Extraordinary General Assembly Meeting, which includes voting on the increase of the company's capital

Maharah Human Resources Company

(First Meeting)

In person at the Company's main headquarters in Riyadh, and via modern technology

29 June 2026 at 7:00 PM

Agenda of The Extraordinary General Assembly Meeting which includes voting on the increase of the company's capital

No.	Item
1.	Reviewing and discussing the report of the Board of Directors for the fiscal year ending on December 31, 2025. (Attached)
2.	Voting on the Company's External Auditor's Report for the fiscal year ending on December 31, 2025, after discussing it. (Attached)
3.	Reviewing and discussing the annual financial statements for the fiscal year ending on December 31, 2025. (Attached)
4.	Voting on the appointment of the Company's External Auditor from among the nominees based on the recommendation of the Audit Committee, to examine, review, and audit the interim financial statements for the second and third quarters and the annual financial statements for the fiscal year 2026, and the financial statements for the first quarter of the fiscal year 2027, and to determine their fees.
5.	Voting on discharging the members of the Board of Directors from liability for the fiscal year 2025.
6.	Voting on authorizing the Board of Directors to distribute interim dividends to the Company's shareholders on a semi-annual or quarterly basis for the fiscal year 2026.
7.	Voting on the disbursement of remuneration to the members of the Board of Directors in the amount of SAR 2,458,000 (Two Million Four Hundred Fifty-Eight Thousand Saudi Riyals) for the fiscal year ending on December 31, 2025
8.	Voting on the Board of Directors' recommendation to disburse additional remuneration to certain members of Board of Directors, amounting to SAR 125,000 for His Excellency Mr. Ahmed Al-Humaidan, and SAR 200,000 for each of Mr. Abdulaziz Al-Nuwaiser and Mr. Khalid Al-Khudairi, in consideration of the additional work and efforts undertaken by them during the fiscal year ended December 31, 2025. Noting that the Nomination and Remuneration Committee did not issue a resolution regarding the aforementioned recommendation due to the lack of the quorum required for issuing the Committee's resolutions, as a result of a conflict of interest involving the Committee Chairman.
9.	Voting on authorizing the Board of Directors with the General Assembly's authority regarding the permission stated in paragraph (1) of Article Twenty-Seven (27) of the Companies Law. This authorization shall be valid for one year from the date of the Ordinary General Assembly's approval or until the end of

	the current Board of Directors' term, whichever is earlier, in accordance with the Executive Regulations of the Companies Law for listed joint stock companies.
10.	Voting on the business and contracts concluded during the fiscal year ended 31/12/2025 between the Company and Saudi Medical Systems Company, in which Board Member Mr. Sulaiman bin Nasser Al-Hatlan (Non-Executive) and Board Member Mr. Sulaiman bin Abdulaziz Al-Zabin (Non-Executive) have an indirect interest. The nature of the transaction is the provision of manpower services for a period of two years, without any preferential terms. The value of the transaction amounted to SAR 5,365,175. (Attached)
11.	Voting on the business and contracts concluded during the fiscal year ended 31/12/2025 between the Company and Care Shield Holding Limited Company, in which the Chairman of the Board, Dr. Abdullah bin Sulaiman Al-Amro (Non-Executive), and Board Member, Mr. Sulaiman bin Nasser Al-Hatlan (Non-Executive), have an indirect interest. The nature of the transaction is the provision of manpower services for a period of two years, automatically renewable, without any preferential terms. The value of the transaction amounted to SAR 11,648,325. (Attached)
12.	Voting on the business and contracts concluded during the fiscal year ended 31/12/2025 between the Company and Osool Integrated Real Estate Company, in which Board Member Mr. Abdulaziz bin Ibrahim Al-Nuwaiser (Non-Executive) has an indirect interest. The nature of the transaction is the provision of manpower services for a period of three years, without any preferential terms. The value of the transaction amounted to SAR 5,097,226. (Attached)
13.	Voting on the business and contracts concluded during the fiscal year ended 31/12/2025 between the Company and Miven Insights Gulf Business Services Company, in which Board Member Mr. Khalid bin Abdulrahman Al-Khudairi (Non-Executive) has an indirect interest. The nature of the transaction is the provision of manpower services from January 1, 2025 until June 3, 2025, without any preferential terms. The value of the transaction amounted to SAR 147,200. (Attached)
14.	Voting on the business and contracts concluded during the fiscal year ended 31/12/2025 between the Company and National Water Company, in which Board Member Mr. Abdulaziz bin Ibrahim Al-Nuwaiser (Non-Executive) has an indirect interest. The nature of the transaction is the provision of manpower services for a period of two years, automatically renewable, without any preferential terms. The value of the transaction amounted to SAR 4,369,981. (Attached)
15.	Voting on the business and contracts concluded during the fiscal year ended 31/12/2025 between the Company and Mamlakat Al Tajmeel Company, in which the Chairman of the Board, Dr. Abdullah bin Sulaiman Al-Amro (Non-

	Executive), has an indirect interest. The nature of the transaction is the provision of manpower services for a period of one year, automatically renewable, without any preferential terms. The value of the transaction amounted to SAR 679,070. (Attached)
16.	Voting on the business and contracts concluded during the fiscal year ended 31/12/2025 between the Company and Arabian Medical Products Manufacturing Company – Enaya , in which the Chairman of the Board, Dr. Abdullah bin Sulaiman Al-Amro (Non-Executive), has an indirect interest. The nature of the transaction is the provision of manpower services for a period of one year, automatically renewable, without any preferential terms. The value of the transaction amounted to SAR 552,048. (Attached)
17.	Voting on the business and contracts concluded during the fiscal year ended 31/12/2025 between the Company and Abdulaziz Eidha Al-Kathiri Establishment for Auto Spare Parts, in which the Chief Executive Officer, Mr. Abdulaziz bin Ayedh Al Kathiri (Executive), has a direct interest. The nature of the transaction is the provision of manpower services for a period of two years, automatically renewable, without any preferential terms. The value of the transaction amounted to SAR 65,056. (Attached)
18.	Voting on the Board of Directors' recommendation to increase the capital of Maharah Human Resources Company through the capitalizing the statutory reserve and part of the retained earnings, in accordance with the following: • Capital before the increase: SAR 475,000,000 divided into 475,000,000 ordinary shares • Capital after the increase: SAR 600,000,000 divided into 600,000,000 ordinary shares. • Percentage of capital increase: 26.32%. • Reasons for the increase: The capital increase aims to support the Company's financial position and enhance its financial solvency, thereby supporting its expansion plans and achieving its strategic objectives. • Number of bonus shares granted per share: A total of 125,000,000 bonus shares will be distributed to shareholders at a rate of approximately 0.2632 shares for each share owned, equivalent to 5 shares for every 19 shares held. • Nature and value of reserves to be used for the capitalization issue: The full statutory reserve amounting to SAR 103,056,265 and part of the retained earnings amounting to SAR 21,943,735 will be capitalized. • Eligibility date: If the item is approved, the eligibility date for bonus shares shall be for shareholders owning shares on the date of the Extraordinary General Assembly meeting and registered in the Company's shareholders register with the Securities Depository Center Company (Edaa) at the end of the second trading day following the eligibility date.

	• Fractional shares: In the event of fractional shares, such fractions shall be collected in one portfolio for all shareholders and sold at market price, then the proceeds shall be distributed to shareholders entitled to the bonus shares each according to their shareholding, within a period not exceeding 30 days from the date of determining the shares due to each shareholder. • Voting on amending Article (7) of the Company's Bylaws relating to the Company's capital. (Attached) • Voting on adding Article (8) to the Company's Bylaws relating to subscription to shares. (Attached)
19.	Voting on amending Article (3) of the Company's Bylaws relating to the Company's objectives. (Attached)
20.	Voting on amending Article (10) of the Company's Bylaws relating to the trading of shares. (Attached)
21.	Voting on amending Article (12) of the Company's Bylaws relating to the shareholders register. (Attached)
22.	Voting on amending Article (18) of the Company's Bylaws relating to the powers of the Board of Directors. (Attached)
23.	Voting on amending Article (20) of the Company's Bylaws relating to the powers of the Chairman of the Board, Vice Chairman, Chief Executive Officer, and Secretary. (Attached)
24.	Voting on amending Article (28) of the Company's Bylaws relating to convening General Assemblies. (Attached)
25.	Voting on amending Article (32) of the Company's Bylaws relating to voting in General Assemblies. (Attached)
26.	Voting on amending Article (35) of the Company's Bylaws relating to chairing General Assemblies and preparing minutes. (Attached)
27.	Voting on amending Article (39) of the Company's Bylaws relating to Committee reports. (Attached)
28.	Voting on amending Article (49) of the Company's Bylaws relating to the dissolution of the Company. (Attached)
29.	Voting on amending Article (50) of the Company's Articles of Association relating to final provisions. (Attached)

Proxy Form

Date of Issuing the Proxy: Corresponding to:	
Dear Maharah Human Resources Company، Greetings, I am the shareholder: .... (Full Name of the Principal), Nationality: ...., holder of National ID No. (..) or Iqama No. / Passport No. (for non-Saudis), issued by: ...., acting in my personal capacity or as the authorized signatory / Manager / Chairman of the Board of Directors of .... (Name of the Authorizing Company), and owner of (........................) shares in Maharah Human Resources Company, a Saudi Joint Stock Company registered in Riyadh under Commercial Registration No. (1010364538). Pursuant to Article (25) of the Company's Bylaws, I hereby appoint: .... (Full Name of the Proxy), holder of National ID No. (..) or Iqama No. / Passport No. (for non-Saudis), issued by: ...., to represent me in attending the Extraordinary General Assembly Meeting (the first meeting and, if necessary, the second meeting to be held one hour later), which will be held in person at the Company's main headquarters in Riyadh and via modern technology through the Tadawulaty platform, at 7:00 p.m. on Monday, 14 Muharram 1448H (according to the Umm Al-Qura calendar), corresponding to 29 June 2026. The proxy is authorized to vote on my behalf on the agenda items and any other matters that may be presented to the General Assembly for voting, and to sign on my behalf all resolutions and documents related to these meetings. This proxy shall remain valid for this meeting or any adjourned meeting to which it may be postponed. Please note that registration for Tadawulaty services and voting is available free of charge to all shareholders through the following electronic link: www.tadawulaty.com.sa	
Name of the Proxy Signatory:	
Capacity of the Proxy Signatory:	
National ID Number of the Proxy Signatory (or Iqama/Passport No. for non-Saudis):	
Signature of the Principal (including the official seal if the Principal is a legal entity)	

Report of the Audit Committee for the fiscal year ending December 31, 2025.

شـركـة مهـارة
للموارد البشرية
Maharah Human
Resources Company

To: The Shareholders of Maharah Human Resources Company

From: Chairman of the Audit Committee, Maharah Human Resources Company

Subject: The Audit Committee Report for the Financial Year 2025

1. Introduction

In compliance with Article (88) of the Corporate Governance Regulations issued by the Board of the Capital Market Authority, the Company's Audit Committee is pleased to present to the General Assembly of Shareholders its annual report on the work carried out during the financial year 2025.

2. Committee Formation

The Board of Directors of Maharah Human Resources Company resolved, at its meeting held on 14/11/1445H corresponding to 22/05/2024G, to form the Audit Committee. The terms of membership of the Committee shall be four (4) years, commencing from the date on which the Board's resolution to form the Committee is approved and ends upon the expiry of the Board's term. The Board of Directors subsequently resolved to appoint an additional member to the Audit Committee pursuant to a Board resolution dated 13/06/1447H corresponding to 04/12/2025G, which shall be effective from the date of its approval, noting that the members are the following:

Name	Membership
Mr/ Abdulaziz bin Ibrahim Al-Nowaiser	Audit Committee Chairman, Board Member
Mr/ Jasser bin Abdulkarim Al-Jasser	Audit Committee Member Non- Board Member
Mr/ Abdulaziz bin Abdullah Al-Haidari	Audit Committee Member Non- Board Member
Mr/ Abdulaziz bin Mohammed Al-Sudais	Audit Committee Member Non- Board Member

3. Audit Committee's activities:

- The Audit Committee assists the Board of Directors in fulfilling its responsibilities relating to verifying the existence of an effective internal control system within the Company. Accordingly, the Audit Committee helps assess the adequacy of the internal control systems and their effective implementation and provides recommendations to the Board of Directors aimed at enhancing and developing such systems to achieve the company's objectives and protect the interests of the shareholders.
- During the year 2025, the Committee held nine (9) meetings, in which (52) topics were discussed, resulting in the adoption of (12) decisions and the issuance of (81) directives. With all members in attendance to follow up on and implement their assigned tasks. The Committee also maintained direct and continuous communication with the General Department of Internal Audit to ensure its independence in carrying out its duties.
- The Committee reviewed the interim and annual financial statements of the Company prior to their submission to the Board of Directors, expressed its opinion and recommendations thereon after verifying the statements' integrity, fairness, and transparency, and confirming their preparation in

إلى: السادة مساهمي شركة مهارة للموارد البشرية

من: رئيس لجنة المراجعة لشركة مهارة للموارد البشرية

الموضوع: تقرير لجنة المراجعة السنوي عن العام المالي 2025م

1. تمهيد:

امتثالاً للمادة الثامنة والثمانون (88) من لائحة حوكمة الشركات الصادرة عن مجلس هيئة السوق المالية، يسر لجنة المراجعة بالشركة أن تقدم للجمعية العامة للمساهمين تقريرها السنوي عن أعمالها التي تمت خلال العام المالي 2025م.

