

Result of the first Extraordinary General Assembly's meeting of Saudi Manpower Solutions Company (SMASCO), which was held on 10/06/2026

- 1) The Board of Directors' report for the fiscal year ended on 31/12/2025 was reviewed and discussed.
- 2) The Company's financial statements for the fiscal year ended on 31/12/2025 was reviewed and discussed.
- 3) The external auditor's report for the fiscal year ended on 31/12/2025 was approved after discussions.
- 4) The payment of SAR 2,993,000 as remuneration to the Board of Directors for the fiscal year ended 31/12/2025 was approved.
- 5) The Board of Directors was authorized to distribute interim dividends on a semi-annual/quarterly basis for the fiscal year 2026.
- 6) The Board of Directors was absolved from their liabilities pertaining to the management of the Company for the fiscal year ended on 31/12/2025
- 7) The amendment of Article (Four) of the Company's Articles of Association related to the company's objectives was approved.
- 8) The amendment of Article (Sixteen) of the Company's Articles of Association related to the management of the company was approved.
- 9) The amendment of the Audit Committee Charter was approved.
- 10) The amendment of the Remuneration Policy was approved.
- 11) The amendment of the Company's Standards for competing businesses was approved.
- 12) The Board of Directors' resolution to appoint Mr. Ali bin Abdulrahman Othman Al-Ghamdi as an (Independent Member) of the Board of Directors, effective from 29/05/2025, to complete the current Board term ending on 27/05/2027, replacing the former member Mr. Saleh bin Mohammed Abdulaziz Al-Habeeb (Non-Executive Member) was approved.
- 13) The Board of Directors was authorized 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.
- 14) The Board of Directors was authorized to act on behalf of the General Assembly, as per paragraph (2) of Article 27 of the Companies Law, for a period of one year from the date of the last General Assembly's 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. For the activity of Saudi workforce outsourcing (employment intermediation for Saudis – temporary employment agency activities for Saudis).
- 15) The transactions and contracts conducted during the fiscal year ended on 31/12/2025, 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-Mutairi – 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 54,5 million in 2025, without preferential terms and authorizing the same for the next year was approved.
- 16) The transactions and contracts conducted during the fiscal year ended on 31/12/2025, 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 Zwaïd Al- Mutairi– non-executive) have an indirect interest. An automatically renewable contracts to receive Facilities services (operation and maintenance assignment) within the Company’s normal business activities as the service recipient, with a variable value reaching to SAR 15,6 million in 2025, without preferential terms and authorizing the same for the next year was approved.

- 17) The agreement to be executed in 2026 between the Company and WAAD Home Services Marketing Company, in which Board member (Majed bin Abdullah AlKurydis – 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 reaching to SAR 53,6 million in 2025, without preferential terms was approved.