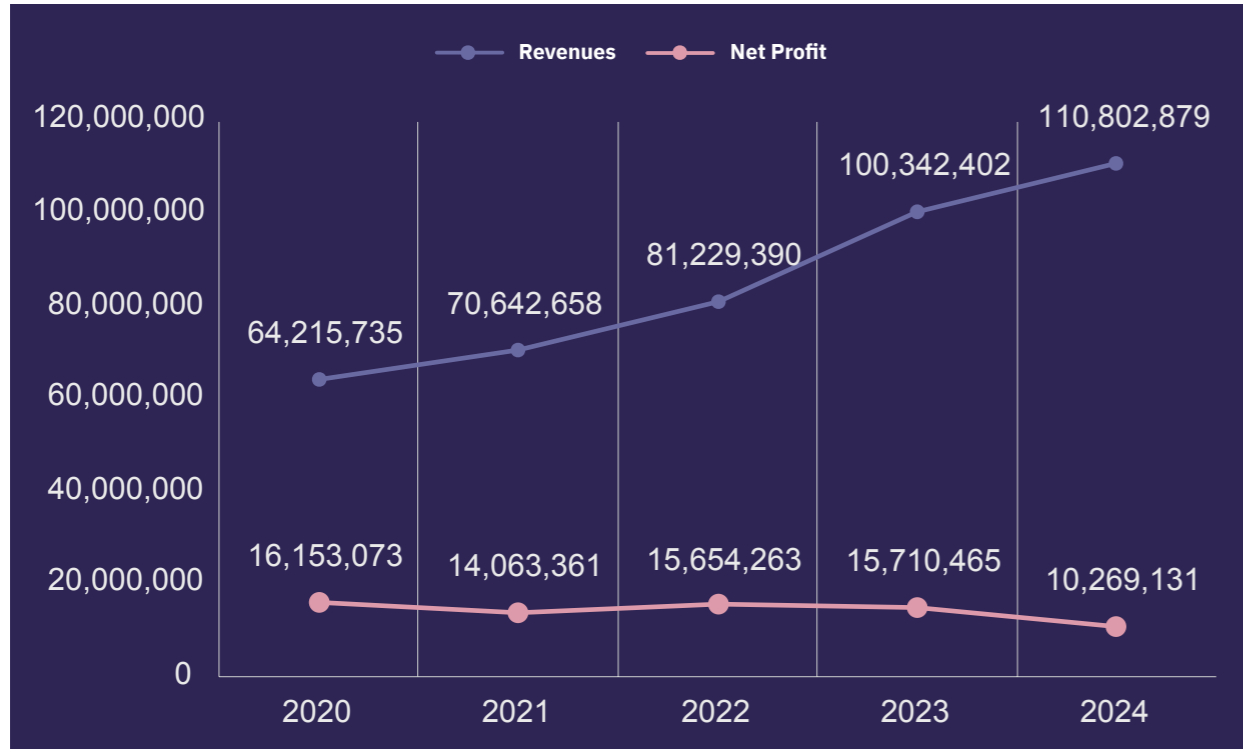


Profit and Loss Statement for the Past Five Years

Years in Saudi Riyals

Statement	2020	2021	2022	2023	2024
Revenue	64,215,735	70,642,658	81,229,390	100,342,402	110,802,879
Cost of Revenue	(40,189,114)	(45,449,780)	(56,257,150)	(68,801,541)	(82,356,584)
Gross Profit	24,026,621	25,192,878	24,972,240	31,540,861	28,446,295
General and administrative expenses	(6,865,158)	(8,891,916)	(7,714,819)	(13,798,558)	(12,979,743)
Sales and marketing expenses	-	-	-	(1,845,836)	(3,801,229)
Operating profit	17,161,463	16,300,962	17,257,421	15,896,467	11,665,323
Financing Expenses	(807,356)	(531,195)	(726,607)	(657,438)	(747,533)
Other income	357,199	759,023	1,441,190	2,623,169	1,976,482
Net profit before Zakat	16,711,306	16,528,790	17,972,004	17,862,198	12,894,272
Zakat Expense	(558,233)	(2,465,429)	(2,317,741)	(2,151,733)	(2,625,141)
Net Profit	16,153,073	14,063,361	15,654,263	15,710,465	10,269,131
Other comprehensive income					
Gain/(Loss) on Re-Measurement of Employee Benefit Obligations	297,569	(280,919)	5,589	658,482	(1,298,479)
Total comprehensive income for the year	16,450,642	13,782,442	15,659,852	16,368,947	8,970,652
Number of Ordinary Shares	384,932	7,700,000	7,700,000	77,000,000	77,000,000
Earnings per share	41.96	1.83	2.03	0.20	0.13





Substantial Differences in Operating Results Compared to the Previous Year's Results

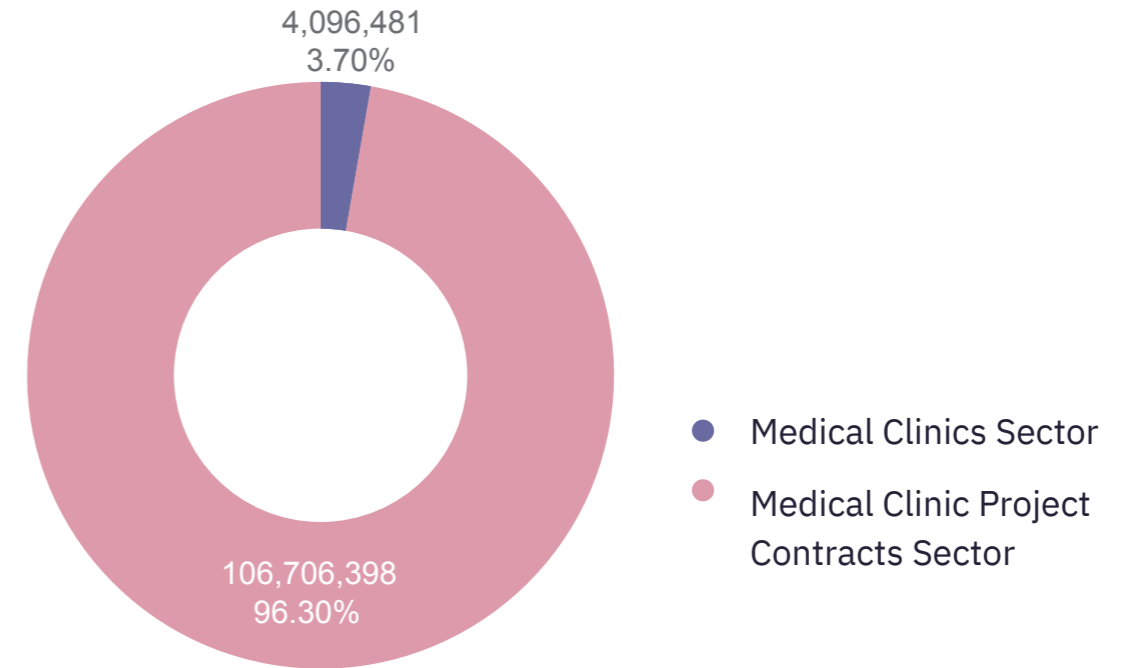
Years in Saudi Riyals

Statement	2023	2024	Change	Percentage of change
Revenue	100,342,402	110,802,879	10,460,477	10%
Cost of Revenue	(68,801,541)	(82,356,584)	13,555,043	20%
Gross Profit	31,540,861	28,446,295	(3,094,566)	-10%
General and administrative expenses	(13,798,558)	(12,979,743)	(818,815)	%-6
Sales and marketing expenses	(1,845,836)	(3,801,229)	1,955,393	106%
Operating profit	15,896,467	11,665,323	(4,231,144)	-27%
Financing Expenses	(657,438)	(747,533)	90,095	14%
Other income	2,623,169	1,976,482	(646,687)	-25%
Net profit before Zakat	17,862,198	12,894,272	(4,967,926)	-28%
Zakat Expense	(2,151,733)	(2,625,141)	473,408	22%
Net Profit	15,710,465	10,269,131	(5,441,334)	-35%

Total Revenues of the Company according to the activities at the end of 2024

Years in Saudi Riyals

Statement of the main activities of the Company	2024
Medical Clinics Sector	4,264,727
Medical Clinic Project Contracts Sector	106,538,152
Total	110,802,879



Geographical distribution of revenues

Years in Saudi Riyals

Region	2024 Revenue	Percentage
Eastern region	86,948,808	79%
Northern region	19,070,761	17%
Central and Southern Region	4,783,310	4%



**Sustainability
and Social
Responsibility**

Sustainability and Social Responsibility

At the Canadian Medical Center Company, we are committed to applying sustainability and social responsibility practices in all aspects of our work, recognizing that sustainable success is not limited to achieving medical excellence, but also includes taking into account the environmental and social impacts of our activities, while taking care to deliver sustainable value to our society.



Sustainability at the Heart of our Strategy

We put sustainability at the core of our operations by adopting environmentally responsible practices that contribute to:

- Conserving natural resources through modern technologies that ensure energy and water efficiency.
- Reducing medical waste through innovative solutions to manage medical waste in safe and environmentally friendly ways.
- Reducing carbon emissions by improving our operations and reducing fuel consumption and emissions associated with medical and ambulance transport services.



Supporting the Community and Promoting Health Awareness

Believing in the importance of investing in the health of the community, we are keen to launch community initiatives that promote public health, medical awareness, and the provision of specialized healthcare, to ensure that medical services reach all groups, especially in the neediest areas. We also seek, with pride, to provide our services during Islamic events and feelings such as the seasons of Hajj and Umrah, contributing to the care of the pilgrims free of charge, based on our Islamic values and our commitment to serve the community.



Transparency and Sustainable Communication

We work with a transparent and participatory approach, listening to our patients, partners, and the community to ensure a positive and sustainable impact. Through our commitment to social responsibility and sustainability, we seek to be a leading model in the delivery of integrated healthcare, and contribute to building a healthy and sustainable future for future generations.



Our Notable Community Initiatives

In order to promote health awareness and community engagement, we implemented several initiatives, including:

- World Hearing Day – to raise awareness of the importance of early detection of hearing problems.
- World Anti-Obesity Day – to highlight the risks of obesity and preventive measures.
- International Women's Day – to support and empower women in the field of health and medical care.
- Medication Storage Awareness – to promote proper medication storage practices to ensure their effectiveness.
- Advice for Diabetics – to support those with diabetes through comprehensive awareness programs.
- Providing medical and emergency services at the Riyadh International Book Fair 2024.
- Breast Cancer Awareness – to advocate for early detection to prevent the disease.
- World Arabic Language Day – to promote health education through clear and easy-to-understand language..
- The «Our Celebration Unites Us» initiative on the occasion of National Day organizing an event that included an entertainment band, not only for our employees, but also extended to include other companies on site, to enhance the spirit of unity and national belonging.



Our Commitment to the Future

We remain committed to our social responsibility by expanding our initiatives, empowering national competencies, and promoting sustainability in everything we offer, in order to build a healthier and more prosperous society, and establish a leading model in the delivery of integrated and sustainable healthcare.

شركة المركز الكندي الطبي
Canadian Medical Center co.

رؤاد طب الطوارئ منذ ٢٠٠٨
MEDICAL EMERGENCY LEADERS SINCE 2008

إسعاف
AMBULANCE

رؤاد طب الطوارئ منذ ٢٠٠٨
MEDICAL EMERGENCY LEAS SINCE 2008

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**Commitment
to Quality and
Accreditation**

Commitment to Quality and Accreditation

Since its establishment, the Canadian Medical Center Company realized that its sustainability depends on the confidence of its customers, so it made the quality of performance a strategic pillar to achieve excellence, leadership and enhance competitiveness in various fields. To achieve this, the Company adopted integrated policies and procedures to regulate the workflow in its various departments, with a focus on attracting the best competencies and providing exemplary services that meet the highest international and local quality standards. In addition, the Company adopted the latest methods and practices aimed at continuous improvement, enhancing customer confidence and meeting their aspirations. By applying the concept of quality in its vital and strategic dimensions, the Company constantly seeks development and innovation to ensure excellence at all levels.

The Canadian Medical Center Company was accredited by the Saudi Center for Healthcare Accreditation (CBAHI) with a distinguished achievement rate of 96.67%, confirming its dedication to maintaining the highest standards of medical care, patient safety and operational efficiency. The Company continuously invests in medical research and the provision of specialized healthcare services, ensuring sustainable growth and alignment with the healthcare transformation goals of Saudi Vision 2030.