2. تكوين اللجنة:

قرر مجلس إدارة شـركة مهارة للموارد البشـرية في اجتماعه المنعقد بتاريخ 1445/11/14هـ الموافق 2024/05/22م تشكيل لجنة المراجعة. وتكون مدة عضوية اللجنة أربع (4) سنوات تبدأ من تاريخ اعتماد قرار المجلس بتشكيلها، وتنتهي بانتهاء دورة مجلس الإدارة. كما قرر مجلس الإدارة لاحقًا تعيين عضو إضافي في لجنة المراجعة بموجب قرار مجلس الإدارة بتاريخ 1447/06/13هـ الموافق 2025/12/04م، ويُعمل به من تاريخ اعتماده، علماً بأن الأعضاء هم السادة التالية أسماؤهم:

اسم عضو اللجنة	العضوية
الأستاذ/ عبد العزيز بن إبراهيم النويصر	رئيس اللجنة وعضو مجلس الإدارة
الأستاذ / جاسر بن عبد الكريم الجاسر	عضو اللجنة من خارج مجلس الإدارة
الأستاذ/ عبد العزيز بن عبد الله الحيدري	عضو اللجنة من خارج مجلس الإدارة
الأستاذ/ عبد العزيز بن محمد السديس	عضو اللجنة من خارج مجلس الإدارة

3. أعمال اللجنة:

- تقوم لجنة المراجعة بمساعدة مجلس الإدارة للوفاء بالمسؤوليات المنوطة به فيما يتعلق بالتحقق من وجود نظام رقابة داخلية فعال داخل الشركة. وعليه، تساعد لجنة المراجعة في التحقق من مدى كفاية نظم الرقابة الداخلية وتنفيذه بفاعلية، وتقدّم التوصيات لمجلس الإدارة التي من شأنها تفعيل النظام وتطويره بما يحقق أغراض الشركة ويحمي مصالح المساهمين.
- عقدت اللجنة خلال عام 2025م تسعة (9) اجتماعات، تناولت خلالها (52) موضوعاً، وأسفرت المناقشات عن اتخاذ (12) قراراً وإصدار (81) توجيهاً، وذلك بحضور جميع أعضائها لمتابعة وتنفيذ المهام المنوطة بها، كما حافظت اللجنة على الاتصال المباشر والمستمر بالإدارة العامة للمراجعة الداخلية بما يضمن استقلاليتها في أداء أعمالها.
- قامت اللجنة بدراسة القوائم المالية الأولية والسنوية للشركة قبل عرضها على مجلس الإدارة وإبداء رأيها والتوصية في شأنها وذلك بعد التحقق من نزاهتها وعدالتها وشفافيتها وإعدادها وفقاً للمعايير المحاسبية المعتمدة في المملكة العربية السعودية، وكذلك

accordance with the accounting standards adopted in Saudi Arabia. The Committee also confirmed the external auditor's independence and engaged in discussions with them regarding all significant matters raised in their report.

التحقق من استقلالية المراجع الخارجي، كما ناقشت اللجنة المراجع الخارجي بجميع النقاط الجوهرية المذكورة في تقريره.

- The Audit Committee recommended the nomination of a fourth independent member to complete regulatory requirements and enhance the Committee's independence. Accordingly, a fourth member was appointed to the Committee.
- The Audit Committee followed up on the risk management project in coordination with the relevant departments and discussed the related methodologies and policies to enhance the effectiveness of risk management. The Committee also monitored the Environmental, Social, and Governance (ESG) strategy project, reviewed implementation updates and approved timelines, and emphasized the importance of adhering to priorities and accelerating execution in line with the approved standards.
- The Audit Committee supervised the internal audit activities of the subsidiaries, including Spectra Support Services, Nabd Logistics Company, Shifa Medical Arabia Company, and Ayadi Training Institute. It also oversaw the internal audit activities of Maharah Company in coordination with a leading consulting firm specializing in this field, resulting in the issuance of Several internal audit reports and their follow-up in this regard.

- أوصت لجنة المراجعة بترشيح عضو مستقل رابع لعضويتها استكمالًا للمتطلبات النظامية وتعزيزًا لاستقلالية اللجنة، وبناءً على ذلك تم تعيين عضو رابع في اللجنة.
- تابعت لجنة المراجعة مشروع إدارة المخاطر بالتعاون مع الإدارات المعنية، وناقشت المنهجيات والسياسات المرتبطة به، بما يسهم في تعزيز فاعلية إدارة المخاطر. كما تابعت اللجنة مشروع استراتيجية الممارسات البيئية والاجتماعية والحوكمة (ESG)، وراجعت مستجدات التنفيذ والجداول الزمنية المعتمدة، مؤكدةً أهمية الالتزام بالأولويات وتسريع وتيرة التنفيذ وفق المعايير المعتمدة.
- قامت لجنة المراجعة بمتابعة أعمال المراجعة الداخلية الخاصة بالشركات التابعة وهي شركة أطياف للخدمات المساندة وشركة نبض اللوجستية وشركة شفاء الطبية العربية وكذلك معهد أيادي للتدريب بالإضافة لإشرافها على أعمال المراجعة الداخلية لشركة مهارة بالتعاون مع احدى الشركات الاستشارية الكبرى المتخصصة في هذا المجال حيث تم صدور عدة تقارير مراجعة داخلية ومتابعتها في هذا الشأن.

The Committee's opinion on the adequacy of the company's internal financial control systems and risk management:

Based on the information and representations provided to the Audit Committee by management, the General Department of Internal Audit, other control functions within the Company, and the external auditor, nothing has come to the Committee's attention that indicates the existence of any material weakness in the systems of internal control, financial controls, and risk management that would affect the Company's ability to achieve its objectives. Nevertheless, the results of the audit work identified opportunities for improvement and enhancement in certain aspects of these systems. Appropriate corrective action plans have been agreed with executive management, and the Audit Committee will continue to monitor the implementation of these plans on a periodic basis in coordination with the Company's Executive management and the Board of Directors.

It should be noted that audit activities are generally conducted on a sampling basis and, therefore, cannot provide absolute assurance regarding the effectiveness of internal control, financial control, and risk management systems. Furthermore, such systems, regardless of the quality of their design and effectiveness of implementation, cannot provide absolute assurance regarding the Company's ability to achieve its objectives.

رأي اللجنة في مدى كفاية نظم الرقابة الداخلية والمالية وإدارة المخاطر بالشركة:

بناءً على المعلومات والإفادات المقدمة للجنة المراجعة من إدارة الشركة والإدارة العامة للمراجعة الداخلية والإدارات الرقابية الأخرى في الشركة ومراجع الحسابات الخارجي، لم يتبين للجنة المراجعة وجود ضعف جوهري في نظم الرقابة الداخلية والمالية وإدارة المخاطر يؤثر على قدرة الشركة في سعيها لتحقيق أهدافها. ومع ذلك، فقد أسفرت نتائج المراجعة عن فرص للتطوير والتحسين في بعض الجوانب المتعلقة بتلك النظم، وقد تم الاتفاق مع الإدارة التنفيذية على الخطط التصحيحية اللازمة. وسوف تستمر لجنة المراجعة في المتابعة الدورية لتنفيذ تلك الخطط بالتعاون مع الإدارة التنفيذية للشركة ومجلس الإدارة.

ويجدر التنويه على أن أعمال المراجعة بشكل عام تقوم على أسلوب العينات، وبالتالي لا يمكنها تقديم تأكيدات مطلقة بشأن نظم الرقابة الداخلية والمالية وإدارة المخاطر في الشركة. كما أن تلك النظم نفسها، مهما كانت جودة تصميمها وفاعلية تطبيقها، فإنها لا يمكنها تقديم ضمانات مطلقة حول قدرة الشركة على تحقيق أهدافها.

وتفضلوا بقبول فائق التقدير والاحترام،

Yours sincerely, with highest appreciation and respect

رئيس لجنة المراجعة

Audit Committee Chairman

عبد العزيز بن إبراهيم النويصر

Abdulaziz bin Ibrahim Al-Nowaiser

The attachments from items one till three:

- Board of Directors report for the fiscal year ending on 31-12-2025
- auditor's report for the fiscal year ending on December 31, 2025.
- Financial Statements for the fiscal year ending on 31-12-2025

Board of Directors' Report for the Fiscal Year Ended 31/12/2025

To review and read the Board of Directors' Report for the fiscal year ended 31 December 2025, please visit the following link:

Board of Directors' Report for the Fiscal Year Ended 31 December 2025

External Auditor's Report for the Fiscal Year Ended 31/12/2025

To review and read the Company's External Auditor's Report for the fiscal year ended 31 December 2025, please visit the following link:

Company's External Auditor's Report for the Fiscal Year Ended 31 December 2025

Financial Statements for the Fiscal Year Ended 31/12/2025

To review and read the financial statements for the fiscal year ended 31 December 2025, please visit the following link:

Financial Statements for the Fiscal Year Ended 31 December 2025

The attachments from items ten till seventeen:

- Limited Assurance Report issued by the independent external auditor regarding related party transactions.
- Notification from the Board of Directors to the General Assembly regarding related party transactions.

KPMG Professional Services Company
Roshn Front, Airport Road
P.O. Box 92876
Riyadh 11663
Kingdom of Saudi Arabia
Commercial Registration No 1010425494

Headquarters in Riyadh

شركة كي بي إم جي للاستشارات المهنية مساهمة مهنية
واجهة روشن، طريق المطار
صندوق بريد ٩٢٨٧٦
الرياض ١١٦٦٣
المملكة العربية السعودية
سجل تجاري رقم ١٠١٠٤٢٥٤٩٤

المركز الرئيسي في الرياض

Independent Limited Assurance Report to the shareholders of Maharah Human Resources Company on the Board of Directors' Declaration on the Requirements of Article 71 of the Saudi Companies Law

To the Shareholders of Maharah Human Resources Company (Saudi Joint Stock Company)

We were engaged by the management of **Maharah Human Resources Company** (the "Company") to report on the Board of Directors' declaration prepared by the Management in accordance with the requirements of Article 71 of the Saudi Companies Law issued on 1 Dhul-Hijjah 1443 H, corresponding to 30 June 2022, which comprises the transactions carried out by the Company during the year ended 31 December 2025 in which any of the members of Board of Directors of the Company had direct or indirect personal interest as detailed below ("Subject Matter") and the accompanying management's statement thereon as set out in Appendix (1), in the form of an independent limited assurance conclusion that based on our work performed and evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter is not properly prepared, in all material respects, based on the applicable criteria below ("Applicable Criteria").

Subject Matter

The Subject Matter for our limited assurance engagement is related to the Board of Directors' declaration enclosed in the attached Appendix (1) (the "Declaration") prepared by the Management in accordance with the requirements of Article 71 of the Saudi Companies Law, presented by the Board of Directors of **Maharah Human Resources Company** (the "Company"), which comprises the transactions carried out by the Company during the year ended 31 December 2025 in which any of the members of Board of Directors of the Company had direct or indirect personal interest.

Applicable Criteria

We have used the following as the Applicable Criteria:

1. Article 71 of the Saudi Companies Law issued on1 Dhul-Hijjah 1443 H, corresponding to 30 June 2022 by the Ministry of Commerce ("MOC") in the Kingdom of Saudi Arabia.

Maharah Human Resources company's Responsibility

The management of the Company is responsible for preparing the Subject Matter information that is free from material misstatement in accordance with the Applicable Criteria and for the information contained therein. The management of the Company is also responsible for preparing the Subject Matter information (i.e. Appendix 1).

This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and presentation of the Subject Matter that information is free from material misstatement, whether due to fraud or error. It also includes selecting the Applicable Criteria and ensuring that the Company complies with the Saudi Companies Law; designing, implementing and effectively operating controls to achieve the stated control objectives; selecting and applying policies; making judgments and estimates that are reasonable in the circumstances; and maintaining adequate records in relation to the Subject Matter information.

The management of the Company is also responsible for preventing and detecting fraud and for identifying and ensuring that the Company complies with laws and regulations applicable to its activities. The management of the Company is responsible for ensuring that staff involved with the preparation of the Subject Matter information are properly trained, systems are properly updated and that any changes in reporting encompass all significant business units.

Independent Limited Assurance Report to shareholders of Maharah Human Resources Company on the Board of Directors' Declaration on the Requirements of Article 71 of the Saudi Companies Law (continued)

To the Shareholders of Maharah Human Resources Company (Saudi Joint Stock Company)

Our Responsibility

Our responsibility is to examine the Subject Matter information prepared by the Company and to report thereon in the form of an independent limited assurance conclusion based on the evidence obtained. We conducted our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000, “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information” endorsed in the Kingdom of Saudi Arabia and the terms and conditions for this engagement as agreed with the Company's management. That standard requires that we plan and perform our procedures to obtain a meaningful level of assurance about whether the Subject Matter information is properly prepared, in all material respects, as the basis for our limited assurance conclusion.

The firm applies International Standard on Quality Management (1) which requires the firm to 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.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) that is endorsed in the Kingdom of Saudi Arabia, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The procedures selected depend on our understanding of the Subject Matter and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise.

In obtaining an understanding of the Subject Matter and other engagement circumstances, we have considered the process used to prepare the Subject Matter information in order to design assurance procedures that are appropriate in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the Company's process or internal control over the preparation and presentation of the Subject Matter information.

Our engagement also included: assessing the appropriateness of the Subject Matter, the suitability of the criteria used by the Company in preparing the Subject Matter information in the circumstances of the engagement, evaluating the appropriateness of the procedures used in the preparation of the Subject Matter information and the reasonableness of estimates made by the Company.

The 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. We did not perform procedures to identify additional procedures that would have been performed if this were a reasonable assurance engagement.

As part of this engagement, we have not performed any procedures by way of audit, review or verification of the Subject Matter information nor of the underlying records or other sources from which the Subject Matter information was extracted.

