



الشركة تمكّن للموارد البشرية
Tamkeen Human Resource Co.

The Ordinary General Assembly Meeting Agenda **for Tamkeen Human Resources Company**

The Ordinary General Assembly Meeting Agenda

- 1) To review and discuss the Board of Directors' report for the fiscal year ended December 31, 2024G.
- 2) To review and discuss the financial statements for the fiscal year ended December 31, 2024G.
- 3) To vote on the company's auditor's report for the fiscal year ended December 31, 2024G, following its discussion.
- 4) To vote on the disbursement of a remuneration of SAR 400,000 to the independent Board members (Mr. Saleh Abdulrahman Saleh Al Fadhel and Mr. Ahmed Rajeh Abdullah Al Rajeh) for the fiscal year ended December 31, 2024G.
- 5) To vote on releasing the Board of Directors from liability for the fiscal year ended December 31, 2024G.
- 6) To vote on the Board of Directors' recommendation to distribute cash dividends in the amount of SAR 55,120,000 to shareholders for the fiscal year ended December 31, 2024. Entitlement shall be for shareholders holding shares at the end of the trading day on which the General Assembly is convened and registered in the Company's shareholders register maintained by the Securities Depository Center (Edaa) at the end of the second trading day following the General Assembly date. Dividend distribution is scheduled to commence on June 30, 2025G.
- 7) To vote on authorizing the Board of Directors to distribute interim dividends to the company's shareholders on a quarterly or semi-annual basis for the fiscal year 2025G.
- 8) To vote on delegating the Ordinary General Assembly's authorization powers stipulated in paragraph (1) of Article (27) of the Companies Law to the Board of Directors for a period of one year effective from the date of approval of the General Assembly or until the end of the term of the delegated Board, whichever is earlier, pursuant to the terms mentioned in the Implementing Regulation of the Companies Law for Listed Joint Stock Companies.

- 9) To vote on delegating the Ordinary General Assembly's authorization powers stipulated in paragraph (2) of Article (27) of the Companies Law to the Board of Directors for a period of one year effective from the date of approval of the General Assembly or until the end of the term of the delegated Board, whichever is earlier, for the competing businesses and activities (Mediation in Saudi individuals recruitment – Temporary employment agency activities – Activities of temporary employment agencies of expatriate workers services – Activities of temporary employment agencies of Saudi individuals) stipulated in the Competing Business Standards Charter (attached).
- 10) To vote on appointing the company's auditor from among the nominated candidates, based on the recommendation of the Audit Committee, to examine, review, and audit the financial statements for Q2 and Q3, the annual financial statements for the fiscal year 2025G, and Q1 of the fiscal year 2026G, and to determine their fees.
- 11) To vote on the participation of Board Member Mr. Abdullah Sulaiman Abdulrahman Al-Ngeer in an activity competing with the company's business (attached).
- 12) To vote on the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Masah Contracting Company, in which Board Member Mr. Hisham Sulaiman Abdulaziz Al Habib has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (21,207,692), contracted without preferential terms or conditions (attached).



- 13) To vote on the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between Elaf Specialized Contracting Company (a subsidiary) and Dr. Sulaiman Al Habib Medical Services Group Company (a shareholder), in which Board Members Mr. Hisham Sulaiman Abdulaziz Al Habib and Mr. Faisal Abdullah Ali Al Nassar have a direct interest. This involves a one-year specialized operational and maintenance labor supply services agreement for the hospitals of Dr. Sulaiman Al-Habib Medical Services Group Company, renewable annually thereafter. The transaction value during fiscal year 2024 amounted to SAR (8,717,988), contracted without preferential terms or conditions (attached).
- 14) To vote on the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between Eraf Medical Company (a subsidiary) and Dr. Sulaiman Al Habib Medical Services Group Company (a shareholder), in which Board Members Mr. Hisham Sulaiman Abdulaziz Al Habib and Mr. Faisal Abdullah Ali Al Nassar have a direct interest. This involves a one-year order for the supply of nursing staff services for home healthcare, renewable annually thereafter. The transaction value during fiscal year 2024 amounted to SAR (7,349,510), contracted without preferential terms or conditions (attached).
- 15) To vote on the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between Eraf Medical Company (a subsidiary) and Dr. Sulaiman Al-Habib Medical Services Group Company (a shareholder), in which Board Members Mr. Hisham Sulaiman Abdulaziz Al Habib and Mr. Faisal Abdullah Ali Al Nassar have a direct interest. This involves a one-year order for the supply of support services from Dr. Sulaiman Al-Habib Medical Services Group Company for nursing staff in home healthcare, renewable annually thereafter. The transaction value during fiscal year 2024 amounted to SAR (534,907), contracted without preferential terms or conditions (attached).