Our ISO Certifications :

ISO 13485:2016
Quality Management
Certification for
Medical Devices



ISO 9001:2008
Quality Management
System Certification



ISO 14001:2015
Environmental
Management System
Certification



ISO 45001:2018
Occupational
Health and Safety
Management System
Certification





**Risk
Factors**

Risks faced by the Company

The Company's risk management is a department affiliated with the Governance and Compliance Department and followed up by the internal auditor to study the risks facing the Company and then submit them to the Audit Committee, in order to ensure the control of strategic risks, operational risks, financial risks and all risks faced by the Company.

Risk management also develops and activates policies and procedures and measures and evaluates the company's ability to bear risks. One of the tasks of risk management is to develop and activate procedures related to operational risks and prepare a plan for them to implement risk assessment processes that include risk management and opportunities that affect the organizational strategies used to achieve the Company's objectives.

The Risk Department is also responsible for submitting risk reports periodically to the members of the Audit Committee and the members of the Board of Directors, which includes analyzing the risks faced by the Company to reduce future risks



Principles of Risk Management Policy:

The Company's risk management policy is based on each of the following axes:

- Effective Internal Control
- Initiative and Sense of Responsibility
- Accuracy and transparency

The main steps adopted by the Company in order to control and manage risks and to achieve the highest degree of preparedness and precaution to confront them:

- Risk screening and analysis.
- Definition and description of risks.
- Risk assessment and reporting on potential threats and opportunities.
- Confronting Risks.

During the course of its activities, the Canadian Medical Center may face the possibility of any unconfirmed event that threatens the ability to achieve the objectives, representing the current risks faced by the Company as follows:



Risks related to the lack of flow of trained manpower, especially doctors, nurses and technicians

The Company faces challenges related to the scarcity of medical and pharmaceutical competencies, which poses increasing pressure in light of high wage levels and companies' competition to attract qualified cadres. However, the Company is committed to implementing effective strategies to attract the best medical and professional expertise, while working to develop an attractive work environment that enhances the continuity of competencies and maintains the quality of services provided.



Risks related to the rapid pace of innovation and technological developments in the healthcare sector:

The Company relies on a variety of medical and administrative devices and equipment to carry out its work. However, the healthcare sector is witnessing rapid technical development and continuous innovations, which leads to high costs of these technologies and the possibility of their rapid obsolescence. This may negatively affect the efficiency of the Company's operational operations if the latest developments are not kept pace. Therefore, the Company adopts a policy of continuous updating of the equipment and technologies used, despite high costs, in order to ensure the provision of health services with the highest quality standards.



Operational Risks

Risks resulting from the inappropriateness or failure of internal procedures, human resources, systems and external events that may affect the Company's operations. Operational risks are managed through internal work procedures and follow-up mechanisms.



Compliance Risks:

Risks resulting from violation of the laws, regulations and practices stipulated in the applicable internal policies and procedures, or the inability to comply with them. The Company, through the Compliance Department and with the follow-up of the internal auditor, verifies that the laws and instructions related to the Company's activity are not violated.



Competition Risks

Continuing to develop operational performance indicators for all available resources of the Company and activating control tools on direct and indirect operational burdens, as well as continuing to develop and automate administrative, medical, technical and financial systems in order to enhance the competitiveness of the Company and reduce future risks that may arise from negative competition.



Clinical Risks and Auditor Safety Risks

These are the risks resulting from providing services in a way that may expose the reviewers to harm and lead to undesirable clinical results. The Company is concerned with the general quality of healthcare, as well as opening channels to hear the complaints of the reviewers, as well as taking care of the periodic maintenance of vital medical equipment.



Cybersecurity Risks

In light of the continuous expansion in the use of digital technologies in the healthcare sector, the Canadian Medical Center faces increasing risks in the field of cybersecurity, which may affect the confidentiality and integrity of medical and administrative data. These risks include cyber-attacks, security breaches, and malware, which may lead to disruption of systems, leaking patient data, or affect the continuity of medical services.

The Company seeks to enhance security and encryption systems, update software regularly, implement strict security protocols, and train employees in cyber awareness to detect and respond to threats effectively.



Financial Risk

The Company's activities expose it to multiple financial risks such as credit risk, liquidity risk, market rate risk, currency risk and interest rate risk.



Credit Risk

Credit risk is the inability of one party to financial instruments to meet its obligations resulting in the other party incurring a financial loss. The Company is exposed to credit risk on receivables and cash with banks and other receivables limited to the following :

- Cash balances are held with banks with a high credit rating.
- Receivables and other receivables are presented net of the provision for expected credit losses.

The Company manages credit risk related to receivables from customers and other receivables through monitoring in accordance with established policies and procedures. The Company seeks to reduce customer-related credit risk by establishing credit limits for individual customers and monitoring existing receivables on an ongoing basis. Accounts receivable and other receivable balances are monitored, resulting in the Company not being exposed to material bad debts. The Company records the provision for expected credit losses, taking into account various factors, including the age of accounts receivable balances, the financial position of customers, etc.



Liquidity Risk

Liquidity risk is the risk that an entity will have difficulty collecting funds to meet liabilities related to financial instruments. Liquidity risk may result from the inability to sell a financial asset quickly at an amount close to its fair value.

Liquidity risk is managed by monitoring on a regular basis and ensuring that sufficient funds and banking facilities are available to meet the Company's future obligations.



Market Price Risk

Market price risk is the risk that the value of financial instruments will fluctuate as a result of changes in market prices, such as foreign exchange rates and interest rates, affecting a company's profit or the value of its financial assets. The goal of market risk management is to manage and keep market risk exposure within acceptable limits, while optimizing returns .





Currency Risk

Currency risk is the risk that the value of financial instruments will fluctuate as a result of changes in foreign exchange rates. Currency risk arises when future business transactions and recognized assets and liabilities are denominated in a currency different from the Company's functional currency. The Company's exposure to foreign currency risk is primarily limited to transactions in USD and the Company's management believes that its exposure to USD-related currency risk is limited because the SAR exchange rate is pegged to USD. Fluctuation in exchange rates against other currencies is constantly monitored.



Interest Rate Risk

Interest rate risk is the exposure associated with the impact of fluctuations in prevailing interest rates on a company's financial position and cash flows. The Company has no variable financial liabilities at the reporting date. The Company may face other risks that may be currently unknown to the Company or that the Company may consider immaterial



Governance

The Canadian Medical Center Company is committed to maintaining the highest standards of governance. The Board of Directors approved the Company's governance regulations based on the Corporate Governance Regulations issued by the Capital Market Authority. The Company also maintains a commitment to taking into account the rights of shareholders, customers, employees and all stakeholders, in addition to strengthening relations with them and protecting their interests. Under the Corporate Governance Regulations, Canadian Medical Center Company is committed to the principles of transparency, disclosure and activating the roles of the Board of Directors and the Executive Management while defining their responsibilities. The Company also seeks to enhance the effectiveness of internal control, risk management and compliance with the Corporate Governance Regulations issued by the Capital Market Authority

In accordance with the requirements of the rules of transition to the main market, the Board of Directors of Canadian Medical Center Company confirms that the Company has met all the required governance requirements as per the requirements of the rules of transition to the main market .

The Company issued its rules and policies for the Company's governance based on the governance regulations issued by the Capital Market Authority and the Company's articles of association and related regulations. These policies were approved by the general assembly of the Company and the board of directors. The Company continuously reviews and updates these policies in accordance with the relevant laws and regulations .



Governance Mechanisms

The Canadian Medical Center Company is interested in working to implement the Company's governance in a model manner, as the Company has developed an effective system of governance in the belief of its long-term importance, and based on the Company's keenness and strengthening its relationship with its shareholders, all its investors and stakeholders, and in accordance with the principle of disclosure and transparency, the Board of Directors has adopted the special governance regulations in order to maximize the value of shareholders' rights in the long term, and the various departments in the Company were keen to support and strengthen the governance system and all departments adopt the best working methods to protect the interests of the Company and its shareholders.

In 2024, the Company adopted (15) governance regulations and policy, in order to strengthen the corporate governance framework, ensure adherence to the highest standards of transparency and accountability, develop internal control mechanisms, and consolidate the principles of justice and equality in dealing with all stakeholders, which contributes to enhancing the efficiency of institutional performance, sustainability of growth and achievement of the Company's strategic goals in the long term. The attached diagram outlines the regulations and policies implemented within the Company.



Board of Directors

The management structure of the Company consists of the Board of Directors, the committees emanating from it, and the executive management. The Board of Directors is responsible for forming the executive management, setting the foundations of governance and the Company's policies, supervising their implementation and reviewing them periodically to ensure the compliance of the executive management with the approved plans and systems, thus contributing to enhancing the growth and sustainability of the Company.

With regard to the executive management, it is responsible for managing the daily operations efficiently and effectively, ensuring the optimal use of resources within the framework of the strategic plans and objectives of the Company. It also prepares periodic reports, whether financial or non-financial, and submits them to the Board of Directors to support appropriate decision-making.

Composition of the Board of Directors and Classification of its Members

Name	Position	Membership Status
H.E. Mr. Khalid bin Mohammed Al-Ammar	Chairman	/Non-executive non-independent
H.E. Mr. Khalifa bin Abdul Latif Al Melhem	Vice Chairman	/Non-executive non-independent
H.E. Mr. Hamad bin Muhammad Al-Dhuwaila	Member of the Board of Directors	Non-executive / Independent
H.E. Mr. Ibrahim Naeem bin Naeem	Member of the Board of Directors	Non-executive / Independent
H.E. Mr. Hassan Hassan Gouda	Member of the Board of Directors	Executive
Secretariat of the Board		
H.E. Dr. Manar Othman Al-Dokhi	Secretary	

Responsibilities of the Secretary of the Board :

- Documenting board meetings and preparing minutes that include the discussions and deliberations held, stating the meeting location, date, start and end time, recording the board's decisions and voting results, listing the names of attending and absent members, noting any reservations expressed by attending members (if any), and having these minutes signed by the meeting chairperson, all attending members, and the secretary.
- Maintaining the reports submitted to the Board of Directors and the reports prepared by the Board.
- Providing the members of the Board of Directors with the agenda of the Board, working papers, documents and information related thereto, and any additional documents or information requested by any of the members of the Board of Directors related to the topics covered in the meeting schedule.
- Verifying the compliance of the directors with the procedures approved by the Board.
- Informing the members of the Board of Directors of the dates of the meetings of the Board well in advance of the specified date.
- Presenting the draft minutes to the members of the Board of Directors to express their views on them before signing them.
- Ensuring that the directors have full and prompt access to a copy of the minutes of the board meetings, information and documents relating to the Company.
- Coordination between the members of the Board of Directors.
- Organizing the register of disclosures of the members of the Board of Directors and the Executive Management in accordance with the provisions of Article 89 of these Regulations.
- Providing assistance and advice to the members of the Board of Directors.

The Board Secretary shall not be dismissed except by a resolution of the Board of Directors



The résumés of the Board members and the names of companies, both within and outside the Kingdom, in whose boards the company's Board member holds a



H.E. Mr. Khalid bin Mohammed Al-Ammar– Chairman of the Board of Directors

Current Jobs

- Chairman of the Board of Directors of Hassakah Company for Project Development
- Chairman of the Board of Directors of Canadian Medical Center Company
- Chairman of the Board of Directors of the Academy of Learning Company
- Chairman of the Board of Directors of Falwa Najd Real Estate Company.
- Chairman of the Board of Directors of Khairat Al-Ammaria Real Estate Company
- Chairman of the Board of Directors of the Leading Technology Company
- Chairman of the Board of Directors of Khairat Al Sharq Trading Company
- Chairman of the Board of Directors, Muhan Human Resources Company.

Previous Jobs and Experience

- Chairman of the National Committee for Business Youth in the Council of Saudi Chambers from 2009G to 2010G
- Member of the Saudi Canadian Business Council in the Council of Saudi Chambers from 2009G to 2011G
- Member of the Board of Directors of the Chamber of Commerce and Industry in the Eastern Province of the Kingdom of Saudi Arabia from 2010G to 2013G
- Chairman of the Board of Directors of Khairat Al Khaleej Energy Company from 2011G to 2014G

Qualifications

- He holds a bachelor's degree in mathematics from Imam Abdul Rahman bin Faisal University in Dammam in 1995G.
- Holds several development courses in management and languages in Japan, the United States of America, the United Kingdom, the United Arab Emirates and Kuwait between 2000G and 2014G.