Procedures Performed

Our procedures performed are as follows:

- Obtained the Board of Directors' declaration that includes the transactions and/or contracts performed in which any of the Board of Directors members of the Company has either direct or indirect interest during the year ended 31 December 2025 ;
- Reviewed the minutes of meetings of the Board of Directors that indicate notifications to the Board of Directors by certain director(s) of actual or potential conflicts of direct or indirect interest in relation to transactions and/or contracts involving the Board of Directors member;
- Checked that the minutes of meetings of the Board of Directors that the relevant director(s) who notified the Board of Directors of actual or potential conflicts of direct or indirect interest did not vote on the resolution to recommend the related transaction(s) and/or contract(s);

Independent Limited Assurance Report to shareholders of Maharah Human Resources Company on the Board of Directors' Declaration on the Requirements of Article 71 of the Saudi Companies Law (continued)

To the Shareholders of Maharah Human Resources Company (Saudi Joint Stock Company)

Procedures Performed (continued)

- On a sample basis, obtained the required approvals along with supporting documents in respect of the transactions and/or contracts included in the declaration; and
- Checked the transaction amounts included in the Declaration agree, where applicable, to the transaction amounts disclosed in note (18) to the audited consolidated financial statements of the Company for the year ended 31 December 2025.

Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter information is not prepared, in all material respects, in accordance with the Applicable Criteria.

Restriction of Use of Our report

Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than the Company and Ministry of Commerce for any purpose or in any context. Any party other than the Company and Ministry of Commerce who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than the Company and Ministry of Commerce for our work, for this independent limited assurance report, or for the conclusions we have reached.

Our report is released to the Company and Ministry of Commerce on the basis that it shall not be copied, referred to or disclosed, in whole (save for the Company's own internal purposes) or in part, without our prior written consent.

KPMG Professional Services Company

Naif Abdulrahman Edrees
License No: 457

Riyadh, 1 Dhu al-Hijjah 1447H
Corresponding to: 18 May 2026

Date: 16 April 2026

التاريخ: 16 ابريل 2026

To the shareholders of Maharah Human Resources Company

إلى مساهمي شركة مهارة للموارد البشرية

<u>Subject: Notification from the Board of Directors to the General Assembly Meeting</u>

<u>الموضوع: تبليغ من مجلس الإدارة إلى اجتماع الجمعية العامة</u>

With reference to article (71) of the Companies law, would like to inform you that during the fiscal year 2025, Based on the authorization granted by the Ordinary General Assembly on June 25, 2026, The Maharah Human Recourses Company has entered into a number of business transactions and contracts in which some of the Board members have interest (Direct or Indirect) as per the attached report. Such contracts and transactions were executed in accordance with the relevant regulations.

بالإشـــارة إلى المادة (71) من نظام الشـــركات نود إبلاغكم بأنه من خلال العـام المـالي 2025م. وبنـاء على تفويض الجمعيـة العـامـة العادية بتاريخ 2025/06/25 ،قامت شـــركة مهارة للموارد البشـــرية بـالـدخول في عقود ومعـاملات تجـاريـة كان لبعض أعضـــاء مجلس الإدارة مصـلحة فيها (بطريقة مباشـــرة أو غير مباشـــرة) 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 2025 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 الإفصـــاح عنه في التقرير الســـنوي للشـــركة لعام 2025م، حسب المتطلبات النظامية، علما بأن الشركة في مثل هذه التعاملات تتبع نفس الشـــروط والأســـس التجـاريـة المتبعـة 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 الخصـــوص، يوصـــي المجلس على اســـتمرار 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 الاعمال لعرضه على الجمعية العامة والمرفق في جدول أعمال الجمعية.

موافقة مجلس الإدارة

Board of Directors Approval

الدكتور/ عبد الله بن سليمان العمرو رئيس مجلس الإدارة *يمتنع عن المشاركة والتصويت على البنود في الجدول رقم (2) و (6) و (7) لوجود تعارض مصالح. **Abstains from participating and voting on items No. (2), (6), and (7) due to a conflict of interest.**	**معالي الأستاذ/ أحمد بن صالح الحميدان** نائب رئيس مجلس الإدارة
الدكتور/ سعود بن ناصر الشثري	**الأستاذ/ سليمان بن ناصر آل هتلان** *يمتنع عن المشاركة والتصويت على البند في الجدول رقم (1) والبند (2) لوجود تعارض مصالح. **Abstains from participating and voting on item No (1) and (2) due to a conflict of interest.**
الأستاذ/ خالد بن عبد الرحمن الخضيري *يمتنع عن المشاركة والتصويت على البند في الجدول رقم (4) لوجود تعارض مصالح. **Abstains from participating and voting on item No (4) due to a conflict of interest.**	**الأستاذ/ سليمان بن عبد العزيز الزبن** *يمتنع عن المشاركة والتصويت على البند في الجدول رقم (1) لوجود تعارض مصالح. **Abstains from participating and voting on item No (1) due to a conflict of interest.**
المهندس/ أحمد بن محمد الفالح	**الأستاذ/ فواز بن عبد الله العمران**

الأستاذ/ عبد العزيز بن إبراهيم النويصر

*يمتنع عن المشاركة والتصويت على البند في الجدول رقم (3) والبند (5) لوجود تعارض مصالح.

Abstains from participating and voting on item No (3) and (5) due to a conflict of interest.

البند	اسم الشركة	نوع المصلحة	قيمة التعامل "ريال سعودي"	نوع التعامل	اسم عضو مجلس الإدارة	مدة العقد
1	الشركة السعودية للنظم الصحية	غير مباشرة	5,365,175	تقديم خدمات عمالية	سليمان بن ناصر بن جبران الهتلان/ سليمان بن عبد العزيز الزبن	سنتين ويجدد تلقائيا
2	شركة درع الرعاية القابضة	غير مباشرة	11,648,325	تقديم خدمات عمالية	عبد الله بن سليمان بن مزيد العمرو / سليمان بن ناصر بن جبران ال هتلان	سنتين ويجدد تلقائيا
3	شركة أصول المتكاملة العقارية	غير مباشرة	5,097,226	تقديم خدمات عمالية	عبدالعزيز بن ابراهيم النويصر	ثلاث سنوات
4	شركة ميفين انسايتس الخليج لخدمات الاعمال	غير مباشرة	147,200	تقديم خدمات عمالية	خالد عبدالرحمن الخضيري	من 1-1-2025 حتى 6-3-2025
5	شركة المياه الوطنية	غير مباشرة	4,369,981	تقديم خدمات عمالية	عبد العزيز ابراهيم النويصر	سنتين ويتجدد تلقائيا
6	شركة مملكة التجميل	غير مباشرة	679,070	تقديم خدمات عمالية	عبدالله بن سليمان العمرو	سنة ويتجدد تلقائيا
7	الشركة العربية لتصنيع المنتجات الطبية عناية	غير مباشرة	552,048	تقديم خدمات عمالية	عبدالله بن سليمان العمرو	سنة ويجدد تلقائيا
8	مؤسسة عبدالعزيز عيضه الكثيري لقطع غيار السيارات	مباشرة	65,056	تقديم خدمات عمالية	عبدالعزيز بن عيضه الكثيري	سنتين ويتجدد تلقائيا

Item	Company Name	Type of Interest	Transaction value: "Saudi Riyal"	Type of Transaction	Name of Board Member, Committee Member, or CEO (If any)	Term of Contract
1	Saudi Medical System	Indirect	5,365,175	Provision of manpower services	Sulaiman bin Nasser Al-Hatlan / Sulaiman bin Abdulaziz Al-Zabin	2 Years, renews automatically.
2	Care Shield Holding Company	Indirect	11,648,325	Provision of manpower services	Abdullah bin Sulaiman Al-Amro / Sulaiman bin Nasser Al-Hatlan	2 Years, renews automatically.
3	Osoul Al-Mutakamela Real Estate Company	Indirect	5,097,226	Provision of manpower services	Abdulaziz bin Ibrahim Al-Nowaiser	Three years
4	Maven Insights Gulf Business Services Company	Indirect	147,200	Provision of manpower services	Khaled Abdulrahman Al-Khudairi	1-1-2025 Until 6-3-2025
5	National Water Company	Indirect	4,369,981	Provision of manpower services	Abdulaziz bin Ibrahim Al-Nowaiser	Two years, renewable automatically
6	Kingdom of Beauty Company	Indirect	679,070	Provision of manpower services	Abdullah bin Sulaiman Al-Amro	One year, renewable automatically
7	Arabian Company for the Manufacture of Medical Products (Enayah)	Indirect	552,048	Provision of manpower services	Abdullah bin Sulaiman Al-Amro	One year, renewable automatically
8	Abdulaziz Eidah AlKathiry Auto Spare Parts Est.	Direct	65,056	Provision of manpower services	Abdulaziz Eidah Alkathiry	Two years, renewable automatically

The attachments from item eighteen to item twenty-nine:

- Comparison Table of the Articles of Association Before and After the Amendment

شـــركـة مهـارة
للموارد البشرية
Maharah Human
Resources Company

Amendments to the Bylaws of Maharah Human Resources Company

<table>
<tr><th>The text of the article before the amendment</th><th>The text of the article after the amendment</th></tr>
<tr><td>

Article (3): The Company`s Objectives:

The Company practices mediation in the recruitment of workers and providing domestic services and labor to both the public and the private sectors. The Company carries out its activities in accordance with the applicable laws upon obtaining the necessary licenses from the competent authorities, if any.

</td><td>

The Company`s Objectives

The Company shall carry out and perform the following objectives:

<table>
<tr><th>Chapter</th><th>Category</th></tr>
<tr><td>Administrative and Support Services</td><td>Activities of Employment Agencies</td></tr>
<tr><td>Administrative and Support Services</td><td>Activities of Temporary Employment Agencies</td></tr>
</table>

The Company shall carry out its objectives in accordance with the applicable regulations and after obtaining the necessary licenses from the competent authorities, if any.

</td></tr>
<tr><td>

Article (7): Capital

The Company's capital determined at SAR (475,000,000) four hundred and seventy-five million Saudi riyals, divided into (475,000,000) four hundred and seventy-five million nominal shares with equal value, the value of each share is (1) Saudi riyal. All shares are in cash and have been subscribed and paid fully.

</td><td>

Capital

The Company’s issued capital is set at SAR (600,000,000) six hundred million Saudi Riyals, divided into (600,000,000) six hundred million nominal shares of equal value, with a nominal value of SAR (1.0) per share. All shares are ordinary shares issued against cash contributions. The paid-up amount thereof in cash is SAR (600,000,000) six hundred million Saudi Riyals, and the paid-up cash amounts of the issued capital have been deposited with a licensed bank.

</td></tr>
<tr><td>

(Additional Article)

</td><td>

Article (8): Subscription to shares

The shareholders have subscribed to all shares of the issued capital, amounting to SAR (600,000,000), fully paid.

</td></tr>
<tr><td>

Article (10): Shares Trading

The Company's shares shall be traded in accordance with the provisions of the Capital Market Law and its Implementing Regulations

Article (12): Shareholders Register

Shareholders' shares shall be registered in accordance with the provisions of the Capital Market Law, its Implementing Regulations and Implementing Regulation of the Companies Law for Listed Joint Stock Companies.

</td><td>

Trading of Shares and Shareholders Register

The Company’s shares shall be tradable in accordance with the Capital Market Law and the regulations, rules, and instructions issued by the Capital Market Authority.

</td></tr>
<tr><td>

Article (18) Authorities of the Board of Directors

Subject to the powers granted to the General Assembly, the Board of Directors has the broadest authorities in managing the Company in order to achieve its objectives. The Board of Directors may, for example:

a) Dispose of, sell, accept, mortgage, transfer, receive and pay consideration for the Company’s assets, property and real estate, provided that the minutes of the Board of Directors include the grounds based on which the resolution of disposal of the Company’s real estate was issued.

b) Enter into all banking agreements and transactions and receiving and repaying loans. The Board shall observe the following requirements for loan contracts with terms exceeding three (3) years:

1. The Board of Directors shall specify the uses of the loan and the manner of its repayment in its resolution.
2. The Board shall ensure protection of the Company, its shareholders, and general guarantees to creditors in the conditions of the loan and the guarantees provided.

</td><td>

Authorities of the Board of Directors

In accordance to the authorities vested on the General Assembly, the Board of Directors shall have the full authorities to manage the business of the Company, , and it shall have the power to:

<table>
<tr><td>Commercial Registers</td><td>Basic</td><td>Issue</td><td></td></tr>
<tr><td>Commercial Registers</td><td>Basic</td><td>Renewal</td><td></td></tr>
<tr><td>Commercial Registers</td><td>Basic</td><td>Revocation</td><td></td></tr>
<tr><td>Commercial Registers</td><td>Subsidiary</td><td>Issue</td><td></td></tr>
<tr><td>Commercial Registers</td><td>Subsidiary</td><td>Renewal</td><td></td></tr>
<tr><td>Commercial Registers</td><td>Subsidiary</td><td>Revocation</td><td></td></tr>
<tr><td>Purchasing the establishment</td><td></td><td></td><td></td></tr>
<tr><td>Signing all documents at the Chamber of Commerce</td><td></td><td></td><td></td></tr>
<tr><td>Selling the establishment</td><td></td><td></td><td></td></tr>
<tr><td>Approaching the Records Department</td><td></td><td></td><td></td></tr>
<tr><td>Extracting records</td><td></td><td></td><td></td></tr>
<tr><td>Transferring Commercial Registers</td><td></td><td></td><td></td></tr>
<tr><td>Managing records</td><td></td><td></td><td></td></tr>
<tr><td>Canceling records</td><td></td><td></td><td></td></tr>
<tr><td>Supervising records</td><td></td><td></td><td></td></tr>
<tr><td>Opening a subscription at the Chamber of Commerce</td><td></td><td></td><td></td></tr>
<tr><td>Signature authentication at the Chamber of Commerce</td><td></td><td></td><td></td></tr>
</table>

</td></tr>
</table>

c) The authority to collect the Company's rights with others, the authority to reconcile, assign, contract, commit, and associate in the name of the Company and on its behalf, provided that for the purposes of releasing the Company's debtors, the Board of Directors minutes shall include the grounds of the resolution. The Board of Directors may authorize the Executive Director or the Managing Director to collect, reconcile, and assign the Company's rights with others, as well as contract with others.

d) Carry out all actions and procedures required to achieve the Company's objectives.

e) Open accounts with banks, deposit, withdraw therefrom, and issue cheques and all securities.

f) Form the Board committees and determine their duties, term, and authorities.

g) Appoint the CEO of the Company, determine his powers, competencies, duties, and financial rights. The Board of Directors may appoint one or more deputy CEOs of the Company, provided that the appointment resolution shall state the powers, competencies, and financial rights of such deputies.