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- 16) To vote on the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Dr. Sulaiman Al Habib Medical Services Group Company (a shareholder), in which Board Members Mr. Hisham Sulaiman Abdulaziz Al Habib and Mr. Faisal Abdullah Ali Al Nassar have a direct interest. This involves an order for the supply of nursing staff services for the hospitals of Dr. Sulaiman Al-Habib Medical Services Group Company for a specific period during fiscal year 2024. The transaction value during fiscal year 2024 amounted to SAR (5,959,857), contracted without preferential terms or conditions (attached).
- 17) To vote on the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Four Twins Limited, in which Board Member Mr. Abdullah Sulaiman Abdulrahman Alngeer has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (4,012,977), contracted without preferential terms or conditions (attached).
- 18) To vote on the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Burger Map Restaurant for Fast Food Company, in which Board Member Mr. Abdullah Sulaiman Abdulrahman Alngeer has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (2,662,147), contracted without preferential terms or conditions (attached).
- 19) To vote on the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Tasheel Real Estate Company, in which Board Member Mr. Abdullah Sulaiman Abdulrahman Alngeer has a direct interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (45,881), contracted without preferential terms or conditions (attached).



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- 20) To vote on the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Namara Investment Company, in which Board Member Mr. Hisham Sulaiman Abdulaziz Al Habib has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (17,960), contracted without preferential terms or conditions (attached).
- 21) To vote on the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Future Classification Real Estate Company, in which Board Member Mr. Abdullah Sulaiman Abdulrahman Alngeer has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (8,500), contracted without preferential terms or conditions (attached).
- 22) To vote on the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Rawafed Health International Company, in which Board Member Mr. Hisham Sulaiman Abdulaziz Al Habib has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (1,940), contracted without preferential terms or conditions (attached).



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PROXY FORM



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Proxy Form

Dear Honourable Shareholders,

The Proxy form is not available, as the Ordinary General Assembly will be conducted via modern technology means using Tadawulaty system.

In the event of any inquiries, please contact the Company's Investor Relations Department through:

Telephone number: (0112990415)

Email: ir@tamkeenhr.com

Thank you

ATTACHMENT REGARDING ITEM # 1

THE ANNUAL REPORT OF THE AUDIT COMMITTEE TO THE GENERAL ASSEMBLY FOR THE FISCAL YEAR ENDED ON 31 DECEMBER 2024G

Audit Committee Report to the General Assembly

For the Year Ended December 31, 2024

To the Esteemed Shareholders of Tamkeen Human Resources Company:

The Audit Committee of Tamkeen Human Resources Company is pleased to present its annual report to the esteemed shareholders for the fiscal year ended December 31, 2024. This report outlines the tasks carried out by the Committee during the year 2024, as well as its opinion on the adequacy and effectiveness of internal control, financial control and risk management systems. The Audit Committee held a total of five (5) meetings during the year 2024.

Key Activities of the Audit Committee During the Year Ended December 31, 2024

- Discussed year 2024 audit plan, which included the possibility of engaging specialized professional firms to provide internal audit services for Tamkeen Human Resources Company.
- Review of Internal Audit Department's report on the evaluation of the internal control system for the fiscal year ended December 31, 2023.
- Review of draft consolidated financial statements of Tamkeen Human Resources Company for the fiscal year ended December 31, 2023, and recommended to the Board of Directors for approval.
- Review of draft (unaudited) condensed consolidated financial statements of Tamkeen Human Resources Company for the periods ended March 31, June 30, and September 30, 2024, and recommended to the Board of Directors for approval.
- Issued the Audit Committee's recommendation regarding the appointment of an external auditor for Tamkeen Human Resources Company and its subsidiaries for the fiscal year 2024.
- Issued the Audit Committee's report to the General Assembly for the fiscal year ended December 31, 2023.

The Company's management is responsible for establishing adequate and effective internal control, financial control, and risk management systems. These systems include policies, procedures, processes, and information systems as approved by the Board of Directors, in order to ensure high operational efficiency and effectiveness. The internal and financial control systems ensure the quality of both external and internal reports, the maintenance of appropriate records and procedures, and compliance with laws, regulations, and internal policies related to business and operations.