Names of companies in which the board member is a member of the current board of directors or one of its directors

Current

- Chairman of the Board of Directors of Hassaha Project Development Company since 2024G.
- Chairman of the Board of Directors of Muhan Human Resources Company since 2023G.
- Chairman of the Board of Directors of the Academy of Learning Company since 2021G.
- Chairman of the Board of Directors of Canadian Medical Center Company since 2020G.
- Chairman of the Board of Directors of Falwa Najd Real Estate Company since 2020G.
- Chairman of the Board of Directors of Khairat Al-Ammaria Real Estate Company since 2018G.
- Chairman of the Board of Directors of the leading technology company since 2006G.
- Chairman of the Board of Directors of Khairat Al Sharq Trading Company since 2006G.

Past

- Chairman of the Board of Directors of Khairat Al Khaleej Energy Company from 2011G to 2014G

Within the Kingdom





H.E. Mr. Khalifa bin Abdul Latif Al Melham -
Vice Chairman of the Board of Directors

Current Jobs

- Vice Chairman of the Board of Directors Canadian Medical Center Company
- Chairman of Advanced Petrochemical Company
- Member of the Board of Directors of Al-Jazeera Support Services Company.
- Chairman of the Board of Directors of Alpha Financial Company in Riyadh
- Vice Chairman of Walaa Cooperative Insurance Company in Al-Khobar

Previous Jobs and Experience

- Member of the Board of Directors of the General Organization for Social Insurance in Riyadh from 2014 to 2017G.
- Member of the Board of Directors of Al-Ittifaq Steel Industries Company in Riyadh from 2012 until 2017G.
- Member of the Board of Directors of Nama Petrochemical Company in the city of Al-Jubain from 2007 to 2012G.
- Member of the Board of Directors of the Saudi Spanish Bank in Spain from 1990 to 1999G.
- Member of the Board of Directors of the Saudi British Bank in Riyadh from 1985 to 2002G.
- Member of the Board of Directors of the Saudi National Maritime Transport Company in Riyadh since 2017 until 2022G
- Member of the Board of Directors of Bank Al-Jazira in Jeddah from 2007 until 2021G
- Member of the Board of Directors of the Saudi White Cement Company in Riyadh City since 1995. Until 2021G
- Member of the Board of Directors of the International General Insurance Company (IGI) in Amman, Jordan since 2007 – 2019G

Qualifications

- He holds a Bachelor's degree in Business Administration from the University of Colorado at Boulder, Colorado, USA.

Names of companies in which the board member is a member of the current board of directors or one of its directors

Current

- Chairman of the Board of Directors of the Advanced Petrochemical Company in Jubail City since 2004G.
- Member of the Board of Directors of Al-Jazeera Support Services Company in Dammam from 2012G to 2017G and Chairman of the Board of Directors from 2017G to date.
- Chairman of the Board of Directors of Alpha Financial Company in Riyadh since 2022G until now.
- Vice Chairman of the Board of Directors of the Canadian General Medical Center Complex Company since 2020G until now.
- Vice Chairman of the Board of Directors of Walaa Cooperative Insurance Company in Al-Khobar City since 2019G until now.

Past

- Member of the Board of Directors of the General Organization for Social Insurance in Riyadh from 2014G to 2017G.
- Member of the Board of Directors of Al-Ittifaq Steel Industries Company in Riyadh City from 2012G to 2017G.
- Member of the Board of Directors of Nama Petrochemical Company in Jubail City from 2007G to 2012G.
- Member of the Board of Directors of the Saudi British Bank in Riyadh from 1985G to 2002G.
- Member of the Board of Directors of the Saudi Spanish Bank in Spain from 2003G to 2012G.
- Member of the Board of Directors of the International General Insurance Company (IGI) in Amman, Jordan since 2007G – 2019G.

Within the Kingdom

Within the Kingdom



H.E. Mr. Hamad bin Mohammed Al Dhuwaila– Member of the Board of Directors

Current Jobs

- Member of the Board of Directors of the Canadian General Medical Center Complex Company since 2020G.
- Member of the Board of Directors of Abdul Latif Al-Fawzan Autism Center in Al-Khobar since 2020.
- Secretary General and member of the Board of Directors of the Furniture Cooperative Association in Al-Khobar since 2020G.
- Member of the Board of Directors of Kanaf Charitable Society in Dammam since 2015G.
- Member of the Board of Directors of Ertiqaa Charitable Association in Al-Khobar since 2014G.
- Member of the Board of Trustees of Al-Fozan Community Service Company in Al-Khobar since 2014G.
- Senior Consultant at TVM Medical Investments.
- Senior Advisor at Eram Trading Group.

Previous Jobs and Experience

- Deputy Minister of the Saudi Ministry of Health from 2015G to 2019G.
- Member of the Saudi Health Council in Riyadh from 2015G to 2019G.
- Secretary General and member of the Board of Directors of the Food Charitable Society “Etaam” in Dammam from 2011G to 2019G.
- Member of the Board of Directors of King Faisal Specialist Hospital in Riyadh from 2015G to 2018G.
- Advisor to the Minister of Health in the city of Jeddah from 2014G to 2015G.
- Executive Director at Al-Ahsa Hospital in Al-Ahsa 2011G until 2013G.
- Director General of Health Services at Saudi Aramco in Dhahran from 1981G to 2009G.

Qualifications

- He holds a master's degree in hospital administration from the University of Arizona in Tucson in the United States of America in 1988G.
- He holds a bachelor's degree in pharmacy from King Saud University in Riyadh in 1979G.

Names of companies in which the board member is a member of the current board of directors or one of its directors

Current

- Member of the Board of Directors of the Canadian General Medical Center Complex Company since 2020G.
- Member of the Board of Directors of Abdul Latif Al-Fawzan Autism Center in Al-Khobar City since 2020G.
- Secretary General and member of the Board of Directors of the Furniture Cooperative Association in Al-Khobar since 2020G.
- Member of the Board of Directors of Kanaf Charitable Society in Dammam since 2015G.
- Member of the Board of Directors of Ertiqaa Charitable Association in Al-Khobar since 2014G.
- Member of the Board of Trustees of Al-Fozan Company for Community Service in Al-Khobar since 2014G.
- Senior Consultant at TVM Medical Investments.
- Senior Advisor at Eram Trading Group.

Past

- Deputy Minister of the Saudi Ministry of Health from 2015 to 2019.
- Member of the Saudi Health Council in Riyadh from 2015 to 2019.
- Secretary General and member of the Board of Directors of the Food Charitable Society “Etaam” in Dammam from 2011G to 2019G.
- Member of the Board of Directors of King Faisal Specialist Hospital in Riyadh from 2015G to 2018G.
- Advisor to the Minister of Health in the city of Jeddah from 2014G to 2015G.
- Executive Director at Al-Ahsa Hospital in Al-Ahsa 2011G until 2013G.
- Director General of Health Services at Saudi Aramco in Dhahran from 1981G to 2009G

Within the Kingdom

Within the Kingdom



H.E. Mr. Ibrahim Naeem Al-Naeem – Member of the Board of Directors

Current Jobs

- Member of the Board of Directors of the Canadian Medical Center Company since 2020G.
- Member of the Board of Directors of Fuel Services Development Company (Orange) in Riyadh City since 2018G.
- Vice Chairman of the Board of Directors of Logistics Plus in Dammam since 2018G.
- Member of the Board of Directors of Al-Reyadah Educational Company in Riyadh City since 2017G.
- Vice Chairman of the Board of Directors of Trans Seas Levant Shipping Lines Company Limited in Dammam since 2017G.
- Member of the Nomination and Remuneration Committee at Alpha Financial Company in Riyadh since 2018G.
- Member of the Board of Directors of Alpha Financial Company in Riyadh since 2022G.

Previous Jobs and Experience

- CEO of Ports and Storage Services Company Limited in Dammam from 2016G to 2020G.
- Director of Business Development at King Fahd University of Petroleum and Minerals in Dhahran from 2014G to 2016G.
- Director of Investment Department at King Fahd University of Petroleum and Minerals in Dhahran from 2012G to 2014G.
- Member of the Board of Directors of Al Salam Medical Healthcare Company in Al-Khobar from 2012G to 2014G.
- Lecturer in the Department of Finance and Economics at King Fahd University of Petroleum and Minerals in Dhahran from 2009G to 2010G.
- Teaching Assistant in the Department of Finance and Economics at King Fahd University of Petroleum and Minerals in Dhahran from 2007G to 2008G.
- Financial analyst at the Saudi Arabian Monetary Agency in Riyadh from 2006G to 2007G.

Qualifications

- He holds a Master's degree in Business Administration from the University of Denver, Colorado, USA in 2009G.
- He holds a bachelor's degree in financial management from King Fahd University of Petroleum and Minerals in Dhahran in 2006G.
- Holds a certificate of completion of the Logistics Solutions Program from the Maritime and Ports Authority Institute in Singapore in 2011G.

Names of companies in which the board member is a member of the current board of directors or one of its directors

Current

- Member of the Board of Directors of the Canadian Medical Center Company since 2020G.
- Member of the Board of Directors of Fuel Services Development Company (Orange) in Riyadh since 2018G.
- Vice Chairman of the Board of Directors of Logistics Plus in Dammam since 2018.
- Member of the Board of Directors of Al-Reyadah Educational Company in Riyadh since 2017G.
- Vice Chairman of the Board of Directors of Trans Seas Levant Shipping Lines Company Limited in Dammam since 2017G.
- Member of the Nomination and Remuneration Committee at Alpha Financial Company in Riyadh since 2018G.
- Member of the Board of Directors of Alpha Financial Company in Riyadh since 2022G.

Within the Kingdom

Past

- Member of the Board of Directors of Al Salam Medical Healthcare Company in Al-Khobar from 2012G to 2014G.

Within the Kingdom



H.E. Mr. Hassan Hassan Gouda– Member of the Board of Directors

Current Jobs

- Member of the Board of Directors of the Canadian Medical Center Company since 2020G.

Previous Jobs and Experience

- Purchasing Manager and Deputy General Manager at the Canadian Medical Center Company in Dammam from 2008G to 2014G.
- Director General of the Patient’s Friends Hospital in Gaza City, Palestine from 2003G until 2007G.
- Deputy Director General and Director of Dermatology and Plastic Surgery Hospital in Riyadh from 1982G to 2000G.
- Managing Director at NADEC Company in Riyadh from 1978G until 1982G.

Qualifications

- He holds a Master's degree in Business Administration from the University of Almeida in Idaho, USA in 2003G.
- He holds a bachelor's degree in English from Riyadh University in 1978G.
- Diploma of Business Administration and Accounting from the British Royal Society in 1969G.

Names of companies in which the board member is a member of the current board of directors or one of its directors	Current	Within the Kingdom
	<ul style="list-style-type: none"> • Member of the Board of Directors of the Canadian Medical Center Company since 2020G 	
	Past	
	<ul style="list-style-type: none"> • Purchasing Manager and Deputy General Manager at the Canadian General Medical Center Complex in Dammam from 2008G to 2014G. • Director General of the Patient’s Friends Hospital in Gaza City, Palestine from 2003G until 2007G. • Deputy Director General and Director of Dermatology and Plastic Surgery Hospital in Riyadh from 1982G to 2000G. • Managing Director at NADEC Company in Riyadh from 1978G until 1982G. 	

H.E. Dr. Manar Othman Al- Doukhi– Secretary of the Board of Directors

Current Jobs

- Disclosure and Governance Officer Canadian Medical Center Company
- Secretary of the Board of Directors and Committees Canadian Medical Center Company
- Director of Investor Relations, Canadian Medical Center Company
- Consultant in Strategic Planning and Governance
- Disclosure and Governance Officer at the Academy of Learning Company.
- Secretary of the Board of Directors and Committees, Academy of Learning Company
- Investor Relations Manager Academy of Learning Company
- Quality Controller/ Education Evaluation Commission

Previous Jobs and Experience

- Lecturer at Imam Muhammad bin Saud Islamic University from 2012G to 2020G
- Chairman of the Department of Imam Muhammad bin Saud Islamic University, one year between 2012G and 2020G
- Consultant in Governance and Secretariat of Boards of Directors and Committees Meem Law Firm from 2022G to 2023G
- Consultant in Strategic Planning and Governance/ Waleed Creative Studio since 2019G
- Designing and providing training courses/a number of beneficiaries since 2019G

Qualifications

- He holds a doctorate degree in management and planning from Imam Muhammad bin Saud Islamic University in 2020G
- He holds a Master's Degree in management and planning from Imam Muhammad bin Saud Islamic University in 2012G
- He holds a bachelor's degree in the fundamentals of religion from Imam Muhammad bin Saud Islamic University in 2009G.

