

**Result of the first Ordinary General Assembly's meeting of Saudi Manpower Solutions Company (SMASCO),
which was held on 12/05/2025**

- 1) The Board of Directors' report for the fiscal year ended on 31/12/2024 was Reviewed and discussed.
- 2) Approval was granted to the external auditor's report for the fiscal year ended on 31/12/2024 after discussions.
- 3) The Company's financial statements for the fiscal year ended on 31/12/2024 was Reviewed and discussed.
- 4) Approval was granted for the appointment of the company's external auditor "Al Bassam & Co. – PKF" from the nominated candidates based on the Audit Committee's recommendation, to review the financial statements for the first, second, third quarters, and annual report of the 2025 fiscal year, as well as for the first, second, third quarters, and annual report of the 2026 fiscal year, and the first quarter of the 2027 fiscal year, and their fees was determined.
- 5) Approval was granted to absolving the Board of Directors from their liabilities pertaining to the management of the Company for the fiscal year ending on 31-12-2024.
- 6) Approval was granted for the payment of SAR 3,161,000 as remuneration to the Board of Directors for the fiscal year ended 31/12/2024.
- 7) Approval was granted for the authorization of the Board of Directors to act on behalf of the General Assembly, as per paragraph (1) of Article 27 of the Companies Law, for a period of one year from the date of the General Assembly's approval or until the end of the current Board's term, whichever comes first, in accordance with the provisions of the executive regulations of the Companies Law related to listed joint-stock companies.
- 8) Approval was granted for authorizing the Board of Directors to distribute interim dividends on a semi-annual/quarterly basis for the fiscal year 2025.
- 9) Approval was granted for the transactions and contracts conducted during the fiscal year ended on 31/12/2024, between the company and Saudi Facility Management company, in which Board members (Fahad bin Ali Al Muhaidb – non-executive), (Saad bin Nahar Al-Badah – non-executive), (Hesham Hasan Atieh – non-executive), and (Fahad bin Zwaib Al-Meshrafi – non-executive) have an indirect interest. An automatically renewable contracts to provide manpower services and other services within the Company's normal business activities as a service provider, with a variable value reaching to SAR 49 million in 2024, without preferential terms. (Attached)
- 10) Approval was granted for the transactions and contracts conducted during the fiscal year ended on 31/12/2024, between the Company and Saudi Facility Management Company , in which Board members (Fahad bin Ali Al Muhaidb – non-executive), (Saad bin Nahar Al-Badah – non-executive), (Hesham Hasan Atieh – non-executive), and (Fahad bin Zwaib Al-Meshrafi – non-executive) have an indirect interest. An automatically renewable contracts to provide contract execution services via the Unified Government Purchasing Platform on behalf of the Company to external entities and various contracts, with a variable value reaching to SAR 18.5 million in 2024, without preferential terms. (Attached)
- 11) Approval was granted for the transactions and contracts conducted during the fiscal year ended on 31/12/2024, between the company and Saudi Medical Services Company , in which Board members (Fahad bin Ali Al Muhaidb – non-executive), (Saad bin Nahar Al-Badah – non-executive), (Hesham Hasan Atieh – non-executive), and (Fahad bin Zwaib Al-Meshrafi – non-

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executive) have an indirect interest. An automatically renewable contracts to provide manpower services and other services within the company's normal business activities as a service provider, with a variable value reaching to SAR 10.4 million in 2024, without preferential terms. (Attached)

- 12) Approval was granted for the transactions and contracts conducted during the fiscal year ended on 31/12/2024, between the company and Al-Safi Danone Ltd, in which Board member (Majed bin Abdullah AlKurraydis— non-executive) had an indirect interest until 30th September 2024. An automatically renewable contracts to provide manpower services and other services within the company's normal business activities as a service provider, with a variable value reaching to SAR 10.8 million in 2024, without preferential terms. (Attached)
- 13) Approval was granted for the agreement to be executed in 2025 between the Company and WAAD Home Services Marketing Company, in which Board member (Majed bin Abdullah AlKurraydis — non-executive) and the CEO (Abdullah bin Rakan Al Timyat) have an indirect interest (since they are Board members in WAAD Home Services Marketing Company). A two year automatically renewable agreement to provide manpower services in the Company's normal business activities as a service provider, with a variable value estimated at SAR 50 million annually, without preferential terms. (Attached)