The Board of Directors may, within the limits of its powers, authorize and/ or delegate one or more of its members or a third party to undertake one or more of its tasks.

Cancelling the signature at the Chamber of Commerce			
Participating in tenders and receiving forms			
Converting the branch of the establishment			
Approaching the Social Insurance			
Approaching the Zakat, Tax, and Customs Authority			
Opening branches for registries			
Managing the commercial register			
Canceling the commercial register			
Approaching the Civil Defense			
Amending records			
Adding activities			
Reserving a trade name			
Renewing the subscription at the Chamber of Commerce			
Amending the commercial register			
Transferring the commercial register			
Issuing a replacement for lost or damaged records			
Registering a trademark			
Assigning a trademark			
Assigning a trade name			
Issuing licenses			
Purchasing boats			
Issuing a replacement for lost or damaged records			
Damaged fishing permits			
Importing boats			
Cancelling boat licenses			
Renewing licenses			
Amending licenses			
Adding activities			
Reserving names			
Cancelling licenses			
Renewing the subscription at the Chamber of Commerce			
Opening branches			
Approaching social insurance			
Approaching the Civil Defense			
Approaching the Zakat, Tax, and Customs Authority			
Issuing a fishing permit			
Issuing a boat license			
Renewing a boat license			
Transferring a boat license			
Selling the boat			
Renewing a fishing permit			
Cancelling a fishing permit			
Issuing a replacement for a lost or damaged boat license			
Opening a branch for licensing			
Transferring the license			
Establishing a company			
Signing the Articles of Incorporation and amendment annexes			
Cancelling the Articles of Incorporation and amendment annexes			
Signing partner resolutions			
Appointing or dismissing managers			
Amending company objectives			
Liquidating the company			
Converting the company from a joint-stock company to a limited liability company			
Converting the company from a joint liability to a limited liability company			
Increasing capital			
Decreasing capital			
Partner entry and exit			
Joining existing companies			
Transferring shares, stocks, and bonds			
Determining capital			
Receiving allocation surplus			
Selling shares, stocks, and receiving payment			
Assigning shares and stocks from capital			
Selling a branch of the company			
Amending the nationality of a partner in the contract			
Accepting the assignment of shares, stocks, and capital			
Purchasing shares, stocks, and paying the price			
Closing bank accounts in the company's name			

Opening bank accounts in the company's name			
Signing agreements			
Registering the company			
Registering agencies and trademarks			
Attending the general assemblies			
Opening branches for the company			
Opening files for the company			
Signing the Articles of Incorporation and amendments before a notary public			
Issuing and renewing commercial registers for the company			
Subscribing at the Chamber of Commerce and renewing thereof			
Approaching the General Investment Authority and signing before it			
Approaching the Saudi Standards, Metrology, and Quality Organization			
Approaching the Capital Market Authority			
Issuing and renewing licenses for the company			
Converting an establishment into a company			
Converting a company branch into an establishment			
Converting a company branch into a company			
Publishing the Articles of Incorporation, amendments annexes, summaries and regulations in the official gazette			
Approaching telecom companies and establishing fixed or mobile phones in the company's name			
Participating in tenders and receiving forms			
Signing the company's contracts with third party			
Assigning or cancelling trademarks			
Amending the company's name			
Issuing visas			
Converting the company into an establishment			
Receiving visa compensation			
Updating worker data			
Opening and renewing main and subsidiary files and canceling thereof			
Terminating and cancelling workforce			
Reporting absconding workers			
Cancelling absconding worker reports			
Transferring sponsorships			
Amending job titles			
Transferring ownership of establishments, liquidating, and cancelling thereof			
Approaching the private recruitment office section			
Approaching the IT Department in the Ministry of Labor			
Issuing and renewing work permits			
Receiving Saudization certificates			
Issuing a data report (printout)			
Adding and removing Saudis			
Recruitment			
Recruitment			
Opening a file			
Activating the Saudi portal			
Recruiting workers from abroad			
Finalizing worker procedures with social insurance			
Cancelling visas			
Refunding visa fees			
Amending nationalities			
Issuing family visit visas			
Issuing family recruitment visas			
Approaching the embassy			
Extending exit and re-entry visas			
Extending visit visas			
Issuing a data report (printout)			
Cancelling the visa			
Refunding the visa fee			
Amending the place of arrival			
The companies in which the company enters as a partner.	Signing company contracts		
The companies in which the company enters as a partner.	Purchasing shares		

The companies in which the company enters as a partner.	Liquidating the company		
The companies in which the company enters as a partner.	Selling shares		
The companies in which the company enters as a partner.	Representing the company in the invested company		
Establishing companies in the name of the company.	Registering it with the Ministry		
Establishing companies in the name of the company.	Representing before the notary public		
Establishing companies in the name of the company.	Signing the company contract		
Establishing companies in the name of the company.	Signing partner resolutions		
Establishing companies in the name of the company.	Commercial registers	Issue	
Establishing companies in the name of the company.	Commercial registers	Renewal	
Establishing companies in the name of the company.	Commercial registers	Revocation	
Issuing residence permits			
Renewing residence permits			
Processing exit and re-entry visas			
Processing final exit visas			
Transferring sponsorships			
Issuing replacement residence permits for lost or damaged			
Finalizing procedures for deceased workers			
Reporting absconding workers			
Cancelling absconding worker reports			
Transferring information and updating data			
Settlement and assignment of workers			
Approaching the Deportation and Expatriates Department			
Issuing worker data reports (printout)			
Dropping workers from records			
Managing my business operations			
Transferring worker sponsorship to themselves			
Adding a newborn			
Finalizing procedures for a deceased worker			
Managing border affairs			
Issuing return clearance documents			
Adding dependents			
Adding children to the father's or mother's passport			
Separating children from the father's or mother's passport			
Cancelling exit and re-entry visas			
Cancelling final exit visas			
Issuing replacement travel visas for lost or damaged			
Issuing extensions for visit visas			
Amending professions			
Issuing Hajj permits			
Approaching maid affairs			
Registering for the electronic banking service	Open accounts		
Registering for the electronic banking service	Open letters of credit		
Registering for the electronic banking service	Deposit		
Registering for the electronic banking service	Withdraw		
Registering for the electronic banking service	Issuing checks		
Registering for the electronic banking service	Updating accounts		
Registering for the electronic banking service	Issuing bank statements		
Registering for the electronic banking service	Requesting facilities		
Registering for the electronic banking service	Requesting guarantees		
Registering for the electronic banking service	Signing loan agreements		
Registering for the electronic banking service	Signing commercial documents		
Registering for the electronic banking service	Signing promissory notes		
Registering for the electronic banking service	Submitting any request or service under the jurisdiction of the Communications and Information Technology Commission		
Registering for the electronic banking service	Granting authorization to any person – according to relevant laws – to submit any request or service under the jurisdiction of the the Communications and		

	Information Technology Commission		
Approaching the Ministry of Agriculture and the Directorate of Agriculture regarding			
Approaching the Notary Public or Court for acceptance of property transfer			
Assigning the agricultural decision			
Transferring the agricultural decision			
Receiving salaries			
Receiving retirement pensions			
Receiving end-of-service gratuity and vacation compensation			
Transferring the salary			
Receiving bonuses			
Issuing salary certificates			
Receiving my entitlements			
Opening accounts in compliance with Sharia regulations			
Closing and settling accounts			
Withdrawing from accounts			
Issuing ATM cards			
Issuing Sharia-compliant credit cards			
Receiving and disbursing transfers			
Cashing checks			
Issuing certified checks			
Issuing checkbooks			
Issuing bank statements			
Transferring from accounts			
Requesting Sharia-compliant bank loans			
Opening Sharia-compliant accounts			
Depositing into accounts			
Renewing subscriptions to safe deposit boxes			
Opening safe deposit boxes			
Subscribing to safe deposit boxes			
Requesting loan exemptions			
Objecting to checks			
Updating data			
Activating accounts			
Receiving checks			
Redeeming safe deposit box units			
Reviewing / Rescheduling installments			
Requesting point-of-sale devices			
Requesting bank accreditation			
Requesting bank guarantees			
Subscribing to initial public offerings (IPOs) in joint-stock companies			
Receiving subscription certificates			
Purchasing Sharia-compliant stocks			
Selling Sharia-compliant stocks			
Receiving stock value			
Receiving dividends			
Receiving surpluses			
Opening Sharia-compliant investment portfolios, managing, modifying, and canceling orders			
Subscribing to IPOs			
Buying stocks			
Selling stocks			
Redeeming investment fund units			
Transferring stocks from the portfolio			
Subscribing to Sharia-compliant investment fund units			
Managing investment portfolios			
Issuing debt certificates			
Liquidating investment portfolios			
Property management	Buying, selling, and transferring ownership of properties	Property	Purchase
Property management	Buying, selling, and transferring ownership of properties	Property	Sale
Property management	Buying, selling, and transferring ownership of properties	Property	Deed transfer
Property management	Buying, selling, and transferring ownership of properties	Lands	Purchase
Property management	Buying, selling, and transferring ownership of properties	Lands	Sale
Property management	Buying, selling, and transferring ownership of properties	Lands	Deed transfer
Property management	Buying, selling, and transferring ownership of properties	Shares	Purchase
Property management	Buying, selling, and transferring ownership of properties	Shares	Sale
Property management	Mortgaging properties	Mortgage right	
Property management	Mortgaging properties	Release of mortgage	

Property management	Mortgaging properties	Receipt	
Issuing commercial documents	Approving and signing commercial documents		
Issuing commercial documents	Creating commercial documents		
Issuing commercial documents	Cancelling commercial documents		
Issuing commercial documents	Closing commercial documents		
Opening a shop			
Issuing health cards			
Converting agricultural land to residential			
Approaching the General Urban Planning Department			
Opening shops			
Issuing licenses			
Renewing licenses			
Canceling licenses			
Transferring licenses			
Issuing building and renovation permits			
Land planning			
Issuing certificates of completion for construction			
Issuing fencing permits			
Issuing demolition permits			
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Changing the legal entity	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Increasing or decreasing capital	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Accepting the transfer and purchase of shares	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Entry and exit of partners	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Signing the partners' decision to merge	
Modifying the contract of companies in which the company is a partner	Liquidating the company	Amending the other provisions of the AOA	
Modifying the contract of companies in which the company is a partner	Converting the company into an institution		
Signing the lease agreement			
Creating a plan for the owned land			
Approaching Amana			
Converting agricultural land to residential			
Supervising construction			
Signing contracts with construction institutions and contractors			
Participating in tenders and receiving forms			
Judiciary	Assigning arbitrators		
Judiciary	Assigning lawyers		
Judiciary	Representation before notaries public		
Judiciary	Hearing lawsuits and responding to them		
Judiciary	Reconciliation		
Judiciary	Rejecting and accepting arbitration		
Judiciary	Rejecting and accepting conciliation		
Judiciary	Acknowledgment and denial		
Judiciary	Waiver		
Judiciary	Pleading		
Judiciary	Defense		
Judiciary	Claiming		
Judiciary	Litigation		
Judiciary	Using and implementing all services of the Ministry of Justice		
Judiciary	Delegating others to implement the electronic services of the Ministry of Justice		
	Signing the loan agreement, its amendments, appendices, and all related documents		
	Signing the follow-up agreement		
	Signing the advisory agreement		
	Signing before a notary public regarding the industrial mortgage for pledging all company assets		
	Receiving the loan		
	Waiving the loan		
	Requesting loan exemption		
	Paying off the loan		

	Signing the documentary credit agreement		
	Signing the collateral agreement		
	Signing the agreement to transfer obligations and amend the loan contract		
	Signing the debt arrangement agreement for the company and partners		
	Issuing, amending, and canceling the waiver notice		
Sale and deed transfer to the buyer			
Purchase, accepting the deed transfer, and payment of the price			
Receiving deeds			
Leasing			
Receiving the rent			
Signing lease contracts			
Renewing lease contracts			
Cancelling and terminating lease contracts			
Pledge (mortgage)			
Releasing the pledge			
Subdivision and partition			
Modifying boundaries, lengths, areas, plot numbers, maps, deeds, dates, and neighborhood names			
Sale			
Accepting the pledge			
Updating deeds and entering them into the comprehensive system			
Selling the share of			
Purchasing			
Purchasing the share of			
Leasing			
Modifying the owner's name and national ID number in the deed			
Gift and deed transfer			
Accepting the gift and deed transfer			
Waiving the deficiency in the area			
Merging deeds			
Accepting the waiver and deed transfer			
Issuing a set of replacement deeds for lost documents, with details as follows:			
Issuing a set of replacement deeds for damaged documents, with details as follows:			
Sale and deed transfer to heirs			
Waiving the share of			
Proving the construction			
Issuing a replacement deed for damaged documents			
For properties located			
Converting agricultural land to residential or industrial			
Entering into real estate investments			
Purchasing shares in real estate investments			
Selling shares in real estate investments			
Waiving the leased land			
Updating the deed and entering it into the comprehensive system			
Issuing a replacement deed for lost documents			
Converting agricultural land to residential			
Building the land			
Lease the land			
Changing the legal entity of the company			
Converting the company from a limited partnership to a limited liability company			
Dividing shares among heirs and transferring them to their portfolios			

The Board of Directors must obtain the approval of the General Assembly when selling assets whose value exceeds fifty percent (%50)of the total value of the company's assets, whether the sale is carried out through a single transaction or multiple transactions. In this case, the transaction that causes the percentage to exceed fifty percent (50%) of the value of the assets shall be the transaction requiring the approval of the General Assembly. This percentage shall be calculated from the date of the first transaction executed within the preceding twelve (12) months. Within the limits of its authority, the Board of Directors may delegate one or more of its members or third parties to perform a specific task or tasks.