Board Meetings

Members	First Meeting March 27, 2024	Second Meeting May 28, 2024	Third Meeting 29 September 2024	Fourth Meeting 1 December 2024	Attendance Rate
H.E. Mr. Khalid bin Mohammed Al- Ammar	✓	✓	✓	✓	100%
H.E. Mr. Khalifa bin Abdul Latif Al Melhem	✓	✓	✓	✗	75%
H.E. Mr. Hamad bin Muhammad Al- Dhuwaila	✓	✓	✓	✓	100%
H.E. Mr. Ibrahim Naeem bin Naeem	✓	✓	✓	✓	100%
H.E. Mr. Hassan Hassan Gouda	✓	✓	✓	✓	100%

The procedures taken by the Board of Directors to inform its members of the shareholders' proposals or observations regarding the company and its performance.

1. Meetings of the Board of Directors.
2. Meetings of committees emanating from the Board of Directors.
3. Meetings of the General Assembly.

Committees emanating from the Board of Directors

The Board of Directors formed specialized committees in line with the Corporate Governance Regulations issued by the Board of the Capital Market Authority in order to assist the Board in performing its functions effectively and in accordance with the need of the Company and the nature of its business.

These committees were formed in accordance with general procedures set by the Board, which include determining the tasks of each committee, the duration of its work, the powers vested therein, and the manner of the Board's control over it. Its work and recommendations are followed up by the Board of Directors periodically to verify the exercise of the work entrusted thereto.



Audit Committee

The main role of the Committee is to monitor the Company's business and affairs and assist the Board of Directors in supervising the Company's audits and internal control systems, the Company's financial statements and other financial information, and the Company's compliance with legal and regulatory requirements.

The Board of Directors decided on 27/3/2024G to increase the number of members of the Audit Committee and add Mr. Saad Abdul Rahman Al-Jamaz to the Committee. The Board also decided on 29/9/2024G to increase the number of members of the Committee and add Mr. Hamoud Saud Al-Harbi thereto.

Audit Committee Members

Name	Position	Title
H.E. Mr. Ibrahim Naeem bin Naeem	Chairman of the Committee	Non-executive / Independent
*H.E. Mr. Mohamed Refaat Ahmed	Committee Member	Non-executive / Independent
H.E. Mr. Ibrahim Shawqi Abdullah	Committee Member	Non-executive / Independent
H.E. Mr. Saad Abdul Rahman Al-Jamaz	Committee Member	Non-executive / Independent
H.E. Mr. Hamoud Saud Al-Harbi	Committee Member	Non-executive / Independent

- The member of the Audit Committee, H.E. Mr. Mohamed Refaat, submitted his resignation from the Audit Committee on 28/7/2024G

Curriculum Vitae of Audit Committee Members

The Chairman of the Audit Committee, H.E. Mr. Ibrahim Naeem bin Naeem - His CV with the members of the Board of Directors has already been mentioned.

H.E. Mr. Mohamed Refaat Ahmed - Member of the Audit Committee

Current Jobs	<ul style="list-style-type: none"> Vice President of Khalifa Al Melhem Holding Company. Vice President of the Group at Khalifa Abdul Latif Al Melhem Holding Company in Dammam City since 2016G. Financial Manager at Khalifa Abdul Latif Al Melhem Company Limited in Dammam from 2008G to 2016G.
Previous Jobs and Experience	<ul style="list-style-type: none"> Accountant General in Khalifa Abdul Latif Al Melhem Company Limited in Dammam from 2008G to 2016G. General Accountant in Al-Amoudi Company in Dammam from 1995 to 2008G. Member of the Audit Committee of the Academy of Learning Company since 2021G.
Qualifications	<ul style="list-style-type: none"> He holds a bachelor's degree in accounting from Cairo University in the Arab Republic of Egypt in 1994G.

H.E. Mr. Ibrahim Shawqi Abdullah - Member of the Audit Committee

Current Jobs	<ul style="list-style-type: none"> Chief Financial Officer of Khalifa Al Melhem Holding Company. Accountant General in Khalifa Abdul Latif Al Melhem Company Limited in Dammam from 2008G to 2016G. Financial Affairs Specialist at Misr Foreign Trade Company in the city of Taba in the Arab Republic of Egypt from 2004G to 2008G. Financial Affairs Specialist at Misr Company for Foreign Trade in the city of Taba in the Arab Republic of Egypt from 2004G to 2008G. Member of the Audit Committee of the Academy of Learning Company since 2021G.
Previous Jobs and Experience	<ul style="list-style-type: none"> Member of the Audit Committee of Al-Jazeera Support Services Company in Al-Khobar City since 2021G. Member of the Review Committee of Shifa Al-Montazah Company in Jeddah since 2021G Member of the Audit Committee of Advanced Pipe Solutions Company in Riyadh City since 2022G. Member of the Board of Directors of Al-Qimma Educational Services Company in Ras Tanura City since 2023G. Member of the Board of Directors of Durar Al-Jazeera Company in the city of Dhahran since 2023G.
Qualifications	<ul style="list-style-type: none"> He holds a bachelor's degree in accounting from Zagazig University in the Arab Republic of Egypt in 2002G.

H.E. Mr. Saad Abdul Rahman Al-Jamaz - Member of the Audit Committee

Current Jobs	<ul style="list-style-type: none"> Financial Analyst at Khalifa Abdul Latif Al Melhem Holding Company
Previous Jobs and Experience	<ul style="list-style-type: none"> Internship at SABIC Accountant of Khalifa Abdul Latif Al-Mulhem Company since 07/2022G to 09/2023G Financial Analyst at Khalifa Abdul Latif Al Melhem Company since 2023G till now
Qualifications	<ul style="list-style-type: none"> Bachelor of Financial Management

H.E. Mr. Hamoud Saud Al-Harbi - Member of the Audit Committee

Current Jobs	<ul style="list-style-type: none"> • Licensed lawyer since 2006G. • Founder and Director of Mazoon Legal Consultancy. • Member of the Board of Directors of Al Malqa Development Company «JSC». • Member of the Remuneration and Nomination Committee of Fes United Medical Company «JSC».
Previous Jobs and Experience	<ul style="list-style-type: none"> • More than eighteen years of experience in structuring business projects and legal advice for investment businesses and law firms. • Member of the Family Business Committee at the Riyadh Chamber of Commerce. • Worked as a consultant for a number of government and semi-government agencies. The General Authority for Awqaf is in its founding stage and is an advisor to a number of government and semi-government agencies. • Participating in a number of committees formed in the Authority of Experts to discuss and approve a number of relevant laws, regulations and topics. • Participating in the preparation of a number of laws and regulations and participating in reviewing the governance of many non-profit bodies and entities and endowment investment funds.
Qualifications	<ul style="list-style-type: none"> • He holds a Master's Degree in Commercial Law from UTS Sydney University.

The tasks and responsibilities of the Audit Committee include:

Financial Reportin

Studying the initial and annual financial statements of the company before presenting them to the Board of Directors and expressing its opinion and recommendation thereon to ensure its integrity, fairness and transparency. To express a technical opinion – upon the request of the Board of Directors - on whether the report of the Board of Directors and the financial statements of Company are fair, balanced and understandable and include information that allows shareholders and investors to evaluate the financial position of the Company, its performance, its business model and its strategy. Examine any important or unfamiliar matters included in the financial reports. Thoroughly research any issues raised by Company's CFO, incumbent, compliance officer or auditor. Verification of accounting estimates in material matters contained in financial reports. Studying the accounting policies followed in the company and expressing an opinion and recommendation to the Board of Directors in this regard.

Internal Audit

- Studying and reviewing the internal control, financial and risk management systems in the Company.
- Studying internal audit reports and following up the implementation of corrective actions for the observations contained therein.
- Monitoring and supervising the performance and activities of the internal auditor and the internal audit department in the Company to verify the availability of the necessary resources and its effectiveness in performing the work and tasks assigned to it. If the Company does not have an internal auditor, the committee shall submit its recommendation to the Board on the need for his appointment.
- Recommending to the Board of Directors the appointment of a Director of the Internal Audit Department or an internal auditor and proposing his remuneration.

Auditor

- Recommending to the Board of Directors the nomination and dismissal of auditors, determining their fees and evaluating their performance, after verifying their independence and reviewing the scope of their work and the terms of their contract.
- Verifying the independence, objectivity and fairness of the auditor, and the effectiveness of the audit work, taking into account the relevant rules and standards.
- Reviewing the plan of the Company's auditor and his work, and verifying that he does not submit technical, administrative or consultancy work that falls outside the scope of the audit work and giving its views thereon.
- Answering the inquiries of the Company's auditor.
- Studying the auditor's report and observations on the financial statements and following up on what has been taken in their regard.

Ensuring Commitment

- Reviewing the results of the reports of the regulatory authorities and verifying that the company has taken the necessary measures in their regard.
- Verifying the company's compliance with the relevant laws, regulations, policies and instructions.
- Reviewing the contracts and dealings proposed to be conducted by the Company with the related parties and provide its views thereon to the Board of Directors.
- Submitting the matters it deems necessary to take action on to the Board of Directors, and making its recommendations for the actions to be taken.

Powers of the Audit Committee

The Audit Committee in order to perform its tasks has :

- The right to access the company's records and documents.
- To request any clarification or statement from the members of the Board of Directors or the Executive Management.
- To request the Board of Directors to invite the General Assembly to meet if the Board of Directors hinders its work or the Company suffers serious damages or losses.
- To investigate any activity within its powers or any matter specifically requested by the Board of Directors.

- To seek legal and technical advice from any external entity or consulting body whenever necessary to assist the committee in carrying out its duties.
- If there is a conflict between the recommendations of the Audit Committee and the decisions of the Board of Directors, or if the Board refuses to accept the recommendation of the Committee regarding the appointment of the auditor, the dismissal and determination of fees and the evaluation of his performance or the appointment of the internal auditor, the report of the Board of Directors shall include the committee's recommendation, its justifications, and the reasons for not adopting it.

Audit Committee Meetings

Members	1st meeting 25/03/2024	2nd meeting 30/04/2024	3rd meeting 12/06/2024	4th meeting 21/08/2024	5th meeting 25/11/2024	Attendance Rate
H.E. Mr. Ibrahim Naeem Naeem	✓	✓	✓	✓	✓	100%
H.E. Mr. Muhammad Refaat Ahmed	✓	✓	✓			60%
H.E. Mr. Saad Abdul Rahman Al-Jamaz		✗	✓	✓	✓	60%
H.E. Mr. Ibrahim Shawqi Abdullah	✓	✓	✓	✓	✓	100%
H.E. Mr. Hamoud Saud Al-Harbi					✓	20%

Was not a member at the time of this meeting



Nomination and Remuneration Committee

This committee shall undertake the tasks of nominating the members of the Board of Directors and setting the remuneration policy for the Board members and the members of the senior management. The tasks and responsibilities of the Nomination and Remuneration Committee include:

Remuneration

Developing a clear policy for the remuneration of Board members, committees derived from the Board, and senior executives that enhances administrative motivation and retains outstanding talents. The policy should be reviewed and recommended to the Board of Directors for consideration before its approval by the General Assembly, taking into account that policy to follow criteria related to performance, disclosure, and ensuring its implementation, provided that it includes the following:

- Its consistency with the Company's strategy and objectives.
- The remuneration is provided for the purpose of urging the members of the Board and the executive management to the success and development of the Company in the long term, such as linking the variable part of remuneration to long-term performance.
- Determine the remuneration based on the level of the job, the tasks and responsibilities assigned to the incumbent, educational qualifications, practical experience, skills, and level of performance.
- Its consistency with the size, nature and degree of risks in the Company.
- Taking into account the practices of other companies in determining remuneration, while avoiding the unjustified rise in remuneration and compensation that may result.
- To aim at attracting, maintaining and motivating professional talents without being excessive.

