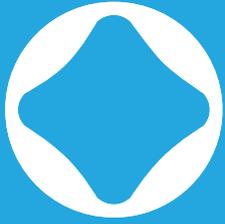


Ordinary General
Assembly of
the Middle East
Pharmaceutical
Industries Company

09 April 2026 at 06:30 P.M.



Meeting Agenda for Ordinary General Assembly of the Middle East Pharmaceutical Industries Company

Agenda of the Ordinary General Assembly Meeting

1. Review and discuss the Board of Directors' report for the fiscal year ending December 31, 2025
2. Review and discuss the company's financial statements for the fiscal year ending December 31, 2025
3. Vote on the company's auditor's report for the fiscal year ending December 31, 2025, after discussing it.
4. Vote on discharging the members of the Board of Directors from liability for the fiscal year ending December 31, 2025.
5. Vote on the payment of (1,350,000)SAR as remuneration to the Board of Directors members for the fiscal year ending December 31, 2025.
6. Vote on the election of Board of Directors members from among the candidates for the next term, which begins on April 16, 2026, for a duration of (4) years, ending on April 15, 2030. (CVs of candidates are attached).
7. Vote on delegating the elected Board of Directors with the authority of the Ordinary General Assembly for the licensing mentioned in 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 delegated Board's term, whichever is earlier, according to the conditions stated in the Executive Regulations of the Companies Law for Listed Joint Stock Companies.
8. Vote on delegating the Board of Directors to distribute interim dividends on a semi-annual basis for the fiscal year ending December 31, 2026.
9. Vote on amending the Membership Policy, Standards, and Procedures (Attached).



Section 1

Review and discuss the Board of Directors' report for the fiscal year ending December 2025 ,31

The Company's Board of Directors report for the fiscal year ending December 2025 ,31

Review and discuss the company's Board of Directors report for the fiscal year ending December 2025 ,31

The company's Board of Directors report for fiscal year ending December ,31
2025





Section 2

Review and discuss the company's financial statements for the fiscal year ending December 2025 ,31

The Company's financial statements of for the fiscal year ending 31 December, 2025

Review and discuss the company's financial statements for the fiscal year ending 31 December 2025.

The Company's financial statements of for the fiscal year ending
December 31, 2025





Section 3

Vote on the company's auditor's report for The fiscal year ending 31 December 2025, after discussing it



ERNST & YOUNG PROFESSIONAL SERVICES (PROFESSIONAL LLC)
PAID-UP CAPITAL (٥,500,000 - FIVE MILLION FIVE HUNDRED THOUSAND SAUDI RIYAL)

Head Office
Financial Boulevard 3126, Al Aqeeq Dist. 6717, Riyadh 13519
KAFD 1.11 B, South Tower, 8th Floor
P.O. Box 2732, Riyadh 11461
Kingdom of Saudi Arabia

C.R. No.: 1010383821
Unified No.: 7000117205

Tel: +966 11 215 9898
+966 11 273 4740
Fax: +966 11 273 4730

ey.ksa@sa.ey.com
ey.com

INDEPENDENT AUDITOR'S REPORT

To the Shareholders of Middle East Pharmaceutical Industries Company
(A Saudi Joint Stock Company)

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of Middle East Pharmaceutical Industries Company (A Saudi Joint Stock Company) and its subsidiaries (the "Group"), which comprise the consolidated statement of financial position as at 31 December 2025, and the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at 31 December 2025, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with IFRS Accounting Standards that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements that are endorsed by the Saudi Organization for Chartered and Professional Accountants.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards) that is endorsed in the Kingdom of Saudi Arabia, as applicable to audit of consolidated financial statement of public interest entities. We have fulfilled our other ethical responsibilities in accordance with that Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming auditor's opinion thereon, and we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the Auditor's responsibilities for the audit of the consolidated financial statements section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the consolidated financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying consolidated financial statements.