Article (20): Powers of the Chairman, Vice Chairman, the Managing Director, the CEO, and the Secretary

The Board of Directors shall appoint from among its members a Chairman and Vice Chairman and may appoint a Managing Director. The position of Chairman of the Board of Directors may not be combined with any executive position in the Company. It is not permissible for a single member to combine the position of Chairman of the Board with the position of Managing Director .

The powers of the Chairman of the Board shall be in accordance with the limits stated in the resolution of its appointment, namely, the following powers:

1. Regarding the Notary Public: Executing Articles of Association, amendment resolutions, all amendment annexes, executing Articles of Association of companies in which the Company participates, whether new or existing companies, executing and attesting all amendment resolutions, exit or entry of a shareholder, sale or assignment of shares or interests therein, managing the Company's affairs inside and outside the Kingdom, appointing and dismissing managers, and the entry and exit of shareholders before the Notary Public.
2. Regarding Courts of all Degrees, Adjudication and Lawsuits: Filing claims, lawsuits, cases, pleading, defending, hearing claims or lawsuits, responding thereto, acknowledging and denying, requesting an oath, rejecting and abstaining there from, presenting witnesses and evidence and challenging it, challenging forgery, denying the execution of documents, seals, and signatures, requesting a travel ban and the lifting thereof, requesting seizure and execution, requesting arbitration, appointing experts and arbitrators, requesting the execution of rulings, accepting and cancelling rulings, objecting to rulings for cessation, requesting appeal, petition for review, annotate or revise judgment instruments, requesting exoneration, requesting pre-emption, fulfilling all requirements, attending meetings in all cases in all courts, Sharia courts and summary courts, receiving judgment deeds, requesting the judge's recusal, requesting inclusion and intervention, requesting referral of cases, financial settlements, and cheques to administrative courts (the Board of Grievances), the Sharia medical committees, labor committees, Committees of Banking and Financial Disputes and Violations, to the Committee for Resolution of Securities Disputes, commercial dispute settlement committees, customs committees, the commercial fraud committees, the General Secretariat of the Committees for Resolution of Insurance Disputes & Violations, Oversight and Anti-Corruption Authority, the Public Prosecution, the Supreme Court, the disciplinary committee of the Saudi Commission for Health Specialties, and filing for appeal before the Supreme Court. The Chairman also has the right to delegate others on behalf of the Company, and the appointee/ delegate has the right to delegate others in all of the aforementioned.
3. Regarding the Ministry of Commerce: Issuing commercial registrations, opening branches thereof, cancelling or amending commercial registrations or branches thereof. The chairman also has the right to sell shares or interests in other companies and dispose of their assets. All of the above applies to all companies that are established, participated in by the Company. The chairman is entitled to subscribe in the name of the Company to joint-stock companies, attend their

Authorities of the Chairman, Vice Chairman, Managing Director, and Board Secretary

The Board of Directors shall appoint, at its first meeting, a Chairman from among its members. It may also appoint a Managing Director or a Vice Chairman from among its members.

1 .The Board of Directors shall appoint a CEO from among its members or from outside the Board.

The Chairman of the Board shall have the following authorities

Commercial Registers	Basic	Issue	
Commercial Registers	Basic	Renewal	
Commercial Registers	Basic	Revocation	
Commercial Registers	Subsidiary	Issue	
Commercial Registers	Subsidiary	Renewal	
Commercial Registers	Subsidiary	Revocation	
Purchasing the establishment			
Signing all documents at the Chamber of Commerce			
Selling the establishment			
Approaching the Records Department			
Extracting records			
Transferring Commercial Registers			
Managing records			
Cancelling records			
Supervising records			
Opening a subscription at the Chamber of Commerce			
Signature authentication at the Chamber of Commerce			
Cancelling the signature at the Chamber of Commerce			
Participating in tenders and receiving forms			
Converting the branch of the establishment			
Approaching the Social Insurance			
Approaching the Zakat, Tax, and Customs Authority			
Opening branches for registries			
Managing the commercial register			
Cancelling the commercial register			
Approaching the Civil Defense			
Amending records			
Adding activities			
Reserving a trade name			
Renewing the subscription at the Chamber of Commerce			
Amending the commercial register			
Transferring the commercial register			
Issuing a replacement for lost or damaged records			
Registering a trademark			
Assigning a trademark			
Assigning a trade name			
Issuing licenses			
Purchasing boats			
Issuing a replacement for lost or damaged fishing permits			
Importing boats			
Cancelling boat licenses			
Renewing licenses			
Amending licenses			
Adding activities			
Reserving names			
Cancelling licenses			
Renewing the subscription at the Chamber of Commerce			
Opening branches			
Approaching social insurance			
Approaching the Civil Defense			

general assemblies, or authorize any person, as it deems fit, to attend and vote in the name of the Company.

4. Regarding Banks: Referring to all banks and financial institutions, opening accounts and approving the signature, withdrawing from accounts, depositing, transferring from accounts, issuing and receiving ATM cards, receiving and entering the PIN codes, issuing credit cards, receiving and entering PIN codes for credit cards, issuing account statements, issuing and receiving cheque books, issuing cheques, issuing and receiving certified cheques, receiving and disbursing remittances, subscribing to safe deposit boxes, renewing subscription to safe deposit boxes, opening safe deposit boxes, redeeming safe deposit box units, mortgaging, paying all promissory notes and securities, requesting bank loans (upon the Board's approval of all matters related to loans), accepting their terms, conditions and prices, signing loan contracts, forms, pledges, and repayment schedules, receiving loans and disposing thereof, requesting loan forgiveness, rescheduling installments, requesting a bank letter of credit, signing contracts and forms, requesting a bank guarantee, signing, receiving and registering the guarantee, activating accounts, closing and settling accounts, cashing cheques, protesting to cheques, receiving cheques, updating information, purchasing shares, selling shares, receiving contribution certificates, receiving the value of shares, receiving dividends, receiving surplus, opening an investment account in the name of the Company, opening investment portfolios and issuing, amending and canceling instructions, subscribing to investment fund units, redeeming investment fund units, dividing shares among heirs and transferring them to their portfolios, transferring shares from the portfolio, issuing financial guarantees and warranties on behalf of the Company for the benefit of others. The Chairman is also entitled to lend to companies and institutions, including related sub-accounts, banking facility contracts, providing guarantees, signing all borrowing contracts in the Company's name with all banks and real estate, agricultural, commercial, and industrial development funds, receiving and repaying loans, and concluding and executing contracts, agreements, and transactions. The Chairman is entitled to delegate others in all of the aforementioned.
5. Regarding Companies: Establishing companies inside and outside the Kingdom, signing Articles of Association and amendment annexes, signing the shareholders' resolutions, appointing and dismissing managers, amending the management clause, entry and exit of shareholders, entering into existing companies inside and outside the Kingdom, increasing capital, decreasing capital, determining the capital, receiving the surplus of allocation, purchasing stocks and shares and paying the consideration, selling the stocks and shares and receiving the consideration/ profits, selling the company branch, assigning the stocks and shares of the capital, accepting the assignment of the stocks, shares and capital, transferring shares, stocks and bonds, opening accounts with banks in the name of the company, signing agreements, amending the company's objectives, amending the company's name, closing accounts in the name of the company with banks, amending the terms of the articles of association or amendment annexes, registering the company, registering agencies and trademarks, assigning or canceling trademarks, attending general assemblies, opening files for the company, opening branches for the company, liquidating the company, converting the company from a joint stock company to a limited liability company, converting the Company from a limited liability Company to a joint stock Company, converting the Company from a partnership to a limited liability Company, cancelling the Articles of Association and amendment annexes, signing the Articles of Association and amendment

Approaching the Zakat, Tax, and Customs Authority			
Issuing a fishing permit			
Issuing a boat license			
Renewing a boat license			
Transferring a boat license			
Selling the boat			
Renewing a fishing permit			
Cancelling a fishing permit			
Issuing a replacement for a lost or damaged boat license			
Opening a branch for licensing			
Transferring the license			
Establishing a company			
Signing the Articles of Incorporation and amendment annexes			
Cancelling the Articles of Incorporation and amendment annexes			
Signing partner resolutions			
Appointing or dismissing managers			
Amending company objectives			
Liquidating the company			
Converting the company from a joint-stock company to a limited liability company			
Converting the company from a joint liability to a limited liability company			
Increasing capital			
Decreasing capital			
Partner entry and exit			
Joining existing companies			
Transferring shares, stocks, and bonds			
Determining capital			
Receiving allocation surplus			
Selling shares, stocks, and receiving payment			
Assigning shares and stocks from capital			
Selling a branch of the company			
Amending the nationality of a partner in the contract			
Accepting the assignment of shares, stocks, and capital			
Purchasing shares, stocks, and paying the price			
Closing bank accounts in the company's name			
Opening bank accounts in the company's name			
Signing agreements			
Registering the company			
Registering agencies and trademarks			
Attending the general assemblies			
Opening branches for the company			
Opening files for the company			
Signing the Articles of Incorporation and amendments before a notary public			
Issuing and renewing commercial registers for the company			
Subscribing at the Chamber of Commerce and renewing thereof			
Approaching the General Investment Authority and signing before it			
Approaching the Saudi Standards, Metrology, and Quality Organization			
Approaching the Capital Market Authority			
Issuing and renewing licenses for the company			
Converting an establishment into a company			
Converting a company branch into an establishment			
Converting a company branch into a company			
Publishing the Articles of Incorporation, amendments annexes, summaries and regulations in the official gazette			
Approaching telecom companies and establishing fixed or mobile phones in the company's name			
Participating in tenders and receiving forms			
Signing the company's contracts with third party			

annexes with the Notary Public, issuing and renewing commercial registers of the Company, subscribing to the Chamber of Commerce and renewing the subscription, referring to the Saudi Standards, Metrology and Quality Organization, issuing and renewing licenses for the Company, converting the institution into a Company, converting the Company branch into an institution, converting the Company branch into a Company, referring to telecommunications companies and establishing fixed or mobile telephone lines in the name of the Company, referring to the General Investment Authority and signing before it, referring to the Capital Market Authority, entering tenders and receiving tender documents, signing the Company's contracts with others, publishing the Articles of Association, amendment annexes, their summaries, and Bylaws in the Official Gazette, changing the legal form of the Company, converting the Company from a limited partnership to a limited liability Company, subject to the approval of the Chairman of the Board of Directors.

6. Regarding the Ministry of Human Resources and Social Development and its affiliated departments and labor offices: Issuing visas, canceling visas, amending nationalities, amending occupations on visas, transferring sponsorships, amending occupations, updating workers' information, dismissing and canceling workers, reporting abscondment, issuing and renewing work permits, and finalizing labor procedures at General Organization for Social Insurance.
7. Regarding Directorates of Passports, Deportation and Expatriates, and Directorate of Border Affairs: issuing residency permits, renewing residency permits, issuing a replacement for lost and damaged residency permits, issuing exit and return visas, issuing a final exit visa, amending occupations, reporting abscondment, canceling abscondment complaints, issuing workers' data sheets, deporting workers, referring to housemaids affairs to receive female workers and prison detainees, registering for e-services and obtaining the password.
8. Regarding Airports, Ports, Train Stations, and Public Transport: Receiving both male and female workers from airport and ports.
9. Regarding the Ministry of Health and its affiliated bodies: Referring to the Ministry of Health and Health Affairs in districts to finalize/ complete any requirements, requesting medical reports, receiving medical reports from hospitals affiliated with the Ministry of Health, and issuing licenses to doctors, nurses, and technicians from the Saudi Commission for Health Specialties.
10. Regarding Foreign Recruitment Offices: Signing contracts with recruitment offices and recruiting workers from abroad.
11. Regarding Other Government Agencies: Referring to all government departments, receiving payments and cheques, cashing cheques, depositing and withdrawing cheques, completing all procedures, receiving and depositing/ submitting, referring to all relevant government departments, completing all procedures related thereto, responding on behalf of the Company, receiving workers detained in prisons and bodies of the deceased workers from hospitals, referring to the Ministry of Industry and Mineral Resources and signing all contracts on behalf of the Company in the Ministry, referring to the Ministry of Energy and signing all contracts on behalf of the Company, referring to the Ministry of Municipal, Rural Affairs and Housing to obtain building permits and all licenses required by municipalities, referring to Traffic Police Departments, the Ministry of Foreign Affairs, the Ministry of Commerce, the Zakat, Tax and Customs Authority and the Chambers of Commerce for subscription, renewal and cancellation of subscription, referring to all embassies and consulates operating in the Kingdom and the Kingdom's embassies and consulates outside the Kingdom, referring to the Ministry of Housing and all its branches, the Ministry of Finance, the Ministry of Economy and Planning and all its branches,

Assigning or cancelling trademarks			
Amending the company's name			
Issuing visas			
Converting the company into an establishment			
Receiving visa compensation			
Updating worker data			
Opening and renewing main and subsidiary files and cancelling thereof			
Terminating and cancelling workforce			
Reporting absconding workers			
Cancelling absconding worker reports			
Transferring sponsorships			
Amending job titles			
Transferring ownership of establishments, liquidating, and cancelling thereof			
Approaching the private recruitment office section			
Approaching the IT Department in the Ministry of Labor			
Issuing and renewing work permits			
Receiving Saudization certificates			
Issuing a data report (printout)			
Adding and removing Saudis			
Recruitment			
Recruitment			
Opening a file			
Activating the Saudi portal			
Recruiting workers from abroad			
Finalizing worker procedures with social insurance			
Cancelling visas			
Refunding visa fees			
Amending nationalities			
Issuing family visit visas			
Issuing family recruitment visas			
Approaching the embassy			
Extending exit and re-entry visas			
Extending visit visas			
Issuing a data report (printout)			
Cancelling the visa			
Refunding the visa fee			
Amending the place of arrival			
The companies in which the company enters as a partner.	Signing company contracts		
The companies in which the company enters as a partner.	Purchasing shares		
The companies in which the company enters as a partner.	Liquidating the company		
The companies in which the company enters as a partner.	Selling shares		
The companies in which the company enters as a partner.	Representing the company in the invested company		
Establishing companies in the name of the company.	Registering it with the Ministry		
Establishing companies in the name of the company.	Representing before the notary public		
Establishing companies in the name of the company.	Signing the company contract		
Establishing companies in the name of the company.	Signing partner resolutions		
Establishing companies in the name of the company.	Commercial registers	Issue	
Establishing companies in the name of the company.	Commercial registers	Renewal	
Establishing companies in the name of the company.	Commercial registers	Revocation	
Issuing residence permits			
Renewing residence permits			
Processing exit and re-entry visas			
Processing final exit visas			
Transferring sponsorships			
Issuing replacement residence permits for lost or damaged			
Finalizing procedures for deceased workers			
Reporting absconding workers			
Cancelling absconding worker reports			
Transferring information and updating data			
Settlement and assignment of workers			
Approaching the Deportation and Expatriates Department			
Issuing worker data reports (printout)			
Dropping workers from records			