- Cases in which the payment of remuneration is suspended or recovered if it is found that they were granted based on inaccurate information provided by a Board member or executive management. This is to prevent the exploitation of job positions to obtain undeserved remuneration.
- Regulating the granting of company shares to Board members and executive management, whether through new issuances or shares repurchased by the company, in a manner that does not conflict with the provisions of the Articles of Association, the decisions of the General Assembly, and the Board of Directors.

Clarify the relationship between the remuneration awarded and the applicable remuneration policy, and indicate any material deviation therefrom.

Periodically review the remuneration policy, and assess its effectiveness in achieving its objectives.

Recommending to the Board of Directors the remuneration of Board members, its affiliated committees, and the company's senior executives in accordance with the approved policy.

Reviewing the financial remuneration of the CEO, including long and short term incentives as well as determining the ceiling of the results expected to be achieved by the CEO, and making recommendations thereon to the Board of Directors.

Reviewing the compensation plan, as well as employee-related incentive policies and plans.



Nominations

- Propose clear policies and criteria for membership in the board of directors, executive management and representatives of the Company in the boards of directors of subsidiaries.
- Recommend to the Board of Directors the nomination and re-nomination of its members in accordance with the approved policies and criteria, taking into account not to nominate any person previously convicted of a crime against trust.
- Annual review of the necessary skills or experience for membership of the Board of Directors, committees and executive management functions, and preparation of a description of the capabilities and qualifications required for membership of the Board and holding executive management positions, including determining the time commitment expected from each member for Board duties.
- Review the structure of the board of directors, committees and executive management and make recommendations regarding size, composition and other recommended changes.
- Define the roles and responsibilities of executive members, non-executive members, independent members, and senior executives.
- Establish special procedures in the event of a vacant position within the membership of the Board of Directors or senior executives.
- Identify the strengths and weaknesses of the Board of Directors and propose solutions to address them in alignment with the company's best interests through:
 1. Proposing the necessary mechanisms to evaluate the performance of the Board, its members, committees and executive management annually, through appropriate performance measurement indicators related to the achievement of the strategic objectives of the Company, the quality of risk management and the adequacy of internal control systems and others.
 2. Assisting the Board in its responsibility to make the necessary arrangements for obtaining an evaluation of its performance by a qualified external entity every three years and overseeing the evaluation process.
- The committee may submit its recommendations to the board in the event of a vacancy in any of the Board's committees by appointing new members as needed.
- Check annually the independence of the independent members, verify that there is no conflict of interest between the Chairman, Board members, CEO and other important management positions, and whether the member is a member of the board of directors of another company.
- Study and review succession plans or replacement strategies, particularly for the Board, the CEO, and senior executives.

- Provide an appropriate level of training and induction for new members of the Board and committees on the company's tasks and achievements to enable them to perform their work with the required efficiency.
- Develop the necessary mechanisms for the members of the Board of Directors and the Executive Management to obtain training programs and courses on an ongoing basis in order to develop their skills and knowledge in the fields related to the Company's activities.
- Develop a job description for executive members, non-executive members, independent members, and senior executives.
- Provide the Board of Directors and Executive Management with adequate information and external advice to ensure that informed decisions are made on remuneration.

Directors' remuneration

Rules for determining remunerations

- The Board of Directors shall submit to the General Assembly its recommendations on the remuneration provided to the members of the Board of Directors for approval on an annual basis. The recommendation of the Board of Directors to the General Assembly in this regard shall be based on the recommendation of the Nomination and Remuneration Committee of the Company. The recommendations of the Nomination and Remuneration Committee and the Board of Directors shall comply with the applicable laws, regulations, rules and policies (including this policy).
- The remuneration of the directors may be a certain amount, benefits in kind, attendance allowance for meetings, or a certain percentage of the annual net profits of the Company, and two or more such benefits may be combined.
- If the remuneration is a certain percentage of the company's profits, the total annual remuneration may not exceed (10%) of the net profits, after deducting the relevant reserves, and after distributing profits to the Company's shareholders of not less than (5%) of the paid-up capital of the company.
- In all cases, the total remuneration and financial or in-kind benefits received by a member of the Board of Directors shall not exceed five hundred thousand Saudi Riyals annually.
- Notwithstanding paragraphs (2) and (3) of this Article, the remuneration of independent directors shall not be a proportion of the net profits of the Company or be based directly or indirectly on the profitability of the Company.
- The remuneration of the directors may be varied in amount so as to reflect the extent of the member's experience, competences, tasks entrusted to him, independence, number of meetings he attends, and other considerations.

Additional Remuneration

- The Chairman of the Board of Directors may receive an additional remuneration other than the remuneration to which he is entitled as a member of the Board of Directors, and the Board of Directors shall determine such additional remuneration (if any) on an annual basis upon the recommendation of the Nomination and Remuneration Committee.
- Members of the Board of Directors may receive additional remuneration for their membership in committees other than the remuneration to which they are entitled as members of the Board of Directors, and such additional remuneration (if any) shall be determined in accordance with the work regulations of the relevant committee and the decisions of the Board of Directors in this regard.
- Directors may receive additional remuneration for their positions as senior executives other than the remuneration to which they are entitled as members of the Board, and such additional remuneration (if any) shall be determined in accordance with the relevant employment contracts, policies, remuneration plans and internal compensation.
- If the Secretary of the Board of Directors is a member of the Board, he may receive an additional remuneration other than the remuneration to which he is entitled as a member of the Board of Directors, and the Board of Directors shall determine that additional remuneration (if any) on an annual basis upon the recommendation of the Nomination and Remuneration Committee.

Members of the Nomination and Remuneration Committee

Name	Position	Title
H.E. Mr. Hamad Muhammad Al-Dhuwaila	Chairman of the Committee	Non-executive/ Independent
H.E. Mr. Khaled Muhammad Al-Ammar	Committee Member	Non-executive/ non-independent
Mr. Muhammad Refaat Ahmed	Committee Member	Non-executive/ Independent
Mr. Abdul Latif Khalifa Al Melhem	Committee Member	Non-executive/ Independent

On 28/5/2024G, the Board of Directors decided to accept the resignation of Mr. Muhammad Refaat Ahmed and the appointment of Mr. Abdul Latif Khalifa Al Melhem as a member of the Nomination and Remuneration Committee.

Nomination and Remuneration Committee Members Curriculum Vitae

- The Chairman of the Committee, H.E. Mr. Hamad Muhammad Al-Dhuwaila - His CV with the members of the Board of Directors has already been mentioned.
- The member of the committee, H.E. Mr. Khaled Muhammad Al-Ammar - His CV with the members of the Board of Directors has already been mentioned.
- The member of the committee, H.E. Mr. Muhammad Refaat Ahmed - His CV has already been mentioned with the members of the Audit Committee.

H.E. Mr. Abdul Latif Khalifa Al Melhem - Member of the Nomination and Remuneration Committee

Current Jobs	• Managing Director of Khalifa Abdul Latif Al Melhem Co.
Previous Jobs and Experience	• Civil Engineer at Fluor Co. • Credit Analyst at Saudi Industrial Development Fund (SIDF)
Qualifications	• Bachelor's Degree in Civil Engineering, Concordia University - Montreal • Mini Professional Master's - Queen's University, Canada

Nomination and Remuneration Committee Meetings

Members	1st meeting 2 September 2024G	2nd meeting 11 November 2024G	Attendance Rate
H.E. Mr. Hamad Muhammad Al-Dhuwaila	✓	✓	100%
H.E. Mr. Khaled Muhammad Al-Ammar	✓	✓	100%
Mr. Abdul Latif Khalifa Al Melhem	✓	✓	100%



Executive Committee

The main role of the Executive Committee is to:

- Assist the Board of Directors in fulfilling its responsibilities and tasks by supervising the implementation of the strategic plan and executive action plans, following up on achievement and taking executive decisions.
- Supervise the preparation of the annual budget of the Company, review the proposals submitted by the executive management and submit recommendations to the Board to approve the annual budget.
- Review and follow up the implementation of all the Company's projects and take decisions in accordance with the powers delegated to it, discussing the obstacles encountered in the implementation of various projects and recommending appropriate solutions to them.
- Review the company's performance based on management reports in light of the specified objectives, measure performance against results, analyze and study the key factors, indicators and developments related to its business, and direct management accordingly.
- Participate in the development of new strategic plans for the company and evaluate proposals submitted by management for such plans, such as mergers and acquisitions and make recommendations to the Board of Directors.
- Review the necessary regulations and policies in the Company, study them and submit their recommendations to the Board of Directors.
- Review internal procedures and ensure their compatibility with the progress of work and amend them when needed.
- Review the organizational structure of the company and make recommendations for any amendments to the Board of Directors.
- Verify the availability of human and financial resources necessary to achieve the Company's objectives and main plans.
- Study strategic and important projects and topics and submit its recommendations to the Board in this regard.
- Submit the recommendation to the Board of Directors in the event of the need to write off or establish branches outside the Kingdom.

- Study and approve long-term leasing contracts under the approved authority matrix.
- Submit studies and recommendations to the Board of Directors in the event of the need to add new activities, services or products.
- Study the essential bank facilities and loans and submit its recommendations to the authorized persons in this regard.
- Review and evaluate proposals for new investments and approve projects within the powers of the Committee and submit its recommendations to the Board in this regard.
- Submit recommendation to the Board of Directors regarding the distribution of profits.
- Study and approve programs of social responsibility initiatives

Members of the Executive Committee

Name	Position	Title
H.E. Mr. Khaled Mohamed Al-Ammar	Chairman of the Committee	Non-executive/ Non-independent
H.E. Mr. Hamad Muhammad Al-Dhuwaila	Committee Member	Non-executive/ Independent
H.E. Mr. Muhammad Yannouri	Committee Member	Executive
H.E. Mr. Abdullah Saad Al-Otaibi	Committee Member	Executive
H.E. Mr. Ammar Muhammad Al-Ammar	Committee Member	Executive

Curriculum vitae of the members of the Executive Committee

H.E. Mr. Khaled Mohamed Al-Ammar (Chairman of the Committee), his CV has already mentioned with the members of the Board of Directors.

H.E. Mr. Hamad Muhammad Al-Dhuwaila, his CV has already mentioned with the members of the Board of Directors.

H.E. Mr. Muhammad Yannouri

Current Jobs

- CEO of Canadian General Medical Center

Previous Jobs and Experience

- Chief Executive Officer – Ambulance Medical Company
- Head of Strategic Planning & Business Development – AMI
- General Manager – International SOS Al Rushaid
- Chief Executive Officer – Al Hokail Digital Specialty Medical Complex
- Director of Facilities & Planning – Saad Specialty Hospital
- Project Manager – NHS, United Kingdom
- Customer Services Manager – American Express (Amex), UK & Belgium
- Over 25 years of experience in healthcare management and financial services
- Leading and managing operations in major medical facilities
- Implementing growth strategies and digital transformation, including healthcare system applications
- Applying global quality standards such as JCIA and CBAHI
- Optimizing operational processes and increasing revenue
- Building strategic partnerships and achieving sustainable growth
- Working with NHS UK to develop projects and improve medical services at a national level

Qualifications

- MBA with a specialization in Public Health Management

Mr. Abdullah Saad Al-Otaibi

Current Jobs

- Sales and Marketing Director at Canadian General Medical Center Company

Previous Jobs and Experience

- Regional Manager – Eastern Region, Al-Jazeera Paints Company
- Head of Business Development, Al-Kanar Arabia Company
- Sales Manager – Domestic & Export, Saudi Paper Manufacturing Co.
- Branch Manager – Retail Services, Bank Aljazira
- Expert in sales and supply chain operations, with extensive experience as a Sales and Business Development Manager across multiple companies. Proven ability to build and lead high-performance teams to exceed targets.
- Additionally, possesses experience in the banking and financial sectors, having held various positions in several Saudi banks.
- Strong background in the industrial sector, including work in petrochemical plants and hygiene paper manufacturing facilities in Saudi Arabia.

Qualifications

- Higher Diploma in Business Administration from the University of Kent in the United States of America. In addition to other professional certificates, from a number of institutions, including the Riyadh Chamber of Commerce and the Banking Institute.
- With the completion of 93 hours in the undergraduate program from the University of Kent in the United States with a plan to finish the program in the fall of 2024G.

H.E. Mr. Ammar Muhammed Al-Ammar

Current Jobs

- Director of Dammam Branch Center at Canadian General Medical Center Company

Previous Jobs and Experience

- Administrative Director – Canadian General Medical Center Company
- Managing Director – Khairat Al Sharq Trading Company
- Director of the Center – Canadian Center for Languages
- Head of Public Relations – Maskani Real Estate Company Ltd.