INDEPENDENT AUDITOR'S REPORT

To the Shareholders of Middle East Pharmaceutical Industries Company
(A Saudi Joint Stock Company) (Continued)

Key Audit Matters

Key audit matter	How our audit addressed the key audit matter
<p>Provisions for deductions from revenue related to returns and rebates</p> <p>The Group recognized revenue of SR 460 million for the year ended 31 December 2025 net of provisions for rebates and returns. As discussed in note 3, Revenue is subject to rebates, discounts and allowance for future returns. Rebates and returns involve the use of assumptions and judgments in the determination of the provision rates at the time revenues are recorded. Provision rates are influenced, amongst others, by the terms and conditions in the individual agreements, historical experience and estimating the portion of Revenue that will ultimately be subject to a related rebate.</p> <p>Revenue is considered a Key Audit Matter due to significant estimate and judgement involved in recognition of variable consideration related to rebates, discounts and sales returns. Furthermore, Revenue is a key measure of the Group's performance which creates a risk of management override of controls related to Revenue recognition.</p> <p><i>Refer to note 4 for the material accounting policy information relating to revenue recognition, note 3 for use of judgements and estimates and note 24 for the revenue disclosure note.</i></p>	<p>Our audit procedures included, among others, the following:</p> <ul style="list-style-type: none"> • Evaluated the design and implementation of Group's controls over revenue recognition including controls responsive to fraud. • Evaluated the Group's accounting policy, considering the requirements of IFRS 15 "Revenue from contracts with customers". • Obtained and evaluated management's computations for provisions under respective contractual arrangements. • Evaluated the key assumptions used by the management by comparing it with actual rebates and returns made in prior years. • Tested underlying data used by management in calculating the provision for returns and rebates including the review of sample underlying customer agreements to verify terms and conditions of returns and rebates. • Performed cut-off procedures, to assess whether revenue is recognized in proper accounting period. • Assessed the adequacy of relevant disclosures in the consolidated financial statements as required by IFRS 15.



INDEPENDENT AUDITOR'S REPORT

To the Shareholders of Middle East Pharmaceutical Industries Company
(A Saudi Joint Stock Company) (Continued)

Key Audit Matters (Continued)

Key audit matter	How our audit addressed the key audit matter
<p>Allowance for expected credit losses ("ECL") on trade receivables</p> <p>As of 31 December 2025, the gross carrying amount of trade receivables was SR 268.2 million, against which the Group recognized an allowance for expected credit losses of SR 11.4 million in accordance with IFRS 9. As disclosed in note 3, management applied a simplified expected credit loss ("ECL") model to determine the appropriate allowance for ECL. The determination of allowance for expected credit losses for trade receivables is based on assumptions that relate mainly to probability of default and loss given default. The Group applies judgement in making these assumptions that are based on the Group's past history, market conditions, as well as macroeconomic variables.</p> <p>We considered this as a key audit matter due to the level of judgment and uncertainty around assumptions used by management in determination of the allowance for expected credit losses.</p> <p><i>Refer to note 3 and 4 for the used of judgements and estimates and material accounting policy information relating to allowance for ECL respectively.</i></p>	<p>Our audit procedures performed included, among others, the following:</p> <ul style="list-style-type: none"> • Obtained an understanding of the process used by management and evaluated design and implementation of controls used by management in determining the allowance for expected credit losses on trade receivable. • Evaluated appropriateness of accounting policies used by management in determining the ECL in accordance with IFRS 9 "Financial Instruments". • Obtained management's calculation of ECL and understanding of calculation method and assumptions used by management. • Assessed appropriateness of assumptions used by management in conjunction with our specialist by developing an independent expectation based on the historical data, industry experience and market observable data sources. • Tested completeness and mathematical accuracy of data used by management in the ECL model including the ageing of receivables. • Assessed the adequacy of relevant disclosures included in the consolidated financial statements as required by IFRS 9.



