

**Extraordinary General Assembly Meeting Results (First Meeting) for
Shareholders of Tamkeen Human Resources Company, held on Wednesday
17/06/2026G at 19:45 through Modern Virtual Meeting.**

First Item: Approval and discuss the Board of Directors' report for the fiscal year ended 31 December 2025.

Second Item: Approval and discuss the financial statements for the fiscal year ended 31 December 2025.

Third Item: Approval on the Company's external auditor report for the fiscal year ended 31 December 2025, following discussion thereof.

Fourth Item: Approval on the disbursement of remuneration to the members of the Board of Directors in the amount of Saudi Riyals (1,950,000) for the fiscal year ended 31 December 2025.

Fifth Item: Approval on the discharge of liability of the members of the Board of Directors for the fiscal year ended 31 December 2025.

Sixth Item: Approval 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 2026.

Seventh Item: Approval on delegating to the Board of Directors the powers of the Ordinary General Assembly with respect to the authorization set forth in Paragraph (1) of Article Twenty-Seven of the Companies Law, for a period of one year from the date of the General Assembly's approval or until the end of the term of the delegated Board of Directors, whichever comes first, in accordance with the conditions stipulated in the Implementing Regulations of the Companies Law pertaining to listed joint-stock companies.

Eighth Item: Approval on delegating to the Board of Directors the powers of the Ordinary General Assembly with respect to the authorization set forth in Paragraph (2) of Article Twenty-Seven of the Companies Law, for a period of one year from the date of the General Assembly's approval or until the end of the term of the delegated Board of Directors, whichever comes first, with respect to the following competing businesses and activities as listed in the Competing Business Standards Regulations: mediation in the employment of Saudi nationals; temporary staffing agency activities for domestic services; temporary staffing agency activities for expatriate labor services; and temporary staffing agency activities for Saudi nationals.

Ninth Item: Approval on the appointment of the Company's external auditor from among the nominated candidates, based on the recommendation of the Audit Committee, to examine, review, and audit the financial statements for the second and third quarters, the annual financial statements for the fiscal year 2026, and the first quarter of the fiscal year 2027 with total fees amounting SAR 777,000.

Tenth Item: Approval on the business and contracts that took place for the fiscal year ending December 31, 2025, between the company and Masah Contracting Company, in which Board Member Mr. Hisham Sulaiman Abdulaziz Al-Habib (non-executive) has an indirect interest, which is a two-year labor supply services agreement, with an amount of (8,102,132) Saudi Riyals (excluding VAT), and the contract was made without preferential terms or benefits (attached).

Eleventh Item: Approval on the transactions and contracts concluded during the fiscal year ended 31 December 2025 between Elaf Specialized Contracting Company (a subsidiary) and Dr. Sulaiman Al-Habib Medical Services Group Company (a shareholder), in which Board of Directors member Mr. Hisham Suleiman Abdulaziz Al-Hubaib and Board of Directors member Mr. Faisal Abdullah Ali Al-Nassar each hold an indirect interest. The transactions relate to a specialized operations and maintenance labor supply services agreement for the hospitals of Dr. Sulaiman AlHabib Medical Services Group Company, for a period of one year from the date of signing the agreement, renewable annually thereafter. The total value of transactions during the fiscal year 2025 amounted to Saudi Riyals (53,461,588) (exclusive of Value Added Tax). The contract was concluded without preferential terms or advantages (attached).

Twelfth Item: Approval on the business and contracts that took place for the fiscal year ending December 31, 2025, between Eraf Medical Company (a subsidiary) and Dr. Sulaiman Al Habib Medical Services Group Company (a shareholder), in which Board Member Mr. Hisham Sulaiman Abdulaziz Al Habib (non-executive) and Board Member Mr. Faisal Abdullah Ali Al Nassar (non-executive) have an indirect interest. It is an agreement for the supply of nursing staff services for home medical care for a period of one year, in the amount of (11,824,398) Saudi Riyals (excluding VAT). The contract was concluded without preferential terms or benefits (attached).

Thirteenth Item: Approval on the business and contracts that took place for the fiscal year ending December 31, 2025, between Eraf Medical Company (a subsidiary) and Dr. Sulaiman Al Habib Medical Services Group company (a shareholder), in which Board Member Mr. Hisham Sulaiman Abdulaziz Al Habib (non-executive) and Board Member Mr. Faisal Abdullah Ali Al Nassar (non-executive) have an indirect interest. This is an order to supply support services from Dr. Sulaiman Al Habib Medical Services Group to the nursing staff of the home medical care service for one year in the amount of (849,412) Saudi Riyals (excluding VAT). The contract was concluded without preferential terms or benefits (attached).

Fourteenth Item: Approval on the business and contracts that took place for the fiscal year ending December 31, 2025, between the company and Four Twins Company Limited, in which Board Member Mr. Abdullah Sulaiman Abdulrahman Al-Naqir (Executive) has an indirect interest, which is a two-year labor supply services agreement for the amount of (4,338,604) Saudi Riyals (excluding VAT), and the contract was made without preferential terms or benefits (attached).

Fifteenth Item: Approval on the business and contracts that took place for the fiscal year ending December 31, 2025, between the company and Burger Map Restaurants for Fast Food Company, in which Board Member Mr. Abdullah Suleiman Abdulrahman Al-Naqir (Executive) has an indirect interest, which is a two-year labor supply services agreement for the amount of (2,570,368) Saudi Riyals (excluding VAT), and the contract was made without preferential terms or benefits (attached)

Sixteenth Item: Approval on the business and contracts that took place for the fiscal year ending December 31, 2025, between the company and Alfa Co. for Operations Services, in which Board Member Mr. Abdullah Ahmed Sultan Al-Shehri (Non-Executive) and Board Member Mr. Ziad Mohammed Makki Saleh Al-Tunisi (Non-Executive) have an indirect interest. It is a two-year labor supply services agreement for an amount of (8,441,915) Saudi Riyals (excluding VAT). The contract was concluded without preferential terms or benefits (attached).

Seventeenth Item: Approval on the business and contracts that took place for the fiscal year ending December 31, 2025, between the company and Al Safi Danone Company, in which Board Member Mr. Abdullah Ahmed Sultan Al Shehri (Non-Executive) and Board Member Mr. Ziad Mohammed Makki Saleh Al Tunisi (Non-Executive) have an indirect interest, which is a two-year labor supply services agreement for the amount of (3,579,417) Saudi Riyals (excluding VAT), and the contract was concluded without preferential terms or benefits (attached).

Eighteenth Item: Approval on the amendment of Article (2) of the Company's Articles of Association relating to the Company's name (attached).

Nineteenth Item: Approval on the amendment of Article (5) of the Company's Articles of Association relating to the Company's duration (attached).

Twentieth Item: Approval on the amendment of Article (16) of the Company's Articles of Association relating to the management of the Company (attached).

Twenty-First Item: Approval on the amendment of Article (25) of the Company's Articles of Association relating to the remuneration of Board members (attached).

Twenty-Second Item: Approval on the amendment of Article (29) of the Company's Articles of Association relating to the quorum of the Ordinary General Assembly meeting (attached).

Twenty-Third Item: Approval of the Election of Board of Directors Members from Among the Candidates for the Upcoming Term, commencing on 18/06/2026 and ending on 17/06/2030, for a duration of four years, subject to the approval of Agenda Item (Twenty), whereby nine (9) members were elected as follows:

1. Mr. Abdullah Ahmad Al Shehri
2. Mr. Abdullah Sulaiman Al Ngeer
3. Mr. Fares Saleh Al Henaki
4. Mr. Hesham Sulaiman Al Habib
5. Mr. Faisal Abdullah Al Nassar
6. Mr. Ahmad Rajeh Al Rajeh
7. Mr. Saleh Abdulrahman Al Fadel
8. Mr. Ziad Mohammad Makki Al Tunisi
9. Mr. Abdulrahman Ali Al Gubaisi