Qualifications

- Diploma in Computer Programming Technology – Al-Alami Institute, accredited by King Saud University, Riyadh

Meetings of the Executive Committee

Members	1st meeting 18/03/2024	2nd meeting 10/06/2024	3rd meeting 30/06/2024	4th meeting 14/07/2024	5th meeting 20/11/2024	Attendance Rate
H.E. Mr. Khaled Muhammad Al- Ammar	✓	✓	✓	✓	✓	100%
H.E. Mr. Hamad Muhammad Al- Dhuwaila	✓	✓	✗	✗	✓	60%
Mr. Abdul Latif Khalifa Al Melhem	Was not a member at the time of this meeting	✗	✓	✗	✓	40%
Mr. Muhammad Yannouri	✓	✓	✓	✓	✓	100%
Mr. Abdullah Saad Al-Otaibi	✓	✓	✓	✓	✓	100%
Mr. Ammar Muhammad Al- Dosari	✓	✗	✗	✓	Was not a member at the time of this meeting	40%

Was not a member at the time of this meeting

The Board of Directors decided to reconstitute the Executive Committee on 4/3/2024G to include the following members:

- H.E. Mr. Khaled Muhammad Al-Ammar
- H.E. Mr. Hamad Muhammad Al-Dhuwaila
- H.E. Mr. Muhammad Yannouri
- H.E. Mr. Abdullah Saad Al-Otaibi
- H.E. Mr. Ammar Muhammad Al-Dosari

On 28/5/2024G, the Board of Directors decided to add Mr. Abdul Latif Khalifa Al Melhem as a member of the Executive Committee, while Mr. Ammar Muhammad Al-Dosari submitted his resignation from the Executive Committee on 16/9/2024G.



Investment Committee

The Board of Directors decided to form the Investment Committee on 1 December 2024G to be responsible for developing investment strategies in line with the long-term goals of the company. Its tasks include analyzing investment opportunities. The Committee also contributes to supporting sustainable expansion and growth by investing in medical technologies and infrastructure, to increase the Company's ability to provide advanced health services in line with Vision 2030.

Members of the Investment Committee

Name	Position	Title
H.E. Mr. Khaled Muhammad Al-Ammar	Chairman of the Committee	Non-executive
Dr. Abdullah Suleiman Al-Juraish	Committee Member	Independent
H.E. Mr. Ibrahim Naeem Naeem	Committee Member	Executive

Investment Committee Members Curriculum Vitae

H.E. Mr. Khaled Muhammad Al-Ammar (Chairman of the Committee) – His CV has already been mentioned with the members of the Board of Directors.

H.E. Mr. Ibrahim Naeem Naeem – His CV has already been mentioned with the members of the Board of Directors.

Dr. Abdullah Suleiman Al-Juraish

Current Jobs	<ul style="list-style-type: none"> Member of the Board of Directors of Al Babtain Contracting Company Member of the Board of Directors of Al Sayegh Contracting Member of the Investment Committee of Canadian Medical Center Company Member of the Investment Committee, Academy of Learning Company Chairman of the Investment Committee of the Saudi Industries Advanced Company Member of the Risk Committee of Masar Al-Numou Finance Co. Chairman of the Nominations Committee and the Audit Committee of Al Sayegh Contracting Company Member of the Investment Committee of Al Sayegh Contracting Company Chairman of the Board of Directors of Aljuraysh Houbara Company
Previous Jobs and Experience	<ul style="list-style-type: none"> CEO – Managing Director, Saudi Industries Advanced Company Board Member – Al Salam Aircraft Company Adjunct Faculty Member – Majmaah University Certified Lawyer – Saudi Bar Association Accredited Arbitrator – Saudi Center for Commercial Arbitration
Qualifications	<ul style="list-style-type: none"> PhD in Law – Islamic University of Madinah Master’s Degree in Commercial Law – Dar Al Uloom University Bachelor’s degree in law – King Saud University Diploma in English Language – Thompson Rivers University, Canada

Investment Committee Meetings

Members	First meeting 9 December 2024G	Attendance Rate
H.E. Mr. Khaled Muhammad Al-Ammar	✓	100%
Dr. Abdullah Suleiman Al-Juraish	✓	100%
H.E. Mr. Ibrahim Naeem Naeem	✓	100%



Executive Management

The executive management consists of qualified Saudi and non-Saudi members with international and local experience in the medical sector. The primary responsibility of the CEO is to manage the affairs of the company and supervise its performance in line with the goals and directives of the board of directors and shareholders .

Members of the executive management of the company

Name	Position
H.E. Mr. Muhammad Yannouri	CEO
H.E. Mr. Sayed Al-Bassat	Chief Financial Officer
H.E. Mr. Hassan Hassan Jouda	Chief Operating Officer
H.E. Dr. Ashraf Al-Basiri	Medical Director of Al Khobar Branch
H.E. Dr. Hani Muhammad Omar	Medical Director of Dammam Branch

CV of senior executives at Canadian Medical Center Company

H.E. Mr. Muhammad Yannouri (CEO) – His CV has already been mentioned with the members of the Executive Committee

H.E. Mr. Hassan Hassan Jouda (Chief Operating Officer) – His CV has already been mentioned with the members of the Board of Directors

H.E. Mr. Sayed Al-Bassat

Current Jobs	<ul style="list-style-type: none"> Chief Financial Officer, Canadian General Medical Center Complex Company
Previous Jobs and Experience	<ul style="list-style-type: none"> Director of Procedures and Internal Control – Al Jabr Holding Company Assistant Chief Financial Officer - Specialized Care Hospital Company Auditor - Ernst & Young
Qualifications	<ul style="list-style-type: none"> Bachelor of Accounting, Beirut Arab University – Lebanon

H.E. Dr. Ashraf Al-Basiri

Current Jobs	<ul style="list-style-type: none"> Internist – Canadian Medical Center, Al-Khobar (2016G – Present) Medical Director (2019G – Present)
Previous Jobs and Experience	<ul style="list-style-type: none"> Internist at Saad Specialist Hospital, Khobar (2002G – 2016G) Internist at Alemeis Medical Clinic Khamis Mushait (1998G – 2002G) Internist at Al-Thumairi General Hospital (Gamma) and Al-Jazeera Medical Complex (1994G – 1998G) Gamal Abdel Nasser Hospital, Alexandria Resident doctor and then Internist (1988G-1994G) Clinic Manager – Aramco, Saad Hospital (2010G – 2016G)
Qualifications	<ul style="list-style-type: none"> Master of Internal Medicine - 32 years of experience in Internal Medicine

H.E. Dr. Hani Muhammad Omar

Current Jobs	<ul style="list-style-type: none"> Medical Director of Canadian Medical Center Dammam Endocardiologist
Previous Jobs and Experience	<ul style="list-style-type: none"> Internist – Gamal Abdel Nasser Hospital (1986G – 1992G) Internist – Gamal Abdel Nasser Hospital (1992G – 2017G) Head of Cardiology Section – Gamal Abdel Nasser Hospital (2005G – 2017G) Internist – Saudi Arabia (2017G – 2019G) Internist – Canadian Medical Center (2019G – 2024G)
Qualifications	<ul style="list-style-type: none"> Master of Internal Medicine 1990G Bachelor of Medicine and Surgery 1983G

Remuneration of directors, affiliated committees and senior executives

Directors' remuneration

The remuneration of the members of the Board of Directors shall be determined in accordance with the remuneration policy, and the allowances for attending meetings and transportation shall be determined by the Board in accordance with the regulations, decisions and instructions in force in the Kingdom, specified by the competent authorities.

Rules for determining remuneration

- **The Board of Directors shall submit to the General Assembly its recommendations on the remuneration provided to the members of the Board of Directors for approval on an annual basis. The recommendation of the Board of Directors to the General Assembly in this regard shall be based on the recommendation of the Nomination and Remuneration Committee of the Company. The recommendations of the Nomination and Remuneration Committee and the Board of Directors shall comply with the applicable laws, regulations, rules and policies (including this policy).**
- **The remuneration of the directors may be a certain amount, benefits in kind, attendance allowance for meetings, or a certain percentage of the annual net profits of the Company, and two or more such benefits may be combined.**
- **If the remuneration is a certain percentage of the company's profits, the total annual remuneration may not exceed (10%) of the net profits, after deducting the relevant reserves, and after distributing profits to the Company's shareholders of not less than (5%) of the paid-up capital of the company.**
- **In all cases, the total remuneration and financial or in-kind benefits received by a member of the Board of Directors shall not exceed five hundred thousand Saudi Riyals annually.**

- **Notwithstanding paragraphs (2) and (3) of this Article, the remuneration of independent directors shall not be a proportion of the net profits of the Company or be based directly or indirectly on the profitability of the Company.**
- **The remuneration of the directors may be varied in amount so as to reflect the extent of the member's experience, competences, tasks entrusted to him, independence, number of meetings he attends, and other considerations.**

Additional Remuneration

- **The Chairman of the Board of Directors may receive an additional remuneration other than the remuneration to which he is entitled as a member of the Board of Directors, and the Board of Directors shall determine such additional remuneration (if any) on an annual basis upon the recommendation of the Nomination and Remuneration Committee.**
- **Members of the Board of Directors may receive additional remuneration for their membership in committees other than the remuneration to which they are entitled as members of the Board of Directors, and such additional remuneration (if any) shall be determined in accordance with the work regulations of the relevant committee and the decisions of the Board of Directors in this regard.**
- **Directors may receive additional remuneration for their positions as senior executives other than the remuneration to which they are entitled as members of the Board, and such additional remuneration (if any) shall be determined in accordance with the relevant employment contracts, policies, remuneration plans and internal compensation.**
- **If the Secretary of the Board of Directors is a member of the Board, he may receive an additional remuneration other than the remuneration to which he is entitled as a member of the Board of Directors, and the Board of Directors shall determine that additional remuneration (if any) on an annual basis upon the recommendation of the Nomination and Remuneration Committee.**

Remuneration of members of the Nomination and Remuneration Committee

Name	Fixed remuneration						Variable remuneration					End of Service Benefit	Grand Total	Expenses	
	A certain amount (annual bonus)	Allowance for attending the meetings of the board	Total Allowance for Attending Meetings of Board Committees	Membership Remuneration in Subsidiaries and Committees	Attendance allowance in subsidiaries and committees	Remuneration of the Chairman	Total	Percentage of profits	Periodic remuneration	Short-Term Incentive Plans	Long-Term Incentive Plans				Value of granted shares
:Independent members															
H.E. Mr. Hamad Muhammad Al-Duwailea	35,000	8,000	3,000	-	-	-	46,000	-	-	-	-	-	-	46,000	-
H.E. Mr. Ibrahim Naeem Naeem	35,000	8,000	7,500	-	-	-	50,500	-	-	-	-	-	-	50,500	-
:Non-executive members															
H.E. Mr. Khaled Muhammad Al-Ammar	25,000	8,000	3,000	-	-	-	36,000	-	-	-	-	-	-	36,000	-
H.E. Mr. Khalifa Abdul Latif Al Melhem	25,000	6,000	-	-	-	-	31,000	-	-	-	-	-	-	31,000	-
Executive members :															
H.E. Mr. Hassan Hassan Jouda	35,000	8,000	-	-	-	-	43,000	-	-	-	-	-	-	43,000	-
Total	0.0	0.0	-	-	-	-	206,500	-	-	-	-	-	-	206,500	-

Name	Fixed remuneration (Except for the attendance allowance of the meetings)	Attendance allowance	Total
H.E. Mr. Hamad Muhammad Al-Duwailea	-	3,000	3,000
H.E. Mr. Khaled Muhammad Al-Ammar	-	3,000	3,000
Mr. Abdullatif Khalifa Al Melhem	-	5,000	5,000
Total	-	11,000	11,000

Remuneration of members of the Executive Committee

The Executive Committee members did not receive any remuneration for the year 2024G

Remuneration of members of the Investment Committee

The members of the Investment Committee did not receive any remuneration as the Committee is newly formed on 1 December 2024G