Port Authorities and all its branches, including the General Presidency for Girls Education and its branches, the Ministry of Transport and Logistic Services and all its branches, the Ministry of Environment, Water and Agriculture and its branches, the Ministry of Education and its branches, all universities, colleges, technical and health institutes, the Ministry of Investment and all its branches, and the Capital Market Authority and all its branches, the Ministry of Communications and Information Technology and its branches, the Saudi Tourism Authority and all its branches, the Saudi Central Bank and its branches, the Ministry of Human Resources and Social Development and its branches, the General Accountability Bureau and its branches, the General Authority for Statistics and its branches, the Ministry of the National Guard and its branches, the Ministry of Sports and its branches, the Presidency of State Security and its branches, the Ministry of Interior and its branches, including the emirates, governorates and districts, the Implementation of human rights provisions Division, Directorate of Public Security, the Police Directorate, and police stations regarding the fulfillment/ responding to all inquiries or complaints related to the Company, referring to the General Directorate of Investigation, Bureau of Investigation and Prosecution, the Civil Defense and its branches, the General Directorate of Narcotics Control and its branches, the Border Guards and its branches, the General Directorate For Prisons and its branches, and all relevant security agencies, Road Security and its branches, telecommunications, Saudi Export Development Authority and its branches, the Ministry of Planning, the Ministry of Defense, including the Royal Saudi Air Defense Forces and its branches, Saudi Arabian Airlines and all its offices in the Kingdom and all other airlines inside and outside the Kingdom, Saudi Aramco and all its offices, the Saudi Standards, Metrology and Quality Organization and all its branches, the general presidency of the Committee for the Promotion of Virtue and the Prevention of Vice and all its branches, and the General Organization for Social Insurance and its branches in all matters relating to the Company, signing on behalf of the Company, as well as sign on behalf of the Company in matters requiring the Company's attendance at the above-mentioned authorities and the receipt and delivery of official transactions and documents.

12. Regarding Real Estate: Disposing of the Company's assets, property, and real estate, selling, accepting mortgage, conveyance, collecting and paying the consideration (price). The Chairman has the right to delegate others in all of the aforementioned.

The Chairman may also issue a legal power of attorney or authorize a member of the Board or a third party to carry out duty or more with the powers mentioned above.

The Managing Director or the Chief Executive Officer (CEO) shall have any of the following powers and authorities, solely or jointly, pursuant to resolutions -with specific duration- issued by the Board of Directors:

1. Regarding the Notary Public: Executing Article of Association, amendment resolutions, all amendment annexes, executing Articles of Association of companies in which the Company participates, whether new or existing companies, executing and attesting all amendment resolutions, exit or entry of a shareholder, sale or assignment of shares or interests therein, managing the Company's affairs inside and outside the Kingdom, appointing and dismissing managers, and the entry and exit of shareholders before the Notary Public.
2. Regarding banks: Referring to all banks and financial institutions, opening accounts and approving the signature, withdrawing from accounts, depositing, transferring from accounts, issuing and receiving ATM cards, receiving and entering the PIN codes, issuing credit cards, receiving and entering PIN codes for

Managing my business operations			
Transferring worker sponsorship to themselves			
Adding a newborn			
Finalizing procedures for a deceased worker			
Managing border affairs			
Issuing return clearance documents			
Adding dependents			
Adding children to the father's or mother's passport			
Separating children from the father's or mother's passport			
Cancelling exit and re-entry visas			
Cancelling final exit visas			
Issuing replacement travel visas for lost or damaged			
Issuing extensions for visit visas			
Amending professions			
Issuing Hajj permits			
Approaching maid affairs			
Registering for the electronic banking service	Open accounts		
Registering for the electronic banking service	Open letters of credit		
Registering for the electronic banking service	Deposit		
Registering for the electronic banking service	Withdraw		
Registering for the electronic banking service	Issuing checks		
Registering for the electronic banking service	Updating accounts		
Registering for the electronic banking service	Issuing bank statements		
Registering for the electronic banking service	Requesting facilities		
Registering for the electronic banking service	Requesting guarantees		
Registering for the electronic banking service	Signing loan agreements		
Registering for the electronic banking service	Signing commercial documents		
Registering for the electronic banking service	Signing promissory notes		
Registering for the electronic banking service	Submitting any request or service under the jurisdiction of the Communications and Information Technology Commission		
Registering for the electronic banking service	Granting authorization to any person – according to relevant laws – to submit any request or service under the jurisdiction of the Communications and Information Technology Commission		
Approaching the Ministry of Agriculture and the Directorate of Agriculture regarding			
Approaching the Notary Public or Court for acceptance of property transfer			
Assigning the agricultural decision			
Transferring the agricultural decision			
Receiving salaries			
Receiving retirement pensions			
Receiving end-of-service gratuity and vacation compensation			
Transferring the salary			
Receiving bonuses			
Issuing salary certificates			
Receiving my entitlements			
Opening accounts in compliance with Sharia regulations			
Closing and settling accounts			
Withdrawing from accounts			
Issuing ATM cards			
Issuing Sharia-compliant credit cards			
Receiving and disbursing transfers			
Cashing checks			
Issuing certified checks			
Issuing checkbooks			
Issuing bank statements			
Transferring from accounts			
Requesting Sharia-compliant bank loans			
Opening Sharia-compliant accounts			
Depositing into accounts			

credit cards, issuing account statements, issuing and receiving cheque books, issuing cheques, issuing and receiving certified cheques, receiving and disbursing remittances, subscribing to safe deposit boxes, renewing subscription to safe deposit boxes, opening safe deposit boxes, redeeming safe deposit box units, mortgaging, paying all promissory notes and securities, requesting bank loans (upon the Board's approval of all matters related to loans), accepting their terms, conditions and prices, signing loan contracts, forms, pledges, and repayment schedules, receiving loans and disposing thereof, requesting loan forgiveness, rescheduling installments, requesting a bank letter of credit, signing contracts and forms, requesting a bank guarantee, signing, receiving and registering the guarantee, activating accounts, closing and settling accounts, cashing cheques, protesting to cheques, receiving cheques, updating information, purchasing shares, selling shares, receiving contribution certificates, receiving the value of shares, receiving dividends (profits), receiving surplus, opening an investment account in the name of the Company, opening investment portfolios and issuing, amending and canceling instructions, subscribing to investment fund units, redeeming investment fund units, dividing shares among heirs and transferring them to their portfolios, transferring shares from the portfolio, issuing financial guarantees and warranties on behalf of the Company for the benefit of others, lending to companies and institutions, including related sub-accounts, banking facility contracts, providing guarantees, signing all borrowing contracts in the Company's name with all banks and real estate, agricultural, commercial, and industrial development funds, receiving and repaying loans, concluding and executing contracts, agreements, and transactions. The Managing Director or the CEO is entitled to delegate others in all of the aforementioned.

3. Regarding the Ministry of Commerce: Issuing commercial registrations, opening branches thereof, cancelling or amending commercial registrations or branches thereof.
4. Regarding Companies: Establishing companies inside and outside the Kingdom, signing Articles of Association and amendment annexes, signing the shareholders' resolutions, appointing and dismissing directors, amending the management clause, entry and exit of shareholders, entering into existing companies inside and outside the Kingdom, increasing capital, decreasing capital, determining the capital, receiving the surplus of allocation, purchasing stocks and shares and paying the consideration, selling the stocks and shares and receiving the consideration/ profits, selling the company branch, assigning the stocks and shares of the capital, accepting the assignment of the stocks, shares and capital, transferring shares, stocks and bonds, opening accounts with banks in the name of the company, signing agreements, amending the company's objects, amending the company's name, closing accounts in the name of the company with banks, amending the terms of the Articles of Association or amendment annexes, registering the company, registering agencies and trademarks, assigning or canceling trademarks, attending general assemblies, opening files for the company, opening branches for the company, liquidating the company, converting the company from a joint stock company to a limited liability company, converting the Company from a limited liability Company to a joint stock Company, converting the Company from a partnership to a limited liability Company, cancelling the Articles of Association and amendment annexes, signing the Articles of Association and amendment annexes with the Notary Public, issuing and renewing commercial registers of the Company, subscribing to the Chamber of Commerce and renewing the subscription, referring to the Saudi Standards, Metrology and Quality

Renewing subscriptions to safe deposit boxes			
Opening safe deposit boxes			
Subscribing to safe deposit boxes			
Requesting loan exemptions			
Opening Sharia-compliant investment portfolios, managing, modifying, and cancelling orders			
Subscribing to IPOs			
Buying stocks			
Selling stocks			
Redeeming investment fund units			
Transferring stocks from the portfolio			
Subscribing to Sharia-compliant investment fund units			
Managing investment portfolios			
Issuing debt certificates			
Liquidating investment portfolios			
Property management	Buying, selling, and transferring ownership of properties	Property	Purchase
Property management	Buying, selling, and transferring ownership of properties	Property	Sale
Property management	Buying, selling, and transferring ownership of properties	Property	Deed transfer
Property management	Buying, selling, and transferring ownership of properties	Lands	Purchase
Property management	Buying, selling, and transferring ownership of properties	Lands	Sale
Property management	Buying, selling, and transferring ownership of properties	Lands	Deed transfer
Property management	Buying, selling, and transferring ownership of properties	Shares	Purchase
Property management	Buying, selling, and transferring ownership of properties	Shares	Sale
Property management	Mortgaging properties	Mortgage right	
Property management	Mortgaging properties	Release of mortgage	
Property management	Mortgaging properties	Receipt	
Issuing commercial documents	Approving and signing commercial documents		
Issuing commercial documents	Creating commercial documents		
Issuing commercial documents	Cancelling commercial documents		
Issuing commercial documents	Closing commercial documents		
Opening a shop			
Issuing health cards			
Converting agricultural land to residential			
Approaching the General Urban Planning Department			
Opening shops			
Issuing licenses			
Renewing licenses			
Cancelling licenses			
Transferring licenses			
Issuing building and renovation permits			
Land planning			
Issuing certificates of completion for construction			
Issuing fencing permits			
Issuing demolition permits			
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Changing the legal entity	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Increasing or decreasing capital	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Accepting the transfer and purchase of shares	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Entry and exit of partners	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Signing the partners' decision to merge	
Modifying the contract of companies in which the company is a partner	Liquidating the company	Amending the other provisions of the AOA	
Modifying the contract of companies in which the company is a partner	Converting the company into an institution		
Signing the lease agreement			
Creating a plan for the owned land			
Approaching Amana			
Converting agricultural land to residential			
Supervising construction			

Organization, issuing and renewing licenses for the Company, converting the institution into a Company, converting the Company branch into an institution, converting the Company branch into a Company, referring to telecommunications companies and establishing fixed or mobile telephone lines in the name of the Company, referring to the General Investment Authority and signing before it, referring to the Capital Market Authority, entering tenders and receiving tender documents, signing the Company's contracts with others, publishing the Articles of Association, amendment annexes, their summaries, and Articles of Association in the Official Gazette, changing the legal form of the Company, converting the Company from a limited partnership to a limited liability Company, subject to the approval of the Chairman of the Board of Directors.