INDEPENDENT AUDITOR'S REPORT

To the Shareholders of Middle East Pharmaceutical Industries Company
(A Saudi Joint Stock Company) (Continued)

Key Audit Matters (Continued)

Key audit matter	How our audit addressed the key audit matter
<p>Capitalization of development costs (Formulations in progress) As of 31 December 2025, the carrying amount of formulation in progress of SR 38.2 million is included in the Intangible assets.</p> <p>The Group incurs significant costs related to product development and its licensing arrangements. Determining whether product development costs qualify for capitalization under IAS 38 "Intangible Assets" involves considerable management judgment, particularly in assessing technical feasibility, likelihood of generating future economic benefits and the reliability of cost measurement.</p> <p>We considered this a key audit matter due to the significant judgment involved in evaluating whether capitalization criteria are met and further evaluating whether these criteria continuous to be met as of the reporting date which might lead to an impairment of capitalised development costs.</p> <p><i>Refer to note 4 for material accounting policy information related to intangible assets and note 3 for the used of judgements and estimates.</i></p>	<p>Our audit procedures performed included, among others, the following:</p> <ul style="list-style-type: none"> • Obtained understanding of management's process and evaluated design and implementation of controls used by management for evaluating whether particular costs are allowed for capitalisation and whether IAS38 criteria for capitalising such costs are met with respect to a particular product under development. • Evaluated appropriateness of Group's accounting policies for internally generated intangible assets to assess compliance with IAS 38 requirements. • Obtained management`s schedule of costs capitalised under formulations in progress during the year. For a selected cost samples we verified that internal costs capitalized were supported by appropriate evidence and accurately allocated to a specific product only when such costs are allowed for capitalisation under IAS38. • For a sample of formulations in progress we obtained and reviewed management`s assessment of whether IAS 38 criteria for capitalisation were met including the technical feasibility study, historical rejection rates by regulatory authorities, commercial feasibility. We also considered the nature of the product being developed and whether regulatory approvals for such product were received in other countries or whether equivalent product is sold in the market by another company. • For a sample of formulations in progress that have remained unregistered with the regulatory authority for an extended period of time, we obtained management`s rationale for continued capitalization as well as timelines for projected submission and expected approval by the regulator. We considered historical data related to product feasibility, development timelines as well as products rejection rates in our analysis of whether the IAS 38 criteria continue to be met. • Assessed the adequacy of relevant disclosures in the consolidated financial statements.



INDEPENDENT AUDITOR'S REPORT

To the Shareholders of Middle East Pharmaceutical Industries Company
(A Saudi Joint Stock Company) (Continued)

Other matter

The consolidated financial statements of the Group for the year ended 31 December 2024 were audited by another auditor who expressed unmodified opinion on those consolidated financial statements on 25 Ramadhan 1446H (corresponding to 25 March 2025).

Other information included in The Group's 2025 Annual Report

Other information consists of the information included in the Group's 2025 annual report, other than the consolidated financial statements and our auditor's report thereon. Management is responsible for the other information in its annual report. The Group's 2025 annual report is expected to be made available to us after the date of this auditor's report.

Our opinion on the consolidated financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRS Accounting Standards that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements that are endorsed by the Saudi Organization for Chartered and Professional Accountants and the applicable provisions of the Regulations for Companies and Company's By-laws, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance, i.e., the Audit Committee, is responsible for overseeing the Group's financial reporting process.



INDEPENDENT AUDITOR'S REPORT

To the Shareholders of Middle East Pharmaceutical Industries Company
(A Saudi Joint Stock Company) (Continued)

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the Group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the Group audit. We remain solely responsible for our audit opinion.



INDEPENDENT AUDITOR'S REPORT

To the Shareholders of Middle East Pharmaceutical Industries Company
(A Saudi Joint Stock Company) (continued)

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements (continued)

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

for Ernst & Young Professional Services

Waleed G. Tawfiq
Certified Public Accountant
License No. (437)



Riyadh: 16 Ramadan 1447H
(5 March 2026)

Audit and Compliance Committee Annual Report 2025

Audit and Compliance Committee Annual Report 2025

Dear Shareholders of Middle East Pharmaceutical Industries Company (Avalon),

Peace, mercy and blessings of God be upon you,

Introduction

The Audit and Compliance Committee (the Committee) of Middle East Pharmaceutical Industries Company (Avalon) is pleased to present to the company's esteemed shareholders its annual report for the fiscal year ending December 31, 2025, which includes its opinion on the adequacy of the company's internal control system, and the work carried out by the Committee within the scope of its duties based on the relevant regulatory requirements and according to Article (88) of the Corporate Governance Regulations issued by the Capital Market Authority on January 18, 2023.