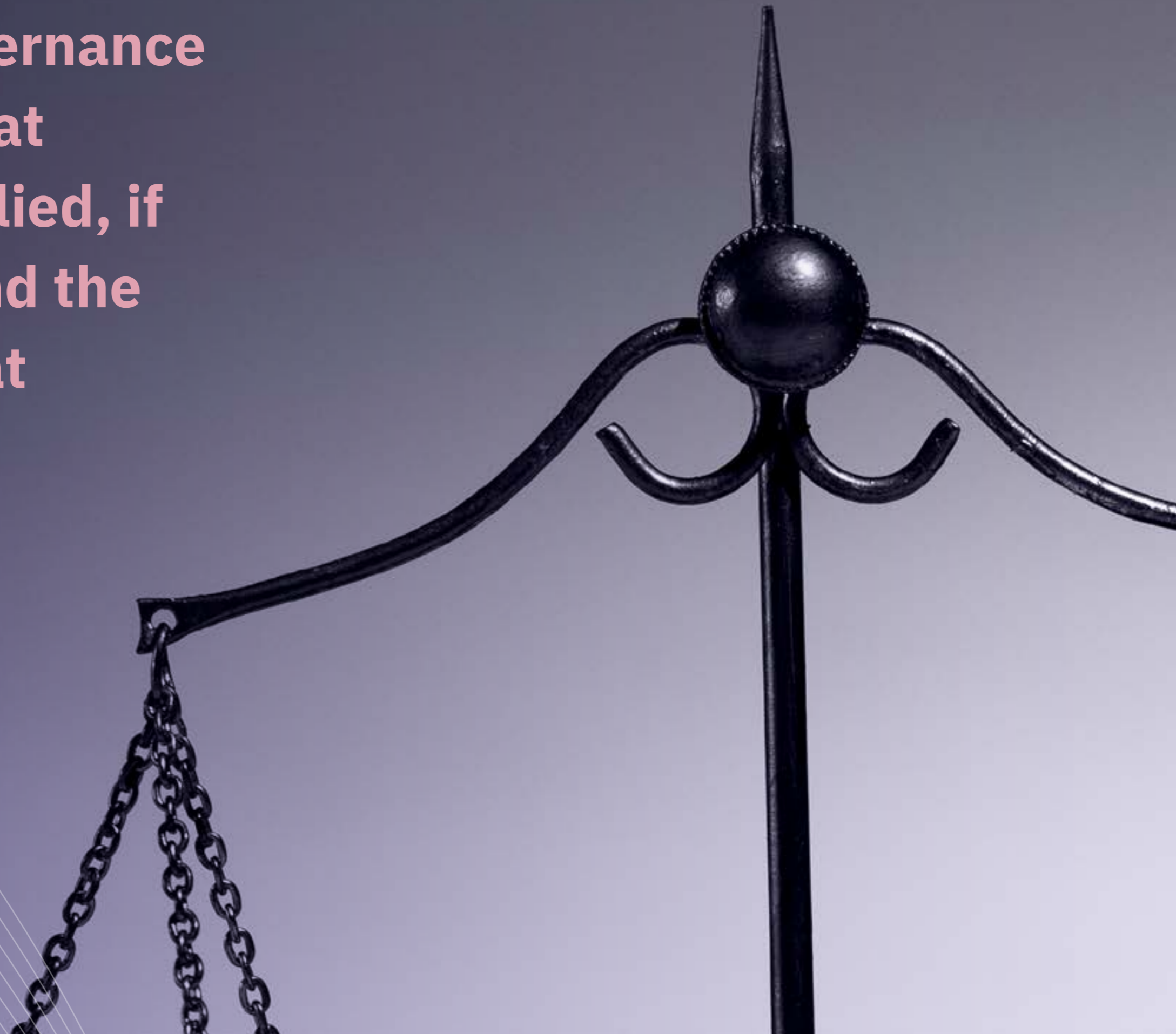
Remuneration of Senior Executives

Remuneration of Audit Committee Members

Name	Fixed remuneration (Except for the attendance allowance of the meetings)	Attendance allowance	Total
H.E. Mr. Ibrahim Naeem Naeem	-	7,500	7,500
Mr. Muhammad Refaat Ahmed	-	7,500	7,500
Mr. Ibrahim Shawki Abdullah	25,000	12,500	37,500
Mr. Saad Abdul Rahman Al Jamaz	15,000	7,500	22,500
Mr. Hamoud Saud Al Harbi	5,000	2,500	7,500
Total	45,000	37,500	82,500

Five Senior Executives	Fixed Remuneration				Variable Remuneration					End of Service Benefit	Total Board Executives Remuneration	Grand Total	
	Salaries	Allowances	In-kind benefits	Total	Periodic Remuneration	Earnings	Short-term incentive plans	Long-Term Incentive Plans	vested shares				Total
H.E. Mr. Muhammad Yannouri	529,500	294,167	-	823,667	-	-	-	-	-	-	3,196	-	826,863
H.E. Mr. Hassan Hassan Jouda	1,200,000	150,000	-	1,350,000	-	-	-	-	-	-	216,313	43,000	1,609,313
H.E. Mr. Sayed Al-Bassat	420,000	48,000	-	468,000	-	-	-	-	-	-	15,519	-	483,519
H.E. Dr. Ashraf Al-Basiri	216,000	60,000	-	276,000	-	-	-	-	-	-	13,500	-	289,500
H.E. Dr. Hani Muhammad Omar	192,000	54,850	-	246,850	-	-	-	-	-	-	7,064	-	253,914
Total	2,557,500	607,017	-	3,164,517	-	-	-	-	-	-	255,592	43,000	3,463,109

**The provisions of the
Corporate Governance
Regulations that
have been applied, if
not applied, and the
reasons for that**



All the provisions of the Corporate Governance Regulations have been applied, with the exception of the articles described below:

Article/Paragraph No.	Article / Paragraph Text	Reasons for not applying
Article 37, paragraph 2	Developing mechanisms for members of the Board of Directors, members of committees and executive management to receive training programs and courses on an ongoing basis, with the aim of developing their skills and knowledge in areas related to the company's activities	The material is still indicative in accordance with the Corporate Governance Regulations and the Company will establish training mechanisms for members of the Board of Directors, members of committees and executive management
Articles 67, 68, 69	Formation of the Risk Management Committee, Terms of Reference of the Risk Management Committee, Meetings of the Risk Management Committee	.Indicative article
Article 82, paragraph 3	Establishing social institutions for employees of the company	Indicative article - the company has many programs and policies to motivate and reward employees
Article 85, paragraph 1	Establishing measurement indicators that link the company's performance with the initiatives it offers in social work, and comparing this with other companies with similar activity	Indicative article - the company carries out many initiatives and programs in the field of social work and also discloses those programs and initiatives in the relevant reports
Article 92	Formation of the Corporate Governance Committee	Indicative article - the company has a governance department, which is concerned with monitoring the implementation of governance and adherence to it

General Assemblies of Shareholders

Members	First meeting 24/06/2024G
Khaled Muhammad Al-Ammar	✓
Khalifa Abdul Latif Al Melhem	Apologized due to personal circumstances
Hamad Muhammad Al-Dhuwaila	✓
Ibrahim Naeem Naeem	Apologized due to personal circumstances
Hassan Hassan Gouda	Apologized due to personal circumstances

The company's requests for the shareholder's register, its dates and reasons

Request Number	Request Date	Reasons for request
1	01/03/2024	Corporate Procedures
2	01/11/2024	Corporate Procedures
3	19/02/2024	Corporate Procedures
4	29/02/2024	Corporate Procedures
5	20/03/2024	Corporate Procedures
6	02/04/2024	Corporate Procedures
7	22/04/2024	Corporate Procedures
8	07/05/2024	Corporate Procedures
9	23/06/2024	Corporate Procedures
10	24/06/2024	General Assembly
11	26/08/2024	Corporate Procedures
12	24/10/2024	Corporate Procedures
13	19/11/2024	Corporate Procedures
14	12/12/2024	Corporate Procedures

The Audit Committee's opinion on the adequacy of the internal control system in the Company

The internal control system aims to ensure the effective and efficient achievement of the company's goals. One of the most important elements available in the company to support the internal control system is the existence of policies approved by the Board of Directors, financial and administrative authority tables, a management structure that clarifies the administrative hierarchy and facilitates communication, a system of accounting and rewards for results according to performance indicators and approved budgets, a guide to work ethics and behavior, a system of delegation of authority, qualified human resources, a system to maintain records and company assets, a separation of tasks, and a program to comply with regulations and laws

Based on the meetings of the Audit Committee for the year 2024G, which was represented in five meetings, the Audit Committee reached the following opinion: Based on the periodic reports presented to the committee during 2024G, the Audit Committee considers the financial, operational, and internal control measures to be sound and effective. There are no significant control gaps or material weaknesses in the internal control system during the financial year 2024G that could impact the accuracy and fairness of the company's financial statements.

Accordingly, the Audit Committee supports the annual assurances and declarations made by the executive management, internal auditors, and external auditors confirming that there are no deficiencies that may impact the financial reports for the financial year ending on 31 December 2024G. Based on these reports, no material issues have been identified that could affect the internal control system or the fairness of the financial statements.

It should be noted that any internal control system—regardless of how well it is designed and effectively implemented—cannot provide absolute assurance.

Company Dividend Policy

The Company's annual net profits shall be distributed after deducting all general expenses and other costs, including zakat legally imposed in accordance with Article (43) of the company's articles of association, as follows:

- **10% of the net profits shall be set aside to form the statutory reserve of the Company. The Ordinary General Assembly may decide to stop this set aside when the said reserve reaches 30% of the paid-up capital.**
- **The Ordinary General Assembly may, upon the recommendation of the Board of Directors, avoid 10% of the net profits to form an agreed reserve allocated for a specific purpose.**
- **The Ordinary General Assembly may decide to form other reserves, to the extent that achieves the interest of the Company or ensures the distribution of fixed profits as much as possible to the shareholders. The Assembly may deduct from the net profits amounts to achieve social purposes for the Company's employees.**
- **The association may determine the percentage that shall be distributed to the shareholders of the net profits after deducting the reserves, if any.**
- **Subject to the provisions stipulated in Article (19) of the Articles of Association and the provisions of the relevant laws and regulations, the General Assembly shall determine the percentage of the profits allocated to the remuneration of the Board of Directors, provided that the entitlement to such remuneration is proportional to the number of sessions attended by the members.**
- **The Assembly may decide to distribute profits on an annual, semi-annual or quarterly basis and the Assembly may authorize the Board of Directors to do so**

Dividend Entitlement

A shareholder is entitled to its share of the profits in accordance with the resolution issued by the General Assembly in this regard. The resolution specifies the entitlement date and the distribution date. The right to receive dividends is granted to shareholders registered in the shareholders' records at the end of the specified entitlement date.

The company may distribute interim dividends to its shareholders on a semi-annual or quarterly basis after fulfilling the following requirements:

1. **The Ordinary General Assembly authorizes the Board to distribute interim dividends by a resolution renewed annually.**
2. **The Company should be of good and regular profitability.**
3. **It has reasonable liquidity and can reasonably expect the level of its profits.**
4. **The company shall have distributable profits according to the latest audited financial statements sufficient to cover the profits proposed for distribution**

Statement	Dividends of 2024G
Ratio of distribution to nominal share value	5%
Total Paid Amount	3,850,000
Dividend Per Share	(SAR 0.05) 5 Halalas
Number Shares Eligible for Dividends	77,000,000

No dividends were distributed during 2024G other than the dividends proposed to be distributed in the table above.

Change in the list of major shareholders in the company

Name	Beginning of the year		End of the year		Net change	Percentage change
	Number of Shares	Debt instruments	Number of Shares	Debt instruments		
Khalid Mohamed Al-Ammar	19,254,000	-	17,254,000	-	2,000,000	-10%
Khalifa Abdullatif Abdullah Al Melhem	23,100,000	-	19,350,000	-	3,750,000	-16%

Statement of Transactions and Contracts with Related Parties

Company Name	Nature of relationship	Nature of Transactions	Duration	Transaction Amount (SAR)	Terms
Mehan Human Resources Company	Indirect interest with Chairman of the Board of Directors/ Khaled Muhammad Al-Ammar Member of the Board of Directors/ Khalifa Abdullatif Abdullah Al Melhem	Recruitment Services	Annual	3,233,565	
Mehan Human Resources Company	Indirect interest with Chairman of the Board of Directors/ Khaled Muhammad Al-Ammar Member of the Board of Directors/ Khalifa Abdullatif Abdullah Al Melhem	Services	Annual	29,550	All transactions were completed on a commercial basis and without preferential advantages
Academy of Learning	Indirect interest with Chairman of the Board of Directors/ Khaled Muhammad Al-Ammar	Building Rent	Annual	133,811	
Khairat Al-Ammariah Real Estate Co.	Indirect interest with Chairman of the Board of Directors/ Khaled Muhammad Al-Ammar	Building rent + commission	Annual	1,055,340	
Khairat Al-Ammariah Real Estate Co.	Indirect interest with Chairman of the Board of Directors/ Khaled Muhammad Al-Ammar	Rental property improvements	3 months	1,876,300	

No transaction has taken place between the company and any related party involving any of the Board members or senior executives of the company. Additionally, all transactions and contracts in which the company is a party, or where any Board member, senior executive, or any related person has an interest, have been duly disclosed in the table above.