The Audit Committee reviewed the report issued by the Internal Audit Department regarding the evaluation of internal control, financial control, and risk management systems. The Committee requested executive management to address the findings and implement the recommendations and corrective actions stated in the report, this is to ensure that the observations are resolved and that proper controls are implemented to mitigate their impact on the internal control, financial control, and risk management systems, and to continuously enhance the efficiency and effectiveness of the existing internal controls. The Committee also emphasized the importance of regularly updating the Company's policies and procedures.

The Audit Committee also reviewed Note No. 35 to the consolidated financial statements for the year ended December 31, 2024, which discloses restatements of prior periods. It was found that the Company's management had identified accounting errors related to the periods ended June 30, 2024, and September 30, 2024. Accordingly, management corrected these errors in the annual financial statements for the year ended December 31, 2024. Comparative figures for the periods ending June 30, 2025, and September 30, 2025, will be adjusted accordingly.

Audit Committee's Opinion on the Adequacy and Effectiveness of Internal Control, Financial Control, and Risk Management Systems:

Based on the activities carried out by the Audit Committee and based on review of the internal audit department's report on the evaluation of internal control, financial control, and risk management systems, as well as the annual financial reports and meetings with the external auditor, the Audit Committee did not identify any material errors or violations that require specific attention—aside from the recommendations mentioned above. Furthermore, there were no reservations or restrictions regarding access to the Company's information, documents, or records.



Chairman of the Audit Committee

Mohammed Ahmed Ibn Ali



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Tamkeen Human Resources Co.

ATTACHMENT REGARDING ITEM # 9

COMPETING BUSINESS CHARTERED

STANDARDS FOR COMPETING BUSINESS	معايير الأعمال المنافسة
TAMKEEN HUMAN RESOURCES COMPANY	شركة تمكين للموارد البشرية
1. Scope	1- النطاق
In compliance with Article 44(3) of the Corporate Governance Regulations, the standards below will be used to assess whether members of the Board of Directors of Tamkeen Human Resources Company (the "Company") are engaged in a business that competes with the Company.	تستخدم المعايير الموضحة أدناه للتحقق من منافسة أعضاء مجلس إدارة شركة تمكين للموارد البشرية ("الشركة") لأعمال الشركة أو منافستها في أحد قطاعات العمل التي تزاولها وذلك عملاً بالفقرة (3) من المادة 44 من لائحة حوكمة الشركات.
2. The Competing Businesses Concept	2- مفهوم أعمال المنافسة
2.1 The following shall be deemed a participation in any business that may compete with the Company or any of its activities:	1-2 يدخل في مفهوم الاشتراك في أي عمل من شأنه منافسة الشركة أو منافستها في أحد فروع النشاط الذي تزاوله ما يلي:
(1) the Board members' establishing 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 that are similar to the activities of the Company.	(1) تأسيس عضو مجلس الإدارة للشركة أو مؤسسة فردية أو تملكه نسبة مؤثرة لأسهم أو حصص في شركة أو منشأة أخرى، تزاول نشاطاً من نوع نشاط الشركة.
(2) accepting membership in the Board of a company, an entity that is competing with the Company, or managing the affairs of a competing sole proprietorship or any competing company of any form.	(2) قبول عضوية مجلس إدارة شركة أو منشأة منافسة للشركة، أو تولي إدارة مؤسسة فردية منافسة أو شركة منافسة أيًا كان شكلها.
(3) the Board member's acting as an overt or covert commercial agent for another company or entity competing with the Company.	(3) حصول العضو على وكالة تجارية أو ما في حكمها، ظاهرة كانت أو متسترة، لشركة أو منشأة أخرى منافسة للشركة.
3. Standards for Competing Business	3- معايير الأعمال المنافسة
3.1. The engagement in any of the following sectors shall be considered as an engagement in a business that competes with the Company if conducted in the Kingdom of Saudi Arabia:	1-3 تعد ممارسات الأعمال في أي من القطاعات التالية أعمالاً منافسة للشركة، إذا تمت ممارستها داخل المملكة العربية السعودية:
(a) Mediation in Saudi individuals recruitment.	(أ) التوسط في توظيف السعوديين.
(b) Temporary employment agency activities.	(ب) أنشطة وكالات التشغيل المؤقت للخدمات المتزاولة.
(c) Activities of temporary employment agencies of expatriate workers services.	(ج) أنشطة وكالات التشغيل المؤقت لخدمات العمالة الوافدة.
(d) Activities of temporary employment agencies of Saudi individuals.	(د) أنشطة وكالات التشغيل المؤقت للسعوديين.

4. Entry into Force	4- النفاذ
4.1. This standard was adopted by a resolution of the General Assembly of the Company on 25/08/1445H (corresponding to 06/03/2024G) and shall enter into effect from the date on which it is approved by the General Assembly.	1-4 تم اعتماد هذه المعايير بقرار الجمعية العامة للشركة بتاريخ 1445/8/25 هـ (الموافق 2024/03/06 م)، وتكون نافذة من تاريخ اعتمادها من قبل الجمعية العامة.
Signature of the chairman of the board of directors	توقيع رئيس مجلس الإدارة 
Company Seal	ختم الشركة 



شركة تمكين الموارد البشرية
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ATTACHEMENT REGARDING ITEM # 10
AUDIT COMMITTEE'S RECOMMENDATION FOR
THE APPOINTMENT OF THE EXTERNAL AUDITOR
FOR THE YEAR 2025

Date: April 10, 2025

To: Chairman and Members of the Board of Directors of Tamkeen Human Resources Company

Subject: Audit Committee's Recommendation for the Appointment of the External Auditor for the Year 2025

Reference is made to Article 78 of the Corporate Governance Regulations issued by the Board of the Capital Market Authority, six professional firms were contacted to submit their proposals for providing review and audit services for the consolidated financial statements of the second and third quarters, the annual financial statements for the fiscal year 2025, and the first quarter of the fiscal year 2026 of Tamkeen Human Resources Company and its subsidiaries (Appendix 1).

Four proposals were received, while two firms declined to submit offers. The Audit Committee conducted a technical and financial comparison of the four submitted proposals, taking into consideration the firms' and their teams' professional levels and previous experience in auditing companies operating in recruitment and labor services, in addition to the financial bid amounts.

Accordingly, the Committee recommends to the Board of Directors the appointment of one of the following two firms as auditors for the Company for the aforementioned fiscal year and quarters:

Professional Firm	Proposal Amount (SAR)
1- PKF Chartered Accountants	685,000
2- KPMG Professional Services	1,340,000

		
<u>Chairman of the Audit Committee</u>	<u>Audit Committee Member</u>	<u>Audit Committee Member</u>
Mohammed Ahmed Ali	Majed Ahmad Qwaider	Saleh Abdulrahman Al Fadel



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Tamkeen Human Resource Co.

ATTACHMENT REGARDING ITEM # 11

THE PARTICIPATION OF THE BOARD OF DIRECTORS IN COMPETING BUSINESS ACTIVITIES



شركة تمكين للموارد البشرية
Tamkeen Human Resources

Board Members' Participation in Business Activities Competing with the Company

المركز الرئيسي: مدينة الرياض، ص.ب 4143، الرياض 12333، المملكة العربية السعودية - شركة مساهمة مدرجة - رأس المال: 265 مليون ريال - السجل التجاري رقم: (1010451749)
Listed Joint Stock Company - Capital : S.R. 265 Million - CR No. : (1010451749) - Head Office: Riyadh, P.O. Box 4143, Riyadh 12333, Kingdom Of Saudi Arabia

 www.tamkeenhr.com

info@tamkeenhr.com 



شركة تمكين للموارد البشرية
Tamkeen Human Resources

1. Overview of Mueen Human Resources Company

- The company was established in 2015 as a closed joint-stock company with a capital of SAR 100 million.
- The company operates in the human resources sector, providing services across several cities in the Kingdom of Saudi Arabia, serving both the individual and corporate sectors.

2. Role of Board Member (Abdullah Sulaiman Abdulrahman Al-Ngeer) in Mueen Human Resources Company:

- Holds an indirect ownership of 3.3% of the company's shares.
- Has no administrative or executive roles in the company and does not hold a board seat or membership in any of its committees.



شركة تمكين للموارد البشرية
Tamkeen Human Resource Co.

ATTACHEMENT REGARDING ITEM # 12 **TO ITEM # 22**

**LIMITED ASSURANCE REPORT AND THE BOARD OF
DIRECTORS NOTIFICATION TO THE
SHAREHOLDERS ON THE BUSINESSES AND
CONTRACTS IN WHICH THE BOARD MEMEBERS
AND RELATED PARTIES HAVE A DIRECT OR
INDIRECT INTEREST**

Independent Limited Assurance Report on the Transactions Between the Company and the Related Parties

**To the Shareholders of
Tamkeen Human Resources Company**
(Saudi Joint Stock Company)
Riyadh – Kingdom of Saudi Arabia

We have performed a limited assurance engagement to determine whether it has come to our attention a matter that makes us believe that what has been detailed in the subject paragraph below (the "Subject Matter") has not been reported and fairly presented, in all material respects, in accordance with the relevant criteria ("Applicable Criteria") hereinafter referred to below.

Subject Matter:

The subject matter of our limited assurance engagement relates to the letter submitted and approved by the Chairman of the Board of Directors of **Tamkeen Human Resources Company** (the "Company") regarding the business and contracts in which the Board members have a direct or indirect interest during the year ended December 31, 2024, as attached to this report.

Applicable Criteria:

Article (71) of the Companies' Law issued by the Ministry of Commerce.

Management Responsibility:

The management of the Company is responsible for the preparation and fair presentation of the information mentioned in the above Subject Matter paragraph in accordance with the Applicable Criteria. In addition, the Management is responsible for implementing internal control systems that are deemed necessary to prepare and present the information contained in the above Subject Matter paragraph free from any material misstatements, whether due to fraud or error, and to apply appropriate controls, maintain adequate records, and make reasonable estimates according to the relevant circumstances and events.

Our Responsibility:

Our responsibility is to express a limited assurance conclusion on the above Subject Matter based on the assurance engagement we performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000: "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" as endorsed by the Kingdom of Saudi Arabia, along with the terms and conditions related to this engagement which have been agreed with the Company's Management.

Our procedures have been designed to obtain a limited level of assurance that is sufficient to provide a basis for expressing our conclusion. Accordingly, we have not obtained all of the evidence required to provide a reasonable level of assurance. The implemented procedures depend on our professional judgment, including the risk of material misstatements in the Subject Matter, whether due to fraud or error. We also took into consideration the effectiveness of internal control systems when determining the nature and extent of our procedures, and our engagement was not designed to provide assurance about the effectiveness of those systems.

**Independent Limited Assurance Report on the Transactions
Between the Company and the Related Parties (Continued)**

Professional Ethics and Quality Management:

We have complied with independence and other ethical requirements in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants and endorsed in the Kingdom of Saudi Arabia ("IESBA Code").

In addition, we comply with the International Standard on Quality Management (1) as endorsed in the Kingdom of Saudi Arabia in order to maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable regulatory requirements.

Summary of the Performed Procedures:

The procedures performed in a limited assurance engagement differ in nature and timing and are less in scope than those performed in a reasonable assurance engagement. As a result, the level of assurance that is obtained in the limited assurance engagement is significantly less than the assurance that would be obtained if a reasonable assurance engagement was performed.

The performed procedures included, but were not limited to, the following:

- Obtained the attached letter that includes a list of business and contracts in which the members of the Board of Directors have a direct or indirect interest during the year ended December 31, 2024.
- Obtained an understanding of the nature of the transactions carried out during the year ended December 31, 2024, between the Company and the entities in which the members of the Board of Directors have a direct or indirect interest.
- Obtain a statement of account for the entities in which the members of the Board of Directors have a direct or indirect interest as mentioned in the attached letter and compare the total volume of transactions with what was mentioned in the letter submitted and approved by the Chairman of the Board of Directors.
- Examine, on a sample basis, the transactions to their supporting documents to verify their correctness.

Limited Assurance Conclusion:

Based on the limited assurance procedures performed, and the evidence obtained, nothing came to our attention that caused us to believe that what was detailed in the above Subject Matter paragraph and reported in the attached letter, has not been reported and presented fairly, in all material respects, in accordance with the Applicable Criteria.

Restriction of Use:

This report has been solely prepared on the request of the Company's Management to assist the Company in fulfilling its obligations in reporting to the General Assembly under Article (71) of the Companies Law. The report may not be used for any other purpose or distributed to any other parties other than the Ministry of Commerce, the Capital Market Authority, and the Shareholders of the Company. In addition, no quote or reference can be made to this report without our prior consent.

Baker Tilly Professional services

Bader Hatem Al Tamimi
(Certified Public Accountant - License No. 489)
Riyadh on Shawwal 18, 1446 H
Corresponding to April 16, 2025 G





شركة تمكين للموارد البشرية
Tamkeen Human Resources Co.

Date: 18 Shawwal 1446H

Corresponding to: 16 April 2025G

Subject: Board of Directors Notification to the General Assembly of the Businesses and Contracts in Which the Board Members and Related Parties have a Direct or Indirect Interest

To the Esteemed Shareholders of Tamkeen Human Resources Company

Peace and blessings be upon you,

With reference to Article No. 71 of the Companies Law in force in the Kingdom of Saudi Arabia, regarding the regulation of business and contracts executed on behalf of the company and its subsidiaries in which a member of the Board of Directors has a direct or indirect interest, the Board of Directors is pleased to present to the shareholders the following clarification on transactions with the related parties and the members of the Board of Directors during the year 2024.

As shown in Attachment (1), the company, in the ordinary course of its activities, engages in transactions with related parties where certain Board members have a direct or indirect interest. These transactions are in the form of service agreements or direct services and are conducted in accordance with the terms stated in the Regulatory Rules and Procedures issued pursuant to the Companies Law related to listed joint stock companies. Management believes that these transactions are conducted on fair terms (without preferential terms), and no other commercial agreements or transactions falling under the scope of the above-mentioned Article occurred during 2024 that have not been disclosed.

Sincerely,
Chairman

Abdullah Ahmed Sultan Al Shehri



Attachment (1) - Statement of Related Party Transactions During the Fiscal Year 2024 (Continued)

The Company / Subsidiary	Related Party	Nature of Contract	Transactions Value (SAR)	Duration	Contract Terms	Board Members or Related Persons
Eraf Medical Company (Subsidiary)	Dr. Sulaiman Al Habib Medical services Group Company (Shareholder)	Nursing staff for home healthcare	7,349,510	1 Year	No preferential Terms	Board Member Mr. Hisham Sulaiman Al Habib, and Board Member Mr. Faisal Abdullah Al Nassar
Eraf Medical Company (Subsidiary)	Dr. Sulaiman Al Habib Medical services Group Company (Shareholder)	Support services	534,907	1 Year	No preferential Terms	Board Member Mr. Hisham Sulaiman Al Habib, and Board Member Mr. Faisal Abdullah Al Nassar
Tamkeen Human Resources Company	Dr. Sulaiman Al Habib Medical services Group Company (Shareholder)	Nursing staff services supply	5,959,857	Defined period in 2024	No preferential Terms	Board Member Mr. Hisham Sulaiman Al Habib, and Board Member Mr. Faisal Abdullah Al Nassar

Attachment (1) - Statement of Related Party Transactions During the Fiscal Year 2024 (Continued)

The Company / Subsidiary	Related Party	Nature of Contract	Transactions Value (SAR)	Duration	Contract Terms	Board Members or Related Persons
Tamkeen Human Resources Company	Four Twins Company Limited	Labor supply service agreement	4,012,977	2 years	No preferential Terms	Managing Director Mr. Abdullah Sulaiman Alngeer
Tamkeen Human Resources Company	Burger Map Restaurants for Fast Food Company	Labor supply service agreement	2,662,147	2 years	No preferential Terms	Managing Director Mr. Abdullah Sulaiman Alngeer
Tamkeen Human Resources Company	Tasheel Real Estate Company	Labor supply service agreement	45,881	2 years	No preferential Terms	Managing Director Mr. Abdullah Sulaiman Alngeer
Tamkeen Human Resources Company	Namara Investment Company	Labor supply service agreement	17,960	2 years	No preferential Terms	Board Member Mr. Hisham Sulaiman Al Habib
Tamkeen Human Resources Company	Future Classification Real Estate Company	Labor supply service agreement	8,500	2 years	No preferential Terms	Managing Director Mr. Abdullah Sulaiman Alngeer
Tamkeen Human Resources Company	Rawafid Health International Company	Labor supply service agreement	1,940	2 years	No preferential Terms	Board Member Mr. Hisham Sulaiman Al Habib



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Attachment (1) - Statement of Related Party Transactions During the Fiscal Year 2024 (Continued)

The Company / Subsidiary	Related Party	Nature of transaction	Transactions Value (SAR)	Duration	Contract Terms
Tamkeen Human Resources Company	Board Members	Salaries and bonuses	5,212,377	1 Year	Not Applicable

- All the above commercial transaction values (services and direct services) include VAT.

Sincerely,

Chairman

Abdullah Ahmed Sultan Al Shehri