During 2025, the committee held seven meetings, both in person and via videoconference, with a 100% member attendance rate.

The committee completed its tasks and activities according to the relevant regulations, as outlined in its bylaws, which included the following:

Financial Reports

The committee reviewed and discussed the preliminary annual and quarterly financial statements with the external auditors and the company's finance department, and made recommendations to the board of directors. The committee also reviewed the external auditors' reports, including management reports, and submitted recommendations to the board. Furthermore, the committee discussed with the executive management and external auditors the management's plans to address any deficiencies in oversight, if identified.

The committee reviewed the proposals submitted by auditors to audit the company's annual financial statements for 2025 and recommended contracting with EY to audit the company's annual financial statements for 2025, as well as for the second and third quarters of 2025 and the first quarter of 2026. The committee also assessed the experience, performance, and integrity of the external auditors.

Internal Audit

The committee monitored the performance of the Internal Audit Department throughout the year to ensure the efficiency and objectivity of its work. It also reviewed and approved the management's work plan and budget for the fiscal year 2025 and monitored its implementation. The committee reviewed the reports issued by the Internal Audit Department, analyzed key observations, briefed the Board of Directors, and followed up on their implementation by the executive management. The committee also ensured the integrity of the Internal Audit Department and verified that there are no restrictions on its work or anything that could negatively affect its operations.

Compliance Management

During the fiscal year, the committee undertook the following tasks related to compliance works:

1. Reviewing and approving the Compliance Department's action plan and budget for the fiscal year 2025, monitoring its implementation, reviewing the Compliance Department's observations and informing the Board of Directors, and following up on the executive management's implementation of these observations.
2. Reviewing the awareness program on compliance with regulatory and legal requirements and ensuring its implementation.
3. Communicating with the executive management regarding compliance requirements and disclosures that must be submitted according to regulatory requirements.

The Audit Committee's Opinion

During its meetings, the Committee reviewed the periodic internal audit reports and met with the external auditor, reviewed the reports issued by the external auditor. The Committee also regularly monitored the executive management's efforts to ensure that the identified observations were addressed and that appropriate controls were put in place to mitigate their impact on the internal control system. Based on this, no material concerns were found regarding the internal control system or the fairness and accuracy of the financial statements. Noting that, no internal control system can provide absolute

assurance, but rather reasonable assurance about the soundness and effectiveness of the internal control system. Furthermore, there is no conflict between the Audit Committee's recommendations and decisions and those of the Board of Directors.

With Best Regards,

Chairman of the Audit and Compliance Committee



Mr. Faisal Sulaiman Al-Jama'an



Section 4

Vote on discharging the members of the Board of Directors from liability for the fiscal year ending 31 December 2025.



Section 5

Vote on the payment of
(1,350,000)SAR as remuneration
to the Board of Directors
members for the fiscal year
ending December 31, 2025



Section 6

Vote on the election of Board of Directors members from among the candidates for the next term, which begins on April 16, 2026, for a duration of (4) years, ending on April 15, 2030.