Information related to any transactions or contracts in which the company is a party and where a Board member, senior executive, or any related person has or had an interest

Related Party	Nature of work or contract	Amount of work or contract	Duration of work or contract	Name of member/ senior executives or any person related to any of them
Mehan Human Resources Company	Recruitment Services These are separate contracts and represent less than %1 of net assets	3,204,015	1 year	Khalifa Abdullatif Abdulla Al Melhem Khaled Muhammad Al-Ammar
Academy Learning Company	Services	133,811	1 year	Khaled Muhammad Al-Ammar
Khairat Al-Ammariah Real Estate Co.	Rental property improvements	1,876,300	3 months	Khaled Muhammad Al-Ammar
Khairat Al-Ammariah Real Estate Co.	Building Rent	3,088,800	3 years	Khaled Muhammad Al-Ammar

The methods used by the Board of Directors to evaluate its performance, the performance of its committees and members, as well as any external entity, if applicable, that conducted the evaluation and its relationship with the company

In evaluating its performance and the performance of its committees and members, the Board of Directors relies on the Nomination and Remuneration Committee. There is no external party that performs the evaluation. The Board of Directors has conducted self-assessments of the performance of its members and members of the committees during 2023G and 2024G through internal evaluation forms distributed to members. The company believes that there is no need at the present time to seek the assistance of a private third party, as the Chairman of the Nomination and Remuneration Committee is an independent member

Regular payments made and due at the end of FY2024G2024

Statement	Paid	2024G	
		Due until the end of the annual financial period and not paid	Causes
Zakat	2,645,171	2,158,827	The company will submit its Zakat declaration for 2024G on the due date
General Organization for Social Insurance	3,668,560	307,654	Mandatory Subscriptions
VAT	12,734,757	1,373,966	Mandatory tax
Government Payments	6,029,354	-	Subscriptions, licenses, renewals, visa fees and endorsements

Shareholders' rights and mechanisms for communicating with them

Within the framework of Canadian Medical Center Company's keenness to ensure the rights of its shareholders, the company has given its shareholders great importance by informing them of the company's performance and aspirations through the annual report of its board of directors, as well as continuously informs shareholders of significant developments that may impact its financial position and operations via the Saudi Stock Exchange (Tadawul Saudi). Additionally, the company publishes relevant information, including preliminary and annual financial results, on its official website and through other disclosure channels, in accordance with its disclosure policies and in compliance with the Capital Market Authority (CMA) regulations and applicable laws in Saudi Arabia. To enhance communication, the company has also dedicated channels for shareholder inquiries, ensuring they receive the necessary information and responses to their questions.

Board of Directors' Declarations for 2024G

1. The Board of Directors confirms that it has not received any request to invite the General Assembly of the Company to convene during the financial year ending 2024G.
2. The Board of Directors acknowledges that there is no conflict or rejection between the recommendations of the Audit Committee and the decisions of the Board of Directors.
3. The Chairman of the Board of Directors confirms that he did not receive any written request for emergency meetings from two or more members during the financial year ending 2024G.
4. The company confirms that it did not receive from shareholders who own at least 5% of the company's capital a request to convene the general assembly during the financial year ending 2024G.
5. The Company confirms that no shareholders holding at least 5% of the Company's shares requested to add one or more topics to the agenda of the Assembly when it was prepared during the financial year ending 2024G.
6. The Board of Directors confirms that it has not discharged any of the Company's debtors from their obligations during the financial year ending 2024G.
7. The Company confirms that it has not established any procedures or restrictions that may hinder the shareholder's use of his rights guaranteed under the laws and regulations, and there is no waiver by the shareholders of any rights to profits.
8. The company confirms that the auditor did not provide any consulting services to the company and did not receive any fees in this regard during the financial year ending 2024G.
9. The company confirms that it does not have preferred shares or ordinary shares that have special priority in voting – whether for shareholders, members of the board of directors or its employees, and the company has not issued any debt instruments – and that all the company's shares are ordinary shares of equal nominal value and equal voting rights and other rights according to the law.
10. The Company confirms that it has not provided any cash loan of any kind to the members of its Board of Directors, nor has it secured any loans held by any of them with third parties.
11. The Company confirms that there is no penalty, sanction, precautionary measure, or precautionary restriction imposed on the company by the Capital Market Authority, or any supervisory, regulatory, or judicial authority.
12. The Company confirms that the internal control system has been properly prepared and effectively implemented, and there is no doubt regarding the company's ability to continue its operations.
13. The Company confirms that it has an internal audit that performs auditing functions.
14. The Company acknowledges that there is no conflict between the recommendations of the Audit Committee and the decisions of the Board of Directors.
15. The Company confirms that the accounting records have been properly prepared, and the Board of Directors has no reservations about the annual financial statements. Furthermore, there are no discrepancies with the accounting standards issued by the SOCPA regarding the review and evaluation of the company's financial statements for the fiscal year ending 2024G.

16. The company acknowledges that there are no competing activities for the company or any of its business branches that are being or were previously conducted by any member of the Board of Directors during the year 2024G.
17. The Company acknowledges that it has no investments or reserves established for its benefit and does not have any treasury shares held.
18. The Company confirms that there is no material deviation between the remuneration awarded and the applicable remuneration policy.
19. The Company acknowledges that it has no financial loans during the year ended 31 December 2024G.
20. The Company confirms that there are no arrangements or agreement under which a member of the Board of Directors of the Company or a senior executive has waived any remuneration.
21. The Company confirms that there is no doubt regarding the company's ability to continue its operations.
22. The Company confirms that the auditor's report does not contain any reservations on the financial statements for 2024G.
23. The Company confirms that it has no subsidiary and no details of shares and debt instruments issued to subsidiaries.
24. The Company confirms that there is no recommendation by the Board of Directors to change the auditor before the expiry of the period for which it is appointed.
25. The Company confirms that no payment has been received by the Directors in their capacity as employees, administrators or for technical, managerial or consultancy work.
26. The Company confirms that no transaction has taken place between the Company and a related party with any of the members of the Board of Directors or senior executives of the Company, in addition to all business and contracts to which the Company is a party, or in which there is an interest of one of the members of the Board of Directors and senior executives or any person related to any of them, except as disclosed in the table P106-107.
27. The Company acknowledges that the following clauses do not apply to it:
 - A description of the categories and quantities of any convertible debt instruments, contractual securities, subscription rights, or similar rights issued or granted by the company during the financial year, along with details of any compensation the company received in return.
 - A description of any conversion rights or subscription rights under convertible debt instruments, contractual securities, subscription rights, or similar rights issued or granted by the company.
 - A description of any redemption, purchase, or cancellation by the company of any redeemable debt instruments, the value of the remaining securities, distinguishing between the listed securities purchased by the company and those purchased by its subsidiaries.
 - A description of the value of any investments or reserves created for the benefit of the company's employees.
 - A description of any interest in voting share categories held by individuals (other than the company's Board members, senior executives, and their relatives) who have notified the company of such rights under Article 85 of the Securities Offering and Continuing Obligations Rules, and any changes in those rights during the last financial year.

Company announcements during 2024G

Date	Advertising
28/01/2024	The Company announces the acceptance of the resignation of the CEO Mr. Hassan Jouda from his position as CEO of the Company, due to his personal circumstances, while he remains a member of the Board of Directors, and the appointment of Mr. Muhammad Yannouri as CEO of the .Company as of the date of the decision
06/02/2024	The company announces the signing of a contract with the Arabian Drilling Company, in order to supply medical services to the drilling rigs .of the Arabian Drilling Company in the Kingdom of Saudi Arabia
06/03/2024	The company announced the signing of a contract with Sulaiman Abdullah Sulaiman Al-Farhan Foundation to lease the company's headquarters in the city of Jubail, to be an office for the management of projects in the city of Jubail, and home medical care services, as part of .the company's expansion plans
17/03/2024	The company announced the signing of a contract with Bayat Real Estate Company to lease the company's headquarters in the city of Tabuk, to manage and develop the company's projects in NEOM, for a period of one year, which will support and serve NEOM projects in the region in order .to achieve the company's future expansion plans
17/03/2024	The company announces the signing of a contract with We Build to manage and operate the clinics of the Trogina project in the NEOM .region
19/03/2024	The Company announces the change of the previously appointed financial advisor and the appointment of a new financial advisor, "Al-Rajhi Capital", for the purpose of moving to the main market, based on the requirements of the updated and amended listing rules pursuant to the decision of the Board of the Capital Market Authority No. (1-108-.2022) dated 23/03/1444H corresponding to19/10/2022G
26/03/2024	Announcement by the Company of the annual financial results ending on 31/12/2023G

28/03/2024	The company announces the signing of a contract with Khairat Al-Ammariah Real Estate Co. (a related party), in order to rent a building in the Eastern Province to be the headquarters of the company's general administration, the headquarters of the board of directors and its secretariat, for a period of three years, with an area of (936m2) with an annual rental value of (1,029,600) Saudi Riyals, and a total value of (3,088,800) Saudi Riyals, located in Al-Amar Avenue Complex	28/07/2024	The Company announces the resignation of the member of the Audit Committee, Mr. Muhammad Refaat Ahmed, from his position, and the .reason for the resignation is due to his personal circumstances
28/03/2024	The company announces the signing of a contract with Khairat Al-Ammariah Real Estate Co. (a related party), in order to equip the company's general administration building, the headquarters of the Board of Directors and its secretariat, located in Al-Amar Avenue .Complex, for an amount of (1,850,000) Saudi Riyals	21/08/2024	The Company announces the preliminary financial results for the period (ended 30/06/2024GG (six months
28/03/2024	The Company announces the decision of its Board of Directors to increase the number of members of the Audit Committee from three to four members by appointing Mr. Saad Abdulrahman Al-Jamaz (an independent member from outside the Board) as a member of the Audit Committee, provided that this appointment is effective from the date of the decision until the end of the current session on 27/12/2025G	30/09/2024	The Company announces the decision of the Board of Directors to appoint Mr. Hamoud Saud Al-Harbi (an independent member) as a member of the Audit Committee from 29/09/2024GG until the end of the .current session of the Audit Committee, which ends on 27/12/2025G
13/05/2024	The Company announces the decision of its Board of Directors on 4/11/1445H corresponding to 12/5/2024GG to recommend to the General Assembly to transfer the balance of the Company's statutory reserve amounting to SR (6,758,115) as in the financial statements for .the year ended 31/12/2023G to the balance of retained profits	30/09/2024	The Company announces the recommendation of the Board of Directors .of the Company to purchase its shares
30/05/2024	Inviting the Board of Directors of the Canadian Medical Center Company to attend the Extraordinary General Assembly Meeting (First Meeting) on Monday, 18 Dhu al-Hijjah 1445H corresponding to 24 June 2024GG by .means of modern technology	07/10/2024	The company announces the award of a tender for the recruitment of medical cadres with the Ministry of National Guard – Health Affairs, in order to supply medical cadres to King Abdullah Specialist Hospital in .Qassim and King Salman Specialist Hospital in Taif
25/06/2024	Announcement by the Company of the Results of the Extraordinary (General Meeting (First Meeting	28/10/2024	The company announces the signing of a contract with KCI to operate clinics in drilling areas with full medical service, and this step comes .within the framework of achieving growth and expansion plans
26/06/2024	The company announces the signing of a contract with Johns Hopkins Aramco Medical Company, in order to operate nine medical clinics, and .this step comes in fulfillment of growth and expansion plans	31/10/2024	An explanatory announcement from the Canadian Medical Center Company regarding a change in the list of major shareholders in the .company
		02/12/2024	.The Company announces the formation of the Investment Committee
		10/12/2024	The company announces that it has obtained the accreditation of the Saudi Center for Accreditation of Health Facilities Sipahi
		22/12/2024	The company announces the signing of a cooperation contract with the .leading Roya Medical Company