5. Regarding the Ministry of Human Resources and Social Development and its affiliated departments and labor offices: Issuing visas, canceling visas, amending nationalities, amending occupations on visas, transferring sponsorships, amending occupations, updating workers' information, dismissing and canceling workers, reporting abscondment, issuing and renewing work permits, and finalizing labor procedures at General Organization for Social Insurance.
6. Regarding Directorates of Passports, Deportation and Expatriates, and Directorate of Border Affairs: Issuing residency permits, renewing residency permits, issuing a replacement for lost and damaged residency permits, issuing exit and return visas, issuing a final exit visa, amending occupations, reporting abscondment, canceling abscondment complaints, issuing workers' data sheets, deporting workers, referring to housemaids affairs to receive female workers and prison detainees, registering for e-services and obtaining the password.
7. Regarding Airports, Ports, Train Stations, and Public Transport: Receiving both male and female workers from airport and ports.
8. Regarding the Ministry of Health and its Affiliated Bodies: Referring to the Ministry of Health and Health Affairs in districts to finalize/ complete any requirements, requesting medical reports, receiving medical reports from hospitals affiliated with the Ministry of Health, and issuing licenses to doctors, nurses, and technicians from the Saudi Commission for Health Specialties.
9. Regarding Foreign Recruitment Offices: Signing contracts with recruitment offices and recruiting workers from abroad.
10. Regarding Other Government Agencies: Referring to all government departments, receiving payments and cheques, cashing cheques, depositing and withdrawing cheques, completing all procedures, receiving and depositing/ submitting, referring to all relevant government departments, completing all procedures related thereto, responding on behalf of the Company, receiving workers detained in prisons and bodies of the deceased workers from hospitals, referring to the Ministry of Industry and Mineral Resources and signing all contracts on behalf of the Company in the Ministry, referring to the Ministry of Energy and signing all contracts on behalf of the Company, referring to the Ministry of Municipal, Rural Affairs and Housing to obtain building permits and all licenses required by municipalities, referring to Traffic Police Departments, the Ministry of Foreign Affairs, the Ministry of Commerce, the Zakat, Tax and Customs Authority and the Chambers of Commerce for subscription, renewal and cancellation of subscription, referring to all embassies and consulates operating in the Kingdom and the Kingdom's embassies and consulates outside the Kingdom, referring to the Ministry of Housing and all its branches, the Ministry of Finance, the Ministry of Economy and Planning and all its branches, Port Authorities and all its branches, including the General Presidency for Girls Education and its branches, the Ministry of Transport and Logistic Services and

Signing contracts with construction institutions and contractors			
Participating in tenders and receiving forms			
Judiciary	Assigning arbitrators		
Judiciary	Assigning lawyers		
Judiciary	Representation before notaries public		
Judiciary	Hearing lawsuits and responding to them		
Judiciary	Reconciliation		
Judiciary	Rejecting and accepting arbitration		
Judiciary	Rejecting and accepting conciliation		
Judiciary	Acknowledgment and denial		
Judiciary	Waiver		
Judiciary	Pleading		
Judiciary	Defense		
Judiciary	Claiming		
Judiciary	Litigation		
Judiciary	Using and implementing all services of the Ministry of Justice		
Judiciary	Delegating others to implement the electronic services of the Ministry of Justice		
	Signing the loan agreement, its amendments, appendices, and all related documents		
	Signing the follow-up agreement		
	Signing the advisory agreement		
	Signing before a notary public regarding the industrial mortgage for pledging all company assets		
	Receiving the loan		
	Waiving the loan		
	Requesting loan exemption		
	Paying off the loan		
	Signing the documentary credit agreement		
	Signing the collateral agreement		
	Signing the agreement to transfer obligations and amend the loan contract		
	Signing the debt arrangement agreement for the company and partners		
	Issuing, amending, and canceling the waiver notice		
Sale and deed transfer to the buyer			
Purchase, accepting the deed transfer, and payment of the price			
Receiving deeds			
Leasing			
Receiving the rent			
Signing lease contracts			
Renewing lease contracts			
Cancelling and terminating lease contracts			
Pledge (mortgage)			
Releasing the pledge			
Subdivision and partition			
Modifying boundaries, lengths, areas, plot numbers, maps, deeds, dates, and neighborhood names			
Sale			
Accepting the pledge			
Updating deeds and entering them into the comprehensive system			
Selling the share of			
Purchasing			
Purchasing the share of			
Leasing			
Modifying the owner's name and national ID number in the deed			
Gift and deed transfer			
Accepting the gift and deed transfer			
Waiving the deficiency in the area			
Merging deeds			
Accepting the waiver and deed transfer			
Issuing a set of replacement deeds for lost documents, with details as follows:			
Issuing a set of replacement deeds for damaged documents, with details as follows:			
Sale and deed transfer to heirs			
Waiving the share of			

all its branches, the Ministry of Environment, Water and Agriculture and its branches, the Ministry of Education and its branches, all universities, colleges, technical and health institutes, the Ministry of Investment and all its branches, and the Capital Market Authority and all its branches, the Ministry of Communications and Information Technology and its branches, the Saudi Tourism Authority and all its branches, the Saudi Central Bank and its branches, the Ministry of Human Resources and Social Development and its branches, the General Accountability Bureau and its branches, the General Authority for Statistics and its branches, the Ministry of the National Guard and its branches, the Ministry of Sports and its branches, the Presidency of State Security and its branches, the Ministry of Interior and its branches, including the emirates, governorates and districts, the Implementation of human rights provisions Division, Directorate of Public Security, the Police Directorate, and police stations regarding the fulfillment/ responding to all inquiries or complaints related to the Company, referring to the General Directorate of Investigation, Bureau of Investigation and Prosecution, the Civil Defense and its branches, the General Directorate of Narcotics Control and its branches, the Border Guards and its branches, the General Directorate For Prisons and its branches, and all relevant security agencies, Road Security and its branches, telecommunications, Saudi Export Development Authority and its branches, the Ministry of Planning, the Ministry of Defense, including the Royal Saudi Air Defense Forces and its branches, Saudi Arabian Airlines and all its offices in the Kingdom and all other airlines inside and outside the Kingdom, Saudi Aramco and all its offices, the Saudi Standards, Metrology and Quality Organization and all its branches, the general presidency of the Committee for the Promotion of Virtue and the Prevention of Vice and all its branches, and the General Organization for Social Insurance and its branches in all matters relating to the Company, signing on behalf of the Company, as well as sign on behalf of the Company in matters requiring the Company's attendance at the above-mentioned authorities and the receipt and delivery of official transactions and documents.

11. Regarding Real Estate: Disposing of the Company's assets, property, and real estate, selling, accepting mortgage, conveyance, collecting and paying the consideration (price). The Managing Director or the CEO has the right to delegate others in all of the aforementioned.
12. Contracts and Agreements: Concluding and signing all contracts and agreements to which the Company is a party. The Managing Director and CEO have the right to delegate others in the aforementioned.
13. Collection: Collecting the Company's rights with others, reconciling and assigning such rights. The Managing Director and CEO have the right to delegate others in the aforementioned

For the aforementioned purposes, both the Managing Director and CEO may receive, deliver, refer to all relevant authorities, finalize all necessary procedures, and sign documents as required.

The Chairman of the Board of Directors, the Managing Director, or any member of the Board also has the powers to call the Board to a meeting. The Chairman of the Board of Directors or the Managing Director shall chair the meetings of the Board of Directors and the general assemblies.

The Board of Directors shall appoint a Secretary from among its members or others. The Board of Directors shall determine the Secretary's powers and remuneration. The Secretary may be reappointed. The term of the Chairman, the Managing Director, the Secretary and Board members shall not exceed the term of their membership in the Board, and they may be re-elected.

Proving the construction			
Issuing a replacement deed for damaged documents			
For properties located			
Converting agricultural land to residential or industrial			
Entering into real estate investments			
Purchasing shares in real estate investments			
Selling shares in real estate investments			
Waiving the leased land			
Updating the deed and entering it into the comprehensive system			
Issuing a replacement deed for lost documents			
Converting agricultural land to residential			
Building the land			
Lease the land			
Changing the legal entity of the company			
Converting the company from a limited partnership to a limited liability company			
Dividing shares among heirs and transferring them to their portfolios			

The Chief Executive Officer shall have the following authorities:

Commercial Registers	Basic	Issue	
Commercial Registers	Basic	Renewal	
Commercial Registers	Basic	Revocation	
Commercial Registers	Subsidiary	Issue	
Commercial Registers	Subsidiary	Renewal	
Commercial Registers	Subsidiary	Revocation	
Purchasing the establishment			
Signing all documents at the Chamber of Commerce			
Selling the establishment			
Approaching the Records Department			
Extracting records			
Transferring Commercial Registers			
Managing records			
Cancelling records			
Supervising records			
Opening a subscription at the Chamber of Commerce			
Signature authentication at the Chamber of Commerce			
Cancelling the signature at the Chamber of Commerce			
Participating in tenders and receiving forms			
Converting the branch of the establishment			
Approaching the Social Insurance			
Approaching the Zakat, Tax, and Customs Authority			
Opening branches for registries			
Managing the commercial register			
Cancelling the commercial register			
Approaching the Civil Defense			
Amending records			
Adding activities			
Reserving a trade name			
Renewing the subscription at the Chamber of Commerce			
Amending the commercial register			
Transferring the commercial register			
Issuing a replacement for lost or damaged records			
Registering a trademark			
Assigning a trademark			
Assigning a trade name			
Issuing licenses			
Purchasing boats			
Issuing a replacement for lost or damaged fishing permits			
Importing boats			
Cancelling boat licenses			
Renewing licenses			
Amending licenses			
Adding activities			

The Ordinary General Assembly shall determine the remunerations of each of them, in addition to the remuneration stipulated for the members of the Board of Directors, the Chairman of the Board, and the Managing Director.

Reserving names			
Cancelling licenses			
Renewing the subscription at the Chamber of Commerce			
Opening branches			
Approaching social insurance			
Approaching the Civil Defense			
Approaching the Zakat, Tax, and Customs Authority			
Issuing a fishing permit			
Issuing a boat license			
Renewing a boat license			
Transferring a boat license			
Selling the boat			
Renewing a fishing permit			
Cancelling a fishing permit			
Issuing a replacement for a lost or damaged boat license			
Opening a branch for licensing			
Transferring the license			
Establishing a company			
Signing the Articles of Incorporation and amendment annexes			
Cancelling the Articles of Incorporation and amendment annexes			
Signing partner resolutions			
Appointing or dismissing managers			
Amending company objectives			
Liquidating the company			
Converting the company from a joint-stock company to a limited liability company			
Converting the company from a joint liability to a limited liability company			
Increasing capital			
Decreasing capital			
Partner entry and exit			
Joining existing companies			
Transferring shares, stocks, and bonds			
Determining capital			
Receiving allocation surplus			
Selling shares, stocks, and receiving payment			
Assigning shares and stocks from capital			
Selling a branch of the company			
Amending the nationality of a partner in the contract			
Accepting the assignment of shares, stocks, and capital			
Purchasing shares, stocks, and paying the price			
Closing bank accounts in the company's name			
Opening bank accounts in the company's name			
Signing agreements			
Registering the company			
Registering agencies and trademarks			
Attending the general assemblies			
Opening branches for the company			
Opening files for the company			
Signing the Articles of Incorporation and amendments before a notary public			
Issuing and renewing commercial registers for the company			
Subscribing at the Chamber of Commerce and renewing thereof			
Approaching the General Investment Authority and signing before it			
Approaching the Saudi Standards, Metrology, and Quality Organization			
Approaching the Capital Market Authority			
Issuing and renewing licenses for the company			
Converting an establishment into a company			
Converting a company branch into an establishment			
Converting a company branch into a company			
Publishing the Articles of Incorporation, amendments annexes, summaries and regulations in the official gazette			

Approaching telecom companies and establishing fixed or mobile phones in the company's name			
Participating in tenders and receiving forms			
Signing the company's contracts with third party			
Assigning or cancelling trademarks			
Amending the company's name			
Issuing visas			
Converting the company into an establishment			
Receiving visa compensation			
Updating worker data			
Opening and renewing main and subsidiary files and cancelling thereof			
Terminating and cancelling workforce			
Reporting absconding workers			
Cancelling absconding worker reports			
Transferring sponsorships			
Amending job titles			
Transferring ownership of establishments, liquidating, and cancelling thereof			
Approaching the private recruitment office section			
Approaching the IT Department in the Ministry of Labor			
Issuing and renewing work permits			
Receiving Saudization certificates			
Issuing a data report (printout)			
Adding and removing Saudis			
Recruitment			
Recruitment			
Opening a file			
Activating the Saudi portal			
Recruiting workers from abroad			
Finalizing worker procedures with social insurance			
Cancelling visas			
Refunding visa fees			
Amending nationalities			
Issuing family visit visas			
Issuing family recruitment visas			
Approaching the embassy			
Extending exit and re-entry visas			
Extending visit visas			
Issuing a data report (printout)			
Cancelling the visa			
Refunding the visa fee			
Amending the place of arrival			
The companies in which the company enters as a partner.	Signing company contracts		
The companies in which the company enters as a partner.	Purchasing shares		
The companies in which the company enters as a partner.	Liquidating the company		
The companies in which the company enters as a partner.	Selling shares		
The companies in which the company enters as a partner.	Representing the company in the invested company		
Establishing companies in the name of the company.	Registering it with the Ministry		
Establishing companies in the name of the company.	Representing before the notary public		
Establishing companies in the name of the company.	Signing the company contract		
Establishing companies in the name of the company.	Signing partner resolutions		
Establishing companies in the name of the company.	Commercial registers	Issue	
Establishing companies in the name of the company.	Commercial registers	Renewal	
Establishing companies in the name of the company.	Commercial registers	Revocation	
Issuing residence permits			
Renewing residence permits			
Processing exit and re-entry visas			
Processing final exit visas			
Transferring sponsorships			
Issuing replacement residence permits for lost or damaged			
Finalizing procedures for deceased workers			
Reporting absconding workers			
Cancelling absconding worker reports			
Transferring information and updating data			

Settlement and assignment of workers			
Approaching the Deportation and Expatriates Department			
Issuing worker data reports (printout)			
Dropping workers from records			
Managing my business operations			
Transferring worker sponsorship to themselves			
Adding a newborn			
Finalizing procedures for a deceased worker			
Managing border affairs			
Issuing return clearance documents			
Adding dependents			
Adding children to the father’s or mother’s passport			
Separating children from the father’s or mother’s passport			
Cancelling exit and re-entry visas			
Cancelling final exit visas			
Issuing replacement travel visas for lost or damaged			
Issuing extensions for visit visas			
Amending professions			
Issuing Hajj permits			
Approaching maid affairs			
Registering for the electronic banking service	Open accounts		
Registering for the electronic banking service	Open letters of credit		
Registering for the electronic banking service	Deposit		
Registering for the electronic banking service	Withdraw		
Registering for the electronic banking service	Issuing checks		
Registering for the electronic banking service	Updating accounts		
Registering for the electronic banking service	Issuing bank statements		
Registering for the electronic banking service	Requesting facilities		
Registering for the electronic banking service	Requesting guarantees		
Registering for the electronic banking service	Signing loan agreements		
Registering for the electronic banking service	Signing commercial documents		
Registering for the electronic banking service	Signing promissory notes		
Registering for the electronic banking service	Submitting any request or service under the jurisdiction of the Communications and Information Technology Commission		
Registering for the electronic banking service	Granting authorization to any person – according to relevant laws – to submit any request or service under the jurisdiction of the Communications and Information Technology Commission		
Approaching the Ministry of Agriculture and the Directorate of Agriculture regarding			
Approaching the Notary Public or Court for acceptance of property transfer			
Assigning the agricultural decision			
Transferring the agricultural decision			
Receiving salaries			
Receiving retirement pensions			
Receiving end-of-service gratuity and vacation compensation			
Transferring the salary			
Receiving bonuses			
Issuing salary certificates			
Receiving my entitlements			
Opening accounts in compliance with Sharia regulations			
Closing and settling accounts			
Withdrawing from accounts			
Issuing ATM cards			
Issuing Sharia-compliant credit cards			
Receiving and disbursing transfers			
Cashing checks			
Issuing certified checks			
Issuing checkbooks			
Issuing bank statements			

Transferring from accounts			
Requesting Sharia-compliant bank loans			
Opening Sharia-compliant accounts			
Depositing into accounts			
Renewing subscriptions to safe deposit boxes			
Opening safe deposit boxes			
Subscribing to safe deposit boxes			
Requesting loan exemptions			
Opening Sharia-compliant investment portfolios, managing, modifying, and cancelling orders			
Subscribing to IPOs			
Buying stocks			
Selling stocks			
Redeeming investment fund units			
Transferring stocks from the portfolio			
Subscribing to Sharia-compliant investment fund units			
Managing investment portfolios			
Issuing debt certificates			
Liquidating investment portfolios			
Property management	Buying, selling, and transferring ownership of properties	Property	Purchase
Property management	Buying, selling, and transferring ownership of properties	Property	Sale
Property management	Buying, selling, and transferring ownership of properties	Property	Deed transfer
Property management	Buying, selling, and transferring ownership of properties	Lands	Purchase
Property management	Buying, selling, and transferring ownership of properties	Lands	Sale
Property management	Buying, selling, and transferring ownership of properties	Lands	Deed transfer
Property management	Buying, selling, and transferring ownership of properties	Shares	Purchase
Property management	Buying, selling, and transferring ownership of properties	Shares	Sale
Property management	Mortgaging properties	Mortgage right	
Property management	Mortgaging properties	Release of mortgage	
Property management	Mortgaging properties	Receipt	
Issuing commercial documents	Approving and signing commercial documents		
Issuing commercial documents	Creating commercial documents		
Issuing commercial documents	Cancelling commercial documents		
Issuing commercial documents	Closing commercial documents		
Opening a shop			
Issuing health cards			
Converting agricultural land to residential			
Approaching the General Urban Planning Department			
Opening shops			
Issuing licenses			
Renewing licenses			
Cancelling licenses			
Transferring licenses			
Issuing building and renovation permits			
Land planning			
Issuing certificates of completion for construction			
Issuing fencing permits			
Issuing demolition permits			
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Changing the legal entity	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Increasing or decreasing capital	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Accepting the transfer and purchase of shares	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Entry and exit of partners	
Modifying the contract of companies in which the company is a partner	Approving the decisions of the partners	Signing the partners' decision to merge	
Modifying the contract of companies in which the company is a partner	Liquidating the company	Amending the other provisions of the AOA	
Modifying the contract of companies in which the company is a partner	Converting the company into an institution		
Signing the lease agreement			

Creating a plan for the owned land			
Approaching Amana			
Converting agricultural land to residential			
Supervising construction			
Signing contracts with construction institutions and contractors			
Participating in tenders and receiving forms			
Judiciary	Assigning arbitrators		
Judiciary	Assigning lawyers		
Judiciary	Representation before notaries public		
Judiciary	Hearing lawsuits and responding to them		
Judiciary	Reconciliation		
Judiciary	Rejecting and accepting arbitration		
Judiciary	Rejecting and accepting conciliation		
Judiciary	Acknowledgment and denial		
Judiciary	Waiver		
Judiciary	Pleading		
Judiciary	Defense		
Judiciary	Claiming		
Judiciary	Litigation		
Judiciary	Using and implementing all services of the Ministry of Justice		
Judiciary	Delegating others to implement the electronic services of the Ministry of Justice		
	Signing the loan agreement, its amendments, appendices, and all related documents		
	Signing the follow-up agreement		
	Signing the advisory agreement		
	Signing before a notary public regarding the industrial mortgage for pledging all company assets		
	Receiving the loan		
	Waiving the loan		
	Requesting loan exemption		
	Paying off the loan		
	Signing the documentary credit agreement		
	Signing the collateral agreement		
	Signing the agreement to transfer obligations and amend the loan contract		
	Signing the debt arrangement agreement for the company and partners		
	Issuing, amending, and canceling the waiver notice		
Sale and deed transfer to the buyer			
Purchase, accepting the deed transfer, and payment of the price			
Receiving deeds			
Leasing			
Receiving the rent			
Signing lease contracts			
Renewing lease contracts			
Cancelling and terminating lease contracts			
Pledge (mortgage)			
Releasing the pledge			
Subdivision and partition			
Modifying boundaries, lengths, areas, plot numbers, maps, deeds, dates, and neighborhood names			
Sale			
Accepting the pledge			
Updating deeds and entering them into the comprehensive system			
Selling the share of			
Purchasing			
Purchasing the share of			
Leasing			
Modifying the owner's name and national ID number in the deed			
Gift and deed transfer			
Accepting the gift and deed transfer			
Waiving the deficiency in the area			
Merging deeds			
Accepting the waiver and deed transfer			
Issuing a set of replacement deeds for lost documents, with details as follows:			

Issuing a set of replacement deeds for damaged documents, with details as follows:			
Sale and deed transfer to heirs			
Waiving the share of			
Proving the construction			
Issuing a replacement deed for damaged documents			
For properties located			
Converting agricultural land to residential or industrial			
Entering into real estate investments			
Purchasing shares in real estate investments			
Selling shares in real estate investments			
Waiving the leased land			
Updating the deed and entering it into the comprehensive system			
Issuing a replacement deed for lost documents			
Converting agricultural land to residential			
Building the land			
Lease the land			
Changing the legal entity of the company			
Converting the company from a limited partnership to a limited liability company			
Dividing shares among heirs and transferring them to their portfolios			

The Board of Directors shall appoint a Secretary, selected from among its members or from others. The Chairman of the Board may delegate, by written resolution, some of his powers to other Board members or to others to carry out certain task(s) or act(s). In the Chairman’s absence, the Vice-Chairman shall replace him in cases where the Board has a Vice-Chairman.

Article (28): Convening General Assemblies

1. General or Special assemblies of shareholders shall be held at the invitation of the Board of Directors. Invitations shall be made at least twenty-one (21) days prior to the date of the meeting through publishing the invitation and agenda on the Saudi Stock Exchange (Tadawul) website and the Company’s website. Copy of the invitation and agenda shall be submitted to the Commercial Register and the Capital Market Authority within the period specified for publication, in accordance with the controls determined by the competent authority and the standards stipulated in the Companies Law.
2. The Board of Directors shall call the Ordinary General Assembly to convene within thirty (30) days if requested by the auditor or one or more shareholders representing at least (10%) of the Company’s shares with voting rights. The Auditor may call the Ordinary General Assembly to convene if the Board fails to call the assembly within (30) thirty days from the date of the auditor’s request.
3. General assembly meetings of shareholders may be held, and the shareholder may participate in its deliberations and vote on its resolutions by means of contemporary technology, subject to the controls set by the Capital Market Authority.

Convening General Assemblies

1 -The shareholder's Ordinary or Special Assemblies shall be convened by convocation from the Board of Directors. The Board of Directors shall convene a meeting of the General Assembly within (thirty) days from the date of a request to do so by the Auditor, the Audit Committee, or a number of Shareholders representing at least ten percent (10%) of the Company's capital voting shares. The Auditor may invite the General Assembly to convene if the Board does not invite it within thirty (30) days of the date the Auditor's request.

2 -The request referred to in paragraph (1) of this Article must specify the matters to be voted thereon by the shareholders.

3 -The invitation to convene the Assembly must be sent at least twenty-one (21) days prior to the scheduled date, in accordance with the provisions of the law, taking into account the following:

a. Notifying shareholders by registered letters sent to their addresses recorded in the shareholder register, or publishing the invitation through modern technological means.

b. Sending a copy of the invitation and the agenda to the Commercial Register, as well as to the Capital Market Authority if the company is listed on the stock market, on the same day the invitation is published.

4 -The invitation to the Assembly meeting must include at least the following:

	a. A statement of the right of the eligible shareholder to attend the meeting and their right to appoint a proxy of their choice, who is not a member of the Board of Directors. It must also specify the shareholder's right to discuss the topics listed on the agenda and to ask questions, as well as how to exercise their voting rights. b. The meeting venue, date, and time. c. The type of Assembly, whether it is Ordinary or Special. d. The meeting agenda, including the items requiring shareholder voting.
Article (32): Voting in Assemblies each shareholder has one vote per share in the general assemblies and the cumulative voting shall be used to elect the Board of Directors.	**Voting in Assemblies** The election of the Board of Directors' members shall be conducted through Cumulative Voting. Members of the Board of Directors are prohibited from participating in voting on assembly resolutions related to transactions and contracts in which they have a direct or indirect interest or that involve a conflict of interest.
Article (35): Chair of Assemblies and Preparation of Minutes The meetings of the general assemblies of shareholders shall be chaired by the Chairman of the Board of Directors or Vice Chairman in its absence. If such is not possible, the assemblies may be chaired by a chairman appointed by shareholders from among members of the Board or others by way of voting. The meeting shall be recorded in minutes, which shall include the number of shareholders attending or represented, the number of shares they hold in person or by proxy, the number of votes assigned thereto, the resolution taken, the number of votes approving or opposing them, and a comprehensive summary of the discussions that took place at the meeting. Minutes shall be recorded on a regular basis after each meeting in a special register that is signed by the Chairman, Secretary, and the vote collector.	**Preparing the Minutes of the General Assemblies** Preparing the Minutes of the General Assemblies Minutes shall be written for the meeting showing the number of the Shareholders present in person or represented by proxy, the number of the shares held by each, whether of the principal or the agent, the number of votes attached to such shares, the resolutions adopted at the meeting, the number of votes assenting or dissenting to such resolutions and a comprehensive summary of the discussions that took place at the meeting. Such minutes shall be regularly recorded after each meeting in a special register to be signed by the chairman of the Assembly, the Secretary and the canvasser. **Chairing the General Assemblies** The Shareholders' General Assembly meetings shall be presided over by the Chairman of the Board or, in his absence, by the Vice-Chairman, or by a Board member designated by the Board from among its members in the absence of both the Chairman and the Vice-Chairman. If this is not possible, the General Assembly shall be presided over by whomever the shareholders designate, whether from among the Board members or others, by way of voting.
Article (39): Committee Reports The Audit Committee shall review the Company's financial statements, reports and notes submitted by the auditor and express its views thereon, if any. The Committee shall also prepare a report on its opinion on the adequacy of the Company's internal control system and the other work carried out by the Company that falls within the scope of its jurisdiction. The Board of Directors shall deposit sufficient copies of such report at the Company's head office at least twenty-one days before the General Assembly is held to provide each of the desiring shareholders with a copy thereof. The report shall be read during the general Assembly meeting.	**Audit Committee Reports** The report of the Audit Committee must include details of its performance of the duties and responsibilities specified in the Corporate Governance Regulations issued by Capital Market Authority, including its recommendations and opinions regarding the sufficiency of the Company's internal control system, financial controls, and risk management. The Board of Directors must deposit sufficient copies of the Audit Committee's report at the company's headquarters and publish thereof on the company's website as well as the Saudi Stock Exchange (Tadawul) website, when publishing for the General Assembly, in order to enable shareholders who wish to obtain a copy of the report. A summary of the report shall be read during the General Assembly.
Article (49): Dissolution of the Company The Company shall be terminated by one of the grounds for termination stipulated in Article (two hundred and forty-three) of the Companies Law. By the expiry of the Company, the Company enters the stage of liquidation in accordance with the provisions of Chapter Twelve of the Companies Law. The Company shall retain its legal personality to the extent necessary for liquidation, and the powers of the Board of Directors shall terminate with its expiration. However, those in charge of the	**Dissolution of the Company** The Company shall be dissolved upon the occurrence of any of the grounds for dissolution set forth in Article (243) of the Companies Law. Upon its dissolution, the Company shall enter the liquidation phase in accordance with the provisions of Chapter Twelve of the Companies Law. If the Company is dissolved and its assets are insufficient to settle its debts, or if it is deemed distressed pursuant to the Bankruptcy

Company's management shall remain and shall act as liquidators until a liquidator is appointed. The Company's Assemblies shall remain during the liquidation period, and their role shall be limited to exercising their powers that do not conflict with the powers of the liquidator. If the Company expires while its assets are insufficient to settle its debts or if the Company is insolvent according to the bankruptcy law, the Company shall refer to the competent judicial authority to file for any liquidation procedures.	Law, it shall submit an application to the competent judicial authority to initiate any of the liquidation procedures under the Bankruptcy Law.
Article (50): Concluding Provisions 1.The Company is subject to the applicable laws in the Kingdom of Saudi Arabia. 2.Any text in this Bylaws that contradicts the provisions of the Companies Law shall be deemed null and void and the provisions stipulated in the Companies Law shall apply thereto. The Companies Law and the Capital Market Law and their Regulations shall apply where no provisions were provided for in this Bylaws.	**Concluding Provisions** 1. The Company shall be subject to the applicable laws and regulations in the Kingdom of Saudi Arabia. 2. Any provision in these Bylaws that contradicts the provisions of the Companies Law shall be disregarded, and the relevant provisions of the Companies Law shall apply. Any matter not provided for in these Bylaws shall be governed by the Companies Law and its Implementing Regulations. The founders acknowledge the accuracy of the information and provisions set forth in these Bylaws and confirm their compliance with the Companies Law issued by Royal Decree No. (M/132) dated 01/12/1443H and its Implementing Regulations, as well as their fulfillment of all requirements and instructions issued by the Ministry of Commerce pursuant to the provisions of the Law. The founders shall bear all legal and financial responsibilities and consequences that may arise therefrom. The founders are also aware of the Ministry's right to take the necessary legal measures in the event of any violation or inconsistency in the provisions contained in these Bylaws.