(CVs of candidates are attached)

	Candidate Name
1	Mr. Ahmad Shaher Ahmad Altabbaa
2	Mr. Hisham Mohammed Mahmoud Attar
3	Mr. Mohamed Maher AlGhannam
4	Mr. Omar Mohammed–Saeb AlJaroudi
5	Dr. Ahmad Sirag Khogeer
6	Dr. Alexander Triebnigg
7	Mr. Salman Shaker Dhakel Alhomaidi
8	Mr. Suliman Abdullah Suliman Alomairy
9	Mr. Abdulelah Mohammed Faraj Altunisi
10	Mr. Abdulmajeed bin Abdulmohsen bin Ibrahim Al-Sheikh
11	Mr. Fahad Mohammed Fahad ALajmi
12	Mr. Fawaz Mufarrih bin Thaqi Al–Otaibi
13	Dr. Majed Hamad Mansour Albidah
14	Mr, Mohannad Sameer Mahmoud AbuAlmajd
15	Mr. Wael Abdulrahman AlBassam



A. Personal Information of the Nominated Member

Full Name Ahmad Shafer Ahmad Altabbaa

Nationality Saudi

Date of Birth 1971/12/12

B. Academic Qualifications of the Nominated Member

	Qualification	Specialization	Date of Obtaining the Qualifications	The Issuer of the Qualification
1	Bachelor's	Economy	12/1/94	American University, Wash
2				
3				
4				
5				
6				
7				
8				

C. Experiences of the Nominated Member

Period	Experience
2022- Recently	Chairman of The Middle East Pharmaceutical Industries- Avalon Ph
2022- Recently	Tabbaa National Holding Company
2017-2021	Chairman of the Board of Directors at Riyadh Renewable Energy C
2000-2018	Founder and Chairman of the Board of Directors at Middle East Dis
2003-2005	Founder and Chairman of the Board of Directors of the First Pharm
1998-2000	Founder and Chairman of the Board of Directors at Middle East Ma



D. Current Membership in the Board of Directors of Other Joint Stock Companies (Listed or Non-Listed) or Any Other Company, Regardless of its Legal Form or the Committees Deriving From it:

	Company's Name	Main Activity	Membership Type (Executive, Non-Executive, Independent)	Membership Nature (Shareholder, Appointed by a shareholder who has the right of appointment under the Company's law, Nominated by shareholder)	Committee Membership	Company's Legal Form
1	Tabbaa National Holding Company	Holding	Executive	Appointed by a shareholder	NA	Limited Liability Company
2	Middle East Pharmaceutical Industries Company	Pharmaceutical industries	Non-Executive	Nominated by a shareholder	Nominations and Compensation	Listed joint stock
3						
4						
5						
6						
7						
8						

Nominee's Full Name:	Ahmad Shafer Altabbaa
Application Date:	1/20/26
Signature:	



A. Personal Information of the Nominated Member

Full Name	Hisham Mohammed Mahmoud Attar		
Nationality	Saudi	Date of Birth	29/06/1981

B. Academic Qualifications of the Nominated Member

	Qualification	Specialization	Date of Obtaining the Qualifications	The Issuer of the Qualification
1	Bachelor's	Business Economics and Public Private Sector Organizations	2004	Brown University
2				
3				
4				
5				
6				
7				
8				

C. Experiences of the Nominated Member

Period	Experience
2022 - present	Vice Chairman of the Board and Chairman of the Executive Committee of Middle East Pharmaceutical Industries (Avalon)
2022 - present	Founding partner and managing partner of Thara Investment Company
2021 - 2022	Senior Advisor to the Deputy Governor and Head of Investment in the Middle East and North Africa Region - Public Investment Fund
2019 - 2021	Head of Local Partnerships Department – Public Investment Fund
2016 - 2019	Senior Vice President - Saudi Equities Division at the Public Investment Fund
2008 - 2016	Vice President of Amwal AlKhaleej investment



D. Current Membership in the Board of Directors of Other Joint Stock Companies (Listed or Non-Listed) or Any Other Company, Regardless of its Legal Form or the Committees Deriving From it:

	Company's Name	Main Activity	Membership Type (Executive, Non-Executive, Independent)	Membership Nature (Shareholder, Appointed by a shareholder who has the right of appointment under the Company's law, Nominated by shareholder)	Committee Membership	Company's Legal Form
1	Avalon Pharma, Middle East Pharmaceutical Industries	Pharmaceutical industries	Non-Executive	Nominated by a shareholder	Executive Committee	Listed joint-stock company
2	Saudi Technology Development and Investment Company (TAQNIA)	Investment and development in advanced technology fields	Non-Executive		Investment Committee	Closed Joint Stock Company
3	Jeddah Transport Company	Operation and development of public transportation within Jeddah city	Non-Executive		Audit Committee	Closed Joint Stock Company
4	Thara Investment Company	Investment	Non-Executive		Investment Committee	Closed Joint Stock Company
5	Arab Bank - Jordan	Banking services	Non-Executive		Compliance Committee and Strategic Committee	Jordanian public shareholding company
6	Solutions by STC	Internet and communications services	Independent	Appointed by the Board of Directors	Investment Committee	Listed joint-stock company
7						
8						

Nominee's Full Name:	Hisham Mohammed Mahmoud Attar
Application Date:	1/6/26
Signature:	



A. Personal Information of the Nominated Member				
Full Name	Mohamed Maher AlGhannam			
Nationality	Saint Kitts & Nevis	Date of Birth	1979/08/29	
B. Academic Qualifications of the Nominated Member				
	Qualification	Specialization	Date of Obtaining the Qualifications	The Issuer of the Qualification
1	Master's degree	Business administrat	1/1/18	Central California Universi
2	Bachelor's degree	Business administrat	1/1/09	Damascus University in Sy
3				
4				
5				
6				
7				
8				
C. Experiences of the Nominated Member				
Period	Experience			
2022 - Present	Member of the Board of Directors and Executive Management at M			
2022-2018	Chief Executive Officer, Middle East Pharmaceutical Industries, Riv			
2018-2016	Operations Manager at Middle East Pharmaceutical Industries Corp			
2015-2006	Director of Human Resources and Logistics at Middle East Pharma			
2006-2000	Procurement and Logistics Department at Middle East Pharmaceuti			



D. Current Membership in the Board of Directors of Other Joint Stock Companies (Listed or Non-Listed) or Any Other Company, Regardless of its Legal Form or the Committees Deriving From it:

	Company's Name	Main Activity	Membership Type (Executive, Non-Executive, Independent)	Membership Nature (Shareholder, Appointed by a shareholder who has the right of appointment under the Company's law, Nominated by shareholder)	Committee Membership	Company's Legal Form
1	Power Busbar	Manufacturing Industries +	Non-Executive	Shareholder	Chairman of the Board +	Limited Liability Company+
2	anb Capital – Alfayhaa fund	Investment Management - Fund +	Non-Executive	Nominated by a shareholder	BoD Member	Listed Joint Stock
3	Middle East Pharmaceutical Industries Company+	Pharmaceutical industries +	Executive	Nominated by a shareholder	BoD & Executive Committee+	Listed Joint Stock
4						
5						
6						
7						
8						

Nominee's Full Name:	Mohamed Maher AlGhannam
Application Date:	1/25/26
Signature:	



1. البيانات الشخصية للعضو Personal Information of the Member				
عمر بن محمد صائب بن عبدالقادر الجارودي				الاسم الرباعي
Omar Mohammed-Saeb AlJaroudi				Full Name
8/12/1961	تاريخ الميلاد	سعودي	الجنسية	
8/12/1961	Date of Birth	Saudi	Nationality	
2. المؤهلات العلمية للعضو Academic Qualifications of the Member				
اسم الجهة المانحة	تاريخ الحصول على المؤهل	التخصص	المؤهل	م
The issuer of the qualification	Date of obtaining the qualifications	Specialization	Qualifications	
الجامعة الأمريكية - بيروت - لبنان	1983	إدارة الأعمال	البكالوريوس	1
American University of Beirut	1983	Business Administration	Bachelor's degree	
جامعة سيراكيوز في ولاية نيويورك	1984	الاقتصاد	الماجستير	2
Syracuse University in New York State	1984	Economics	Master's degree	
الأكاديمية المالية في مدينة الرياض	2013	التعامل في الأوراق المالية	دبلوم	3
The Financial Academy in Riyadh	2013	Certificate in Securities Trading (CME1)		
3. الخبرات العملية للعضو Experiences of the Member				
مجالات الخبرة			الفترة	
Experience			Period	



عضو مجلس إدارة مستقل ورئيس لجنة الترشيحات والمكافآت وعضو لجنة التدقيق في شركة الشرق الأوسط للصناعات الدوائية	من 2022 الى الان
Independent Board Member, Chairman of the Nomination and Remuneration Committee, and Member of the Audit Committee at Middle East Pharmaceutical Industries Company	From 2022 to present
(عضو مجلس إدارة مستقل في شركة وادي حنيفة للتطوير العقاري (واحة)	
Independent Board Member at Wadi Hanifa Real Estate Development Company (Waha).	
عضو مجلس إدارة مستقل رئيس لجنة التدقيق في شركة بليتك إكسبيرينس المملكة العربية السعودية	Until 2025
Independent Board Member Chairman of the Audit Committee at Blink Experience (Saudi Arabia)	
مالك شركة جرين هاوس لتجارة المواد الغذائية ذ.م.م.	
Owner of Green House Food Trading LLC.	
(مالك شركة لي شوكولا ذ.م.م. (الإمارات العربية المتحدة	
Owner of Le Chocolat LLC (United Arab Emirates).	
مالك شركة بروكوريو للتجارة العامة	
Owner of Procurio General Trading	
عضو مجلس إدارة في هوم هاوس (لندن)	
Board member at Home House (London).	
(عضو مجلس إدارة في هوم غرون كلوب (لندن)	
Member of the Board of Directors at Home Grow Club (London).	
عضو مجلس إدارة في أكشنير يوني (بنك لبنان والمهجر	Until 2026
Member of the Board of Directors at Actioner Uni (Bank of Lebanon and the Gulf).	
عضو مجلس إدارة شركة الباني للتطوير العقاري	من 2013 الى الان
Member of the Board of Directors at Al-Bani Real Estate Development Company	From 2013 to present
عضو مجلس إدارة شركة شعاع كابيتال العربية السعودية	من 2007م إلى 2023م
Member of the Board of Directors of Shuaa Capital Saudi Arabia	From 2007 to 2023

٤. العضوية الحالية في مجالس إدارات شركات مساهمة أخرى (مدرجة أو غير مدرجة) أو أي شركة أخرى أيا كان شكلها القانوني أو اللجان المنبثقة منها

Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it

الشكل القانوني للشركة	عضوية اللجان	طريقة التعيين (مرشح بصفته مساهمًا، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركات الأساس، مرشح من مساهم)	صفة العضوية (تنفيذي، غير تنفيذي، مستقل)	النشاط الرئيسي	اسم الشركة	م
Legal form of the company	The name of the Committee in which it is a Member	Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	Membership type in board of directors (executive, nonexecutive, independent)	Main activity	Company name	
مساهمة مدرجة	ورئيس لجنة الترشيحات والمكافآت والمكافآت	مرشح من قبل مساهم : طباع الوطنية القابضة	مستقل	عضو مجلس إدارة	شركة الشرق الأوسط للصناعات الدوائية	1
Listed contribution	Chairman of the Nomination and Remuneration Committee,	Nominated by a shareholder : Tabbaa National Holding company	Independent Member	Member of the Board of Directors	Middle East Pharmaceutical Industries Company	
	عضو مجلس الإدارة	لا يوجد	مستقل	عضو مجلس إدارة	شركة وادي حنيفة للتطوير العقاري -واحة	2
	Board Member	N/A	Independent Member	Member of the Board of Directors	Wadi Hanifa Real Estate Development Company "WaHa"	
	رئيس لجنة التدقيق		مستقل	عضو مجلس إدارة	شركة بلينك إكسبيرينس (المملكة العربية السعودية).	3
	Chairman of the Audit Committee		Independent Member	Member of the Board of Directors		
				مالك	شركة جرين هاوس لتجارة المواد الغذائية م.م.س.	٤
				Owner	Green House Food Trading Company LLC	
				مالك	شركