

Saudi Tadawul Group Holding Co. Ordinary General Assembly Meeting (First Meeting)

Location: Riyadh - via modern technology (Remotely)

Date: Wednesday, 07 May 2025

Corresponding to 09 Dhu Al-Qidah 1446 AH

Time: 07:30 PM



Saudi Tadawul Group Holding Co. Ordinary General Assembly Meeting Agenda



Agenda of the Ordinary General Assembly Meeting

- Review and discuss the Board of Directors' Report for the fiscal year ending on 31 December 2024. (attached)
- 2. Review and discuss the Financial Statements for the fiscal year ending on 31 December 2024. (attached)
- 3. Voting on the External Auditor's Report for the fiscal year ending on 31 December 2024 after discussing it. (attached)
- 4. Voting on agreeing to absolve the members of the Board of Directors from their liabilities for the fiscal year ending on 31 December 2024.
- 5. Voting on the distribution of dividends to the shareholders for the fiscal year ended on 31 December 2024 with a total amount of (# 402,000,000) equivalent to (# 3.35) per share representing (33.5%) of the share par value, provided that the dividend eligibility shall be to Shareholders who are enrolled in the issuer's shareholders register by the end of the eligibility date the date of the Company's General Assembly (the "Eligibility Date"), within fifteen (15) business days from the date they become entitled to such dividends as determined in such resolution by the General Assembly. (attached)
- 6. Voting on the Board resolution related to the appointment of Eng. Olayan M. Bin Wetaid as Board Member (independent member) starting from the date of his appointment on 29 August 2024 to complete the Board term until the end of the current Board term on 01 January 2026, succeeding the previous member Eng. Sultan A. Al-Deghaither -May Allah have mercy on him-. (attached)
- 7. Voting on paying an amount of (½ 5,924,444.56) as remuneration to the Board of Directors for the fiscal year ending on 31 December 2024.
- 8. Voting on the (Amended) Remuneration Policy for Board of Directors, Committees Members and Executive Management. (attached)
- 9. Voting on the Competing Standards and Controls. (attached)
- 10. Voting on the transactions and contracts performed between the Company and SNB Capital, which a member of the Board of Directors Mr. Sabty S. Al-Sabty has an indirect interest representing the Company's investments in AlAhli Saudi Riyal Trade Fund. The nature of the transaction is an open-ended contract that commenced on 26 February 2024 with opening balance of (美 192,793,405) and closing balance after sale activities during the year amounting to (美 61,280,000) as of 31 December 2024, and this contract does not include preferential terms to the Board member. (attached)
- 11. Voting on the transactions and contracts performed between the Company and Derayah Financial, which a member of the Board of Directors Mr. Hashem O. Al-Hekail has an indirect interest representing the Company's investments in Derayah Money Market Fund. The nature of the transaction is an open-ended contract that commenced on 21 November 2024 with opening balance of (# 65,000,000) and closing balance after sale activities during the year amounting to (# 23,438,653) as of 31 December 2024, and this contract does not include preferential terms to the Board member. (attached)



12. Voting on Delegating the Board of Directors by Ordinary General Assembly of its authorization power referred to in Paragraph (1) of Article (27) of the Companies Law, for a year from the date of Ordinary General Assembly's approval to the delegation or until the end of the current term of the Board of Directors, whichever is earlier. Such delegation or until the end of the requirements stipulated in the Implementing Regulation of the Companies Law for Listed Joint Stock Companies.



Item #1:

The Board of Directors' Report for the fiscal year ending on 31 December 2024



The Board of Directors' Report for the fiscal year ending on 31 December 2024

To review and read the Board of Directors' Report for the fiscal year ending on 31 December 2024, please follow the below link:

Board of Directors' Report for the fiscal year ending on 31 December 2024





Item #2:

The Financial Statements for the fiscal year ending on 31 December 2024



The Financial Statements for the fiscal year ending on 31 December 2024

To review and read the Financial Statements for the fiscal year ending on 31 December 2024 please follow the below link:

Financial Statements for the fiscal year ending on 31 December 2024



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Item #3:

The External Auditor's Report for the fiscal year ending on 31 December 2024



Ernst & Young Professional Services (Professional LLC)
Paid-up capital (SR 5,500,000 – Five million five hundred thousand Saudi Riyal)
Head Office
Al Faisaliah Office Tower, 14th Floor
King Fahad Road
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INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS OF SAUDI TADAWUL GROUP HOLDING COMPANY (A SAUDI JOINT STOCK COMPANY)

Kingdom of Saudi Arabia

Opinion

We have audited the consolidated financial statements of Saudi Tadawul Group Holding Company, (the "Company") and its subsidiaries (the "Group"), which comprise the consolidated statement of financial position as at 31 December 2024, and the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at 31 December 2024, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with IFRS Accounting Standards that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements that are endorsed by the Saudi Organization for Chartered and Professional Accountants.

Basis for Opinion

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

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming auditor's opinion thereon, and we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.



Key Audit Matters (continued)

We have fulfilled the responsibilities described in the Auditor's responsibilities for the audit of the consolidated financial statements section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the consolidated financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying consolidated financial statements.

| D |
|---|

Revenue recognition

Kev audit matter

Revenue is key element of consolidated financial statements due to its materiality and is a key metric for the user of the Group's consolidated financial statements. Due to its scale and significance to the consolidated financial statements revenue recognition is determined as key audit matter.

The Group has recognised revenue of SR 1,446 million for the year ended 31 December 2024 (2023: SR 1,073 million).

The Group's revenue comprises of trading services, listing services, technology and information services, membership services and post-trade services. The recognition of certain revenue streams is automated while others revenue streams is through manual processing, therefore, controls around revenue recognition process are critical for correct recognition of revenue.

Refer to note 3.17 for the accounting policy related to revenue recognition and note 26 for the related disclosure.

How our audit addressed the key audit matter

Our audit procedures performed included, among others, the following:

- Obtained our understanding of the revenue recognition process including the recording of the different revenue streams;
- Tested design and implementation of relevant key controls around the revenue recognition process including the recognition of revenue streams;
- Involved our IT specialists to test the operating effectiveness of general IT controls and IT application controls around the revenue recognition of trading services, technology and information services and major post-trade services (clearing, settlement and trading related custody services);
- Performed recalculation of revenue recorded from trading services, listing fees (annual) and part of post-trade services (in relation to trading activity);
- For a sample of transactions, we performed test of details to verify that the revenue recorded from listing fees, technology and information services and other post-trade services exists and is accurate through vouching to sales invoices;
- Evaluated the accounting policies around the recognition of revenue under each revenue stream to determine if the recognition meets the point in time or over the period revenue recognition criteria; and
- Assessed the appropriateness of the presentation and disclosures in the consolidated financial statements with respect to revenue and the relevant accounting policies.



Other information included in The Group's 2024 Annual Report

Other information consists of the information included in the Group's 2024 annual report, other than the consolidated financial statements and our auditor's report thereon. Management is responsible for the other information in its annual report. The Group's 2024 annual report is expected to be made available to us after the date of this auditor's report.

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

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

When we read the Group's 2024 annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

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

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

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

Those charged with governance i.e. the Audit Committee is responsible for overseeing the Group's financial reporting process.



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

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

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

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



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

Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding
the financial information of the entities or business units within the group as a basis for
forming an opinion on the consolidated financial statements. We are responsible for the
direction, supervision and review of the audit work performed for the purposes of the group
audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

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

كة إينست ويونغ الفدسات البهند (مهنية ذات سؤولية معدودة) st & Young Professional Servi (Professional LLC)

for Ernst & Young Professional Services

Waleed G. Tawfiq Certified Public Accountant License No. 437

Riyadh: 2 Ramadan 1446H (2 March 2025)

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The Audit Committee Report for the fiscal year ending on 31 December 2024

The Audit Committee Report for Fiscal Year 2024

Introduction

The Audit Committee (AC) of Saudi Tadawul Group Holding Co. plays a fundamental and important role in assisting the Board of Directors to fulfill its duties and responsibilities with regard to the accuracy and integrity of the financial statements, the qualifications and independence of the external auditor, the effectiveness of internal audit function, the effectiveness of the internal control system, governance and risk management in the Company, in addition to compliance with the relevant laws and regulations.

In order to fulfil its responsibilities, the AC held a several meetings during 2024 with the Chief Internal Audit Officer, Executive Management and External Auditor. This report briefly summarizes the AC roles and responsibilities, composition of the AC, meetings conducted, important outcomes and decisions, internal audit coverage and AC opinion on internal control system.

1. AC Composition and Meetings

The following are the details of the AC meetings held in 2024 for Saudi Tadawul Group Holding Company:

AC Membership:

The AC consists of the following members:

| Name | Membership Membership |
|--------------------------------|--|
| Mr. Omar M. Al-Hoshan | Committee Chairperson – Non-Board Member |
| Mr. Hashem O. Al-Hekail | Independent Member |
| Eng. Sultan A. Al-Deghaiter* | Independent Member |
| Mr. Abdulhameed S. Al-Muhaidib | Non-Board Member |
| Ms. Latifah H. Al-Sabhan | Non-Board Member |

Attendance Record:

The AC conducted (4) meetings as below:

| Name | 07 March 2024 | 02 May 2024 | 18 July 2024 | 17 October 2024 |
|--------------------------------|---------------|-------------|--------------|-----------------|
| Mr. Omar M. Al-Hoshan | ⊘ | ⊘ | ⊘ | ⊘ |
| Mr. Hashem O. Al-Hekail | ⊘ | ⊘ | ⊘ | ⊘ |
| Eng. Sultan A. Al-Deghaiter* | ⊘ | ⊘ | ⊘ | _* |
| Mr. Abdulhameed S. Al-Muhaidib | ⊘ | ⊘ | ⊘ | ⊘ |
| Ms. Latifah H. Al-Sabhan | ⊘ | ⊘ | ⊘ | ⊘ |

^{*}The membership of Eng. Sultan A. Al-Deghaither -may Allah have mercy on him- ended on 06 August 2024.



2. AC Roles and Responsibilities

As per the approved AC Charter, below are the AC key responsibilities:

Oversight of financial reporting, including;

- Reviewing the consolidated financial statements of Saudi Tadawul Group Holding Company.
- Providing technical opinion regarding the Company's financial performance in terms of its compliance with the regulatory requirements.
- Examining unusual transactions in the financial statements.
- Discussing the legal cases filed against the Company and their impact on the financial statements.
- Verifying accounting estimates.
- Reviewing financial and accounting policies.

• Oversight of internal control systems, including:

- Reviewing internal and financial control and risk management systems and ensuring their effectiveness through regular reports from the Internal Audit Division or any regulator and following up on the implantation of corrective actions.
- Preparing an annual report on AC opinion about the adequacy of the internal control system.

Oversight of Internal Audit Activities, including:

- Overseeing Internal Audit Division and verify its effectiveness in fulfilling its role and responsibilities.
- Reviewing the risk assessment of the company.
- Reviewing and approving the annual audit plan.
- Reviewing the reports prepared by the Internal Audit Division and following up on the implementation of corrective actions.
- Ensuring independence of Internal Audit Division.
- Reviewing the policies and procedures of the Internal Audit Division.
- Evaluating the performance of Internal Audit Division and Chief Internal Audit Officer.

Oversight of external auditor, including:

- Recommending the appointment or dismissal of the external auditor and determining their fees after assessing their performance, independence, scope of work and terms of engagement.
- Verifying the independence of the external auditor.
- Reviewing the external audit plan and verifying its compliance with the applicable regulations.
- Answering external auditor's queries and providing requisite support for conducting the external auditing.
- Reviewing reports prepared by the external auditor and following up on the implementation of corrective actions.

Oversight of compliance, including:

- Reviewing reports prepared by regulatory bodies regarding Saudi Tadawul Group Holding Company's compliance with the applicable rules & regulations and following-up on the implementation of corrective actions.
- Establishing appropriate procedures for whistleblowing.
- Establishing appropriate procedures for following-up on any reported violation, providing recommendations to the Board of Directors if required.



3. Accomplishments in 2024

The main accomplishments of the AC in 2024 are the following:

- Reviewing the consolidated financial statements of Saudi Tadawul Group Holding Company for endorsement and Board approval.
- Reviewing the annual plan of the external auditor and ensure his independency.
- Ensuring that there is no financial impact of the legal cases filed against the Company.
- Ensuring that internal audit governance documents (policies and producers) are up-to-date and relevant
- Reviewing and approving Internal Audit Division policies and procedures amendments.
- Reviewing the risk assessment conducted by the Internal Audit Division and ensure alignment with the Company's enterprise risk assessment framework.
- Reviewing and approving the Internal Audit annual plan and any required changes.
- Reviewing the Internal Audit Division periodic reports.
- Reviewing and approving the Internal Audit Division budget.
- Reviewing and approving Internal Audit Division key performance indicators and evaluate the Internal Audit Division performance .
- Reviewing violations of the Code of Conduct submitted to the Committee.

4. Audit Committee Opinion

The internal control system has an important role to play in the success of any organization. Therefore, the Audit Committee of Saudi Tadawul Group Holding Company oversees the Internal Audit Division, which periodically evaluates the adequacy and effectiveness of internal control systems by executing internal audit activities according to the annual risk-based plan.

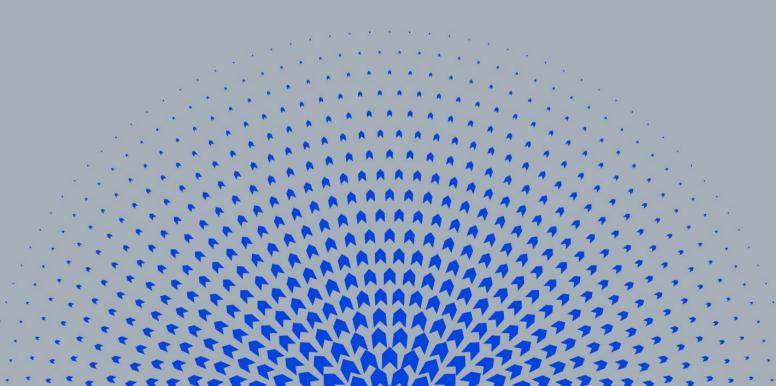
Based on the financial reports submitted by the External Auditor and the results of the internal audit work, the Audit Committee with the opinion that the internal control system at Saudi Tadawul Group Holding Company is functioning effectively with no internal control system issues reported, and it is subject to continuous evaluation and improvement by the management to identify any gaps and also to meet the required level of effectiveness.

During 2024, the Audit Committee received the full support from the Board of Directors to be able to successfully meet expectations and achieve its objectives. The Audit Committee received the necessary cooperation from all levels of Saudi Tadawul Group Holding Company to answer the queries of the Audit Committee and facilitate the work of Internal Audit.

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Item #5:

Statement of Board of Directors' recommendation to distribute cash dividends to the shareholders for the fiscal year ended on 31 December 2024





Statement of Board of Directors' recommendation to distribute cash dividends to the shareholders for the fiscal year ended on 31 December 2024

Saudi Tadawul Group Holding Co. (the Group) announced on 02 March 2025, corresponding to 02 Ramadan 1446 AH, the issuance of its Board of Directors resolution, which includes a recommendation to distribute cash dividends to the Group's shareholders for the fiscal year 2024, as below:

Saudi Tadawul Group Holding Co. announces the Board of Directors recommendation to distribute cash dividends to shareholders for the fiscal year 2024

| Element | Explanation |
|--|--|
| Introduction | Saudi Tadawul Group Holding Co. (the Group) announces the Board of Directors recommendation to distribute cash dividends to shareholders for the fiscal year 2024. |
| Date of the board's recommendation | 27 February 2025, corresponding to 28 Shaban 1446 AH |
| The Total amount distributed | 业 402,000,000 |
| Number of Shares Eligible for Dividends | 120 million shares |
| Dividend per share | ± 3.35 per share |
| Percentage of Dividend to the Share Par Value (%) | 33.5% |
| Eligibility date | The eligibility of dividends shall be for the Shareholders who own the Company's shares by the end of the eligibility date, the date of the Company's General Assembly (which will be announced at a later date), and registered in the Company's register at the Securities Depository Center Company (Edaa). |



| Distribution Date | The distribution date will be announced later. |
|---|--|
| The name of other official authorities and the details of their non-refusal to the recommendation or decision | N/A |
| | The company urges our respected shareholders to update their banking information to ensure the deposit of the cash dividends directly into their accounts. |
| | In addition, we would like to draw the attention of the non-resident foreign investors that the cash dividend distribution which is transferred by the resident financial broker is subject to a withholding tax of 5% according to the provisions of Article (68) of the Income Tax Law and Article (63) of its Implementing Regulations. |
| Additional Information | We are pleased to receive your inquiries or comments by contacting our Investor Relations Department through: |
| | Tel: (+966) 920013130 |
| | E-mail: <u>I.R@tadawulgroup.sa</u> |
| | Website: www.tadawulgroup.sa |



Item #6:

Statement of Board of Directors'
resolution to appoint
Eng. Olayan M. Bin Wetaid as Board
Member (independent member)



Statement of Board of Directors' resolution to appoint

Eng. Olayan M. Bin Wetaid as Board Member (independent member)

Saudi Tadawul Group Holding Co. (the Group) announced on 29 August 2024, corresponding to 25 Safar 1446 AH, the issuance of its Board of Directors resolution to appoint a Member to assume the vacancy in its Board, as below:

Saudi Tadawul Group Holding Co. announces the appointment of the board member to assume the vacancy in its board

| Element | Explanation |
|---|---|
| | In reference to the announcement made by the Saudi Tadawul Group Holding Co. (the "Group") on the (Saudi Exchange) dated August 6th, 2024 AD (corresponding to Safar 2nd, 1446 AH) related to the announcement of any updates regarding the appointment of a new Board Member. |
| Introduction | The Group announces the issuance of its Board of Directors resolution by circulation dated August 29th, 2024 AD (corresponding to Safar 25th, 1446 AH) appointing Eng. Olayan M. Bin Wetaid as a Board Member (Independent Member), until the end of the current term of the Board, which ends on January 1st, 2026 AD. |
| Appointed Member Name | Eng. Olayan M. Bin Wetaid |
| Membership Type | Independent |
| Membership Start Date | 29 August 2024, corresponding to 25 Safar 1446 AH |
| | Eng. Olayan M. Bin Wetaid is currently the Chief Executive Officer of the Saudi Telecom Group (stc). |
| Brief Resume of the Appointed Member | He is also the Chairman of SAMENA Telecommunications Council, a board member of GSMA, and a board member of King Abdulaziz City for Science and Technology (KACST). |
| | Throughout his career journey with stc Group, Eng. Olayan M. Bin Wetaid played several crucial roles including Senior Vice President of |



| | Consumer Business Unit and CEO of stc Bahrain. He also presided as the Chairman of several of stc's subsidiaries' boards. Eng. Olayan Bin Wetaid hold a Bachelor's degree in Electrical Engineering from King Fahd University of Petroleum and Minerals. |
|---|---|
| The date of the approval by other official authorities | N/A |
| Date of Board Meeting in which Appointed New Member(s) were Appointed | 29 August 2024, corresponding to 25 Safar 1446 AH |
| Board Approval | Board Approval May not be Deemed Final, this Appointment Shall Be Put before the First General Assembly Meeting for Approval. |



Statement of Board of Directors' resolution to appoint

Resume of the Appointed Member Form

| Fu | ll Name | Olayan Mohammed | Hamad Al-Wetaic | l | | |
|-------------|--|---|---|--|------------------------------------|----------------------------|
| Nationality | | Saudi | Date of Birth | | 28 April 1976 | |
| b) | Academic Qualifi | cations of the N | ominated Me | mber | | |
| # | Qualification | Specialization | | obtaining the ifications | The issuer of | the qualificatio |
| 1 | Bachelor | Electrical Engineering | | 1999 | | University of and Minerals |
| c) | Experiences of th | e Nominated M | ember | | | |
| | Period | | | Experience | | |
| | 2021 – Current | С | hief Executive Of | icer - Saudi Telecom | Group (STC) | |
| | 2019 – 2021 | Senior \ | /ice President of t | he Consumer Busine | ess Unit - STC Sa | audi |
| | 2018 – 2019 | Vio | e President of En | terprise Developme | nt - STC Saudi | |
| | 2011 – 2019 | | Chief Execu | itive Officer - Bahraii | n STC | |
| | 2010 – 2011 | | Chief Human Re | esources Officer - Ba | hrain STC | |
| | 2008 – 2010 | Leadership Development Department Manager - Saudi Telecom Group (STC) | | | | |
| | | Project Manage | Project Manager – Enterprise Development Office - Saudi Telecom Group (STC) | | | |
| 2000 – 2005 | | Projects Engineer - Refining and Distribution Unit - Saudi Aramco | | | | |
| | 1999 – 2000 | - | Networks Analys | st - Saudi Telecom G | roup (STC) | |
| L | Current Members isted Or Non-Liste | ed) Or Any Othe | | | | _ |
| <u> </u> | ommittees Derivin | g From It: | | | | |
| # | Company name | Main activity | Members hip type (executive, non- executive, independent) | Nature of the membership (in personal capacity, representative of legal person) | Membership of the committees | Legal form o |
| 1 | King Abdulaziz City for Science and Technology | Research and Development | Non- Executive | In Personal Capacity | Board of Directors | Governmen |
| 2 | GSMA | Research and Organization | Non- Executive | In Personal Capacity | Board of Directors | Civil |
| | SAMENA | Research and | Non- | In Personal | Board of | |

Executive

Capacity

Directors

Organization

Council



Item #8:

Remuneration Policy for Board of Directors, Committees Members and Executive Management (Amended)



Table of Amendments to Remuneration Policy for Board of Directors, Committees Members and Executive Management

The key amendments introduced to the Remuneration Policy for Board Members, Committee Members and Executive Management ("the Policy") include general enhancements aimed at improving clarity and accuracy, thereby increasing the Policy's efficiency and facilitating its application.

The following table includes the proposed modifications. It is important to note that the amendments are categorized based on the highlighted colors as follows:

- Red-colored amendments indicate the deletion of all or part of the provisions in the Policy.
- Green-colored amendments indicate the addition of a completely new provision or partial additions to existing provisions in the Policy.

Remuneration Policy for Board of Directors, Committees Members and Executive Management

Main Text in The Policy

Text After Amendment in The Policy

Article Three: Definition of Committees

Committees: The Audit Committee, the Nomination and Remuneration Committee, the Governance, Risk and Compliance Committee, the Investment Committee and any other committee formed by the Board and determined to be included within the scope of this Policy.

Committees: The Audit Committee, the Nomination and Remuneration Committee, the Governance, Risk and Compliance Committee, the Investment Committee and any other committee formed by the Board.

Article Four: Paragraph (c) and (d)

- The Nomination and Remuneration Committee reviews this Policy and submits it to the Board for approval before its ratification by the General Assembly.
- b. The General Assembly approves this policy and approves any amendments thereto.
- c. The Department has the following responsibilities:
- Review this policy and propose any amendments to it and submit it to the

- The Nomination and Remuneration Committee reviews this Policy and submits it to the Board for approval before its ratification by the General Assembly.
- b. The General Assembly approves this policy and approves any amendments thereto.



- Nomination and Remuneration Committee annually, or in the event of need.
- 2. Preparing the necessary procedures for the implementation of this policy.
- d. The duties and responsibilities set forth in this policy shall be performed by the Nomination and Remuneration Committee in respect of Subsidiaries, without prejudice to the policies and procedures of the Subsidiaries, in the event of a resolution issued by the Board of Directors of Subsidiaries to delegates the Nomination and Remuneration Committee.

Article Five: Paragraph (d)

- The Board members of the Holding Company may not vote on the item regarding the remuneration at the General Assembly meeting.
- b. The Holding Company Board Member's and committee's remuneration shall be a certain in accordance with article (6) of this policy.
- c. The remunerations mentioned in this policy shall be paid in Saudi riyals only.
- d. The annual remuneration of the Board shall be disbursed after approving it in the annual General Assembly meeting.

- The Board members of the Holding Company may not vote on the item regarding the remuneration at the General Assembly meeting.
- b. The Holding Company Board Member's and committee's remuneration shall be a certain in accordance with article (6) of this policy.
- The remunerations mentioned in this policy shall be paid in Saudi riyals only.

Article Five: Paragraph (d)

- e. The dates of entitlement and dispersion of the remunerations are as follows:
- 1. For the Board members as of the date of their appointment or election.
- 2. For the Committee members as of the date of their appointment.
- f. The remuneration of the Committees Members shall be disbursed after the end of the fiscal year.
- d. The dates of entitlement and dispersion of the remunerations are as follows:
- 1. For the Board members as of the date of their appointment or election.
- 2. For the Committee members as of the date of their appointment.
- 3. A committee or board member whose membership has expired is entitled to receive the compensation, irrespective of the end of the financial year. This must be disclosed as part of the annual report. The Board of Directors has the discretion to withhold payment until the end of the financial year, should it deem appropriate.
- e. The remuneration of the Board and Committees Members shall be disbursed after the end of the fiscal year.

Article Six: Paragraph (d)

- d. Each Board member is entitled to an annual compensation of SAR (200,000) for his membership in one or more committee.
- d. Each committee member is entitled to an annual compensation of SAR (200,000) for his membership in one or more committee.



| Article Six | | |
|-----------------|--|--|
| Added Paragraph | e. When approving the remuneration of the Board members and its committees, consideration shall be given to the member's contribution, attendance and participation in the topics raised in the meetings, and contributions made by the board member which serve the company best interest and enable it to execute its strategy. | |
| | Article Ten | |
| Added Paragraph | 10.2. If the approved remuneration of a member of the Board or one of its committees is based on inaccurate information, then the case shall be submitted to the Board for appropriate decision making. The relevant regulations shall be taken into consideration when considering the rules of justice and preserving the rights of the shareholders of the Company. 10.3. The Board's decision in the previous paragraph shall be either to suspend the payment of the reward subject of the bid, if it was not paid, or reclaim it in part or in full according to the circumstances of the case. | |



ltem #9: Competing Standards and Controls



Competing Standards and Controls

| Standards and Controls Statement | Setting an organizational framework to regulate the involvement if those subject to these standards in any competition activities related to the Holding Company or its Subsidiaries. |
|----------------------------------|---|
| 1. Purpose | The purpose of these standards is to clarify the concept and the rules of competition and to set the relevant provisions to regulate the involvement of members of the Board of Directors or its Sub-Committees in any competitive activities related to the Holding Company or its Subsidiaries, or that involve competition with them in the fields of activity in which they operate. This is based on the provisions of the Companies Law and its Implementing Regulations, to achieve highest levels of integrity and transparency and to uphold the Company's rights and interest. |
| 2. Scope of Application | These standards apply to all members of the Board of Directors of the Saudi Tadawul Group Holding Company and the members of the Board Sub- Committees, and they must comply with provisions set forth herein without prejudice to the Company's Bylaws and any relevant laws and regulations issued by the regulators. |
| 3. Definitions | For the purposes of implementing the provisions of these standards, the words and terms mentioned below will have the meanings assigned next to them, unless the context requires otherwise, and subject to what has been referred to in the Saudi Tadawul Group Holding Company approved Governance Manual: CMA: Capital Market Authority. The Company\Holding Company: Saudi Tadawul Group Holding Company. Subsidiaries: Saudi Exchange, Securities Depository Center Company ("Edaa"), Securities Clearing Center Company ("Muqassa"), Tadawul Advanced Solutions Company ("Wamid") and any other Subsidiary in which the Holding Company wholly owns or has a controlling share. Company Purpose: The activities of the Holding Company or its Subsidiaries stipulated in the Articles of Association or the Bylaws of the Holding Company and its Subsidiaries. Controlling Share: The ability to influence the actions or decisions of another person, directly or indirectly, alone or together with a relative or affiliate, through any of the following: (A) Owning a percentage equal to 30% or more of the voting rights in the company. (B) The right to appoint 30% or more of the members of the Board/Executive Management. |



| 4. Concept of the Competing Businesses | The following shall be deemed as participation in any business that constitutes competition with the Holding Company or its Subsidiaries or as competing with them in any line of business in which they operate: 1. The establishment by a Board member of a company or a sole proprietorship, or the ownership of a controlling percentage of shares or stakes in a company or any other entity that engages in business activities similar to the activities of the Holding Company or its Subsidiaries. 2. Accepting membership on the Board of Directors of a company or entity that competes with the Holding Company or its Subsidiaries, or managing a competing sole proprietorship or any competing company of any form, except the Company's affiliates. 3. A Board member acting as an overt or covert commercial agent for another company or entity competing with the Holding Company or its Subsidiaries. |
|--|--|
| 5. Disclosure of the Competition by the Nominee to the Board Membership | A person who wishes to nominate himself/herself for the membership of the Board shall disclose to the Board and the General Assembly any engagement in business that may compete with the Holding Company or its Subsidiaries in any of their activities. |
| 6. Rules of Competing | Without prejudice to the provisions of the Companies Law and its Implementing Regulations, if a member of the Board or a member of the Holding Company's Committees, wishes to engage in any activity that may constitute competition with the Holding Company or its Subsidiaries, or compete with them in any line of business in which any of those companies operate, the following shall apply: 1. Notifying the Board of the competitive activities the member wishes to engage in, and recording such notification in the minutes of the Board meeting. 2. The conflicted member shall abstain from voting on the related resolutions in the meetings of the Board, the committees of the Holding Company, and the General Assemblies. 3. The Board shall inform the General Assembly, once convened, of any competitive activities undertaken by a member of the Board, or a member of the committees, following the Board's verification that the member is engaged in activities that constitute competition with the Company or its Subsidiaries in any line of business in which it operates, such activities shall be verified on an annual basis unless the Board has obtained authorization from the General Assembly to |



| | 4. Obtaining an authorization from the Ordinary General Assembly of the Holding Company or the Board –when delegated- permits the member to engage in the competing business activities. 5. Disclosed such activities in the annual report. |
|---|---|
| 7. Delegation of Authorities and Rejection to Grant Authorization | 1. The Board shall have the right to authorize Board members to engage in any activities that may constitute competition with the Holding Company or its Subsidiaries or any of their business activities, provided that such authority has been delegated by the General Assembly and is exercised in accordance with the provisions of the Companies Law and its Implementing Regulations. 2. If the General Assembly or the Board –if authorized- rejects granting the authorization, the member of the Board shall resign within a period specified by the General Assembly or the Board -as applicable Otherwise, his/her membership in the Board shall be deemed terminated, unless he/she decides to withdraw from the contract, transaction or competitive activities or amend his/her situation in accordance with the Companies Law and its implementing regulations prior to the end of the specified period. |
| 8. Company Compensation | If a member of the Company's Board of Directors or a member of its committees violates these standards or the relevant laws and regulations governing competition, the Company may seek appropriate compensation before the competent judicial authority. |
| 9. Effectivity | The rules, regulations and guidelines issued by CMA or other relevant regulators shall apply to any matter not specifically addressed in these standards. The Board of Directors is responsible for taking the necessary measures to ensure the implementation of the requirements and provisions outlined in these standards and the related regulations. It shall also have the authority to take necessary measures to protect the Company's rights to compensation for any damages resulting from violations of these standards. These standards shall become effective from the date of their approval by the General Assembly of the Holding Company and their publication on the Company website. |

مجموعة تداول السعو<mark>دية</mark> Saudi Tadawul Group

Item #10 and 11: Transactions and Contracts



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LIMITED ASSURANCE REPORT TO THE SHAREHOLDERS OF SAUDI TADAWUL GROUP HOLDING COMPANY (A SAUDI JOINT STOCK COMPANY)

Kingdom of Saudi Arabia

Scope

We have been engaged by Saudi Tadawul Group Holding Company (the "Company") to perform a 'limited assurance engagement', as defined by International Standards on Assurance Engagements endorsed in the Kingdom of Saudi Arabia, here after referred to as the engagement, to report on the Company's compliance with the requirements of Article (71) of the Companies' Law (the "Subject Matter") contained in the Company's attached notification (Appendix A) which is presented by the Company's Board of Directors ("BOD") to the Ordinary General Assembly on the transactions and contracts in which certain members of the Company's BOD have a direct or indirect personal interest in them for the year ended 31 December 2024.

Criteria Applied by the Company

In preparing the Subject Matter, the Company applied the below criteria (the "Criteria"). Such Criteria were specifically designed for the notification presented by the Company's BOD to the Ordinary General Assembly (Appendix A). As a result, the Subject Matter information may not be suitable for another purpose.

- Article (71) of the Companies' Law issued by the Ministry of Commerce.
- Notification presented by the Company's BOD to the Ordinary General Assembly (Appendix A)
 dated 18 March 2025.
- Declarations submitted by certain members of the BOD regarding the transactions and contracts in which they have a direct or indirect personal interest in them.
- Resolution of the BOD which include disclosures by certain members of the Company BOD regarding transactions and contracts in which they have a direct or indirect personal interest in them.
- The Company's accounting records for the year ended 31 December 2024.

Company's Responsibilities

The Company's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.



Our Responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ("ISAE 3000") that is endorsed in the Kingdom of Saudi Arabia, and the terms of reference for this engagement as agreed with the Company on 18 November 2024. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our Independence and Quality Management

We have maintained our independence and confirm that we have met the requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) that is endorsed in the Kingdom of Saudi Arabia, and have the required competencies and experience to conduct this assurance engagement.

Our firm also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, that is endorsed in the Kingdom of Saudi Arabia, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of Procedures Performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent, than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information and applying analytical and other appropriate procedures.



Description of Procedures Performed (continued)

Our procedures included:

- Obtained the notification presented by the Company's BOD to the Ordinary General Assembly (Appendix A) regarding the transactions and contracts entered between certain members of the BOD having directly or indirectly with the Company during the year ended 31 December 2024.
- Obtained the declarations from certain members of the Company's BOD for the transactions and contracts done with the Company's in which certain members of the Company's BOD have a direct or indirect personal interest in them.
- Obtained resolution of the BOD that indicates that certain members' notifications to the BOD of transactions and contracts done with the Company in which certain members of the Company's BOD have a direct or indirect personal interest in them during the year ended 31 December 2024.
- Discussed with the management the contracts and transactions between the BOD members either directly or indirectly with the Company during the year ended 31 December 2024, along with the pricing applied on these contracts and transactions.
- Compared the financial information contained in the attached notification with the Company's accounting records for the year ended 31 December 2024.

We also performed such other procedures as we considered necessary in the circumstances.

Other Matter

The attached notification (Appendix A) is stamped by us for identification purposes only.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that need to be made to the Subject Matter, in order for it to be in accordance with the Criteria applied by the Company referred to above.

Waleed G. Tawfiq
Certified Public Accountant
License No. (437)

Riyadh: 8 Shawwal 1446H (6 April 2025) Notification from the STG Board of Directors to the General Assembly Meeting

شركة إرنست ويونغ الخدمات المهنية (مهنية ذات مسؤولية مدوودة)
المهنية ذات مسؤولية مدوودة المستروفية متدورة المستروفية المستورفية والمستورفية المستورفية الم

مجموعة تداول السعودية Saudi Tadawul Group

أمانة سر مجلس البدارة Board of Directors Secretariat

Date: 18 March 2025

التاريخ: ١٨ مارس ٢٠٢٥

To the shareholders of Saudi Tadawul Group Holding

إلى مساهمي شركة مجموعة تداول السعودية القابضة

Company

الموضوع: تبليغ من مجلس الإدارة إلى احتماع الجمعية العامة

Subject: Notification from the Board of Directors to the General Assembly Meeting

With reference to article (71) of the Companies law, would like to inform you that during the fiscal year 2024, the Saudi Tadawul Group Holding Company has entered into a number of business transactions and contracts in which some of the Board members have interest (indirect) as per the attached report. Such contracts and transactions were executed in accordance with the relevant regulations.

بالإشارة إلى المادة (٧١) من نظام الشركات نود إبلاغكم بأنه خلال العام المالي ٢٠٠٤م، قامت شركة مجموعة تداول السعودية القابضة بالدخول في عقود ومعاملات تجارية كان لبعض أعضاء مجلس الإدارة مصلحة فيها (بطريقة غير مباشرة) وذلك وفقاً للتقرير المرفق والتي تم التعامل معها في ضوء الأنظمة ذات العلاقة.

The contracts and transactions have also been disclosed as part of the Company's Annual Report for the year 2024 as per legal requirements noting that the company in such transactions follows the same terms and commercial principles followed with third parties, without any preference.

كما تم الإفصاح عنه في التقرير السنوي للشركة العام ٢٠٢٤م، حسب المتطلبات النظامية، علمًا بأن الشركة في مثل هذه التعاملات تتبع نفس الشروط والأسس التجارية المتبعة مع الغير ودون أي تفضيل.

In this regard, the Board recommends to the General Assembly, approving the continuation of these transactions as per the details included in the attached Appendix.

وبهذا الخصوص، يوصي المجلس على استمرار هذه التعاملات والعقود الواردة في الملحق.

Also, as per the relevant regulations, we have requested the company's External Auditor to issue a report on the subject transactions presented to the Shareholders General Assembly which is attached along with the agenda of the AGM.

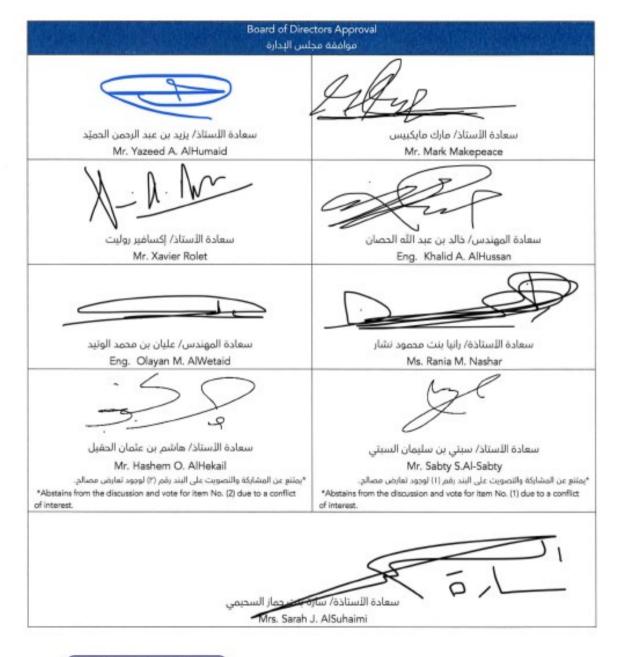
وحسب المتطلبات النظامية ذات العلاقة، طلب من مراجع حسابات الشركة إعداد تقرير من قبل مراجع حسابات الشركة الخارجي بشأن هذه الأعمال لعرضه على الجمعية العامة والمرفق في جدول أعمال الجمعية.

قرضة أرنست ويونيغ للخصات البهنية (مغلبة ذات صوولية مدودة) المراس سيميد نشط Professional Services Ernst & Young Professional Services (Professional LLC)

Classification: Internal



أمانة سر مجلس الإدارة Board of Directors Secretariat



شركة إرنست ويونخ للدمات اليضنية (مضية غات منوولية مدووة) (مضية غات منوولية مدووة) الاستخدام الا

Classification: Internal





أمانة سر مجلس الإدارة Board of Directors Secretariat

| Appendix | | | | الملحق | |
|---|-------|--|---|---|-------|
| المبلغ | المدة | شروط الأعمال والعقود | طبيعة الأعمال والعقود | الاعمال والعقود التي تكون الشركة طرفاً فيها، وفيها أو كانت فيها مصلحة لأحد أعضاء مجلس الإدارة | البند |
| خلال العام، قامت الشركة بشراء وحدات من الصندوق بمبلغ 192,793,405 ريال سعودي، وباعث بمبلغ 136,500,000 ريال سعودي متضمناً ربح محقق بقيمة 3,104,526 ريال سعودي، وبذلك أصبح رصيد الاستثمار لدى الشركة كما في ۱۳ ديسمبر ۲۰۲۴م أرباح غير محققة بقيمة 1,532,230 ريال سعودي. | pT·TE | صندوق استثماري (صندوق مفتوح) للجمهور | استثمارات شركة مجموعة تداول السعودية في صندوق اللهلي للمناجرة بالريال | ١ ـ عضو مجلس الإدارة سعادة الاستاذ/ سبئي بن سليمان السبئي | 1 |
| خلال العام، قامت الشركة بشراء وحدات من الصندوق بمبلغ 65,000,000 ريال سعودي وباعث بمبلغ 41,608,775 ريال سعودي متضصاً ربح محقق بقيمة 117,491 ريال سعودي، ويذلك أصبح رصيد الاستثمار لدى الشركة كما في 1" ديسمبر 72-٣م 23,438,653 ريال سعودي والذي يشمل أرباح غير محققة بقيمة 125,672 | 34-70 | صندوق استثماري (صندوق مفتوح) للجمهور | استثمارات شركة مجموعة تداول السعودية في صندوق دراية للسواق النقد | ٢. عضو مجلس الإدارة سعادة الأستاذ/ هاشم بن عثمان الحقيل | r |

| Item | Business or contract to which the company is a party of and in which a director of the company is or was interested | Nature of the contract or business | Conditions of the contract or business | Duration | Amount |
|------|---|---|---|----------|--|
| 1 | The Board member Mr. Sabty bin Sulaiman Al- Sabty | Saudi Tadawul Group Holding Company's investment in AlAhli Saudi Riyal Trade Fund | An open ended public mutual find | 2024 | During the year, the Company purchased units of funds amounting to SAR 192,793,405 and sold SAR 136,500,000 with realized gain of SAR 3,104,526. At year ended 31 December 2024, the Company held an investment amount of SAR 61,280,000 that includes unrealized gain of SAR 1,532,230. |
| 2 | 2. The Board member Mr. Hashem bin Othman Al- AlHekall | Saudi Tadawul Group Holding Company's investment in Derayah Money Market Fund | An open ended public mutual find | 2024 | During the year, the Company purchased units of funds amounting to SAR 65,000,000 and sold amounted to SAR 41,806,775 with realized gain of SAR 117,491. At year ended 31 December 2024, the Company held an investment amount of SAR 23,438,653 that includes unrealized gain of SAR 125,672. |

شرکة إرنست ويونغ للغدمات الحفيدة (مفنية ذات سؤولية محودة) ومرض سيفيد مست المستحدة المستحددة Ernst & Young Professional Services (Professional LLC) R5 Classification: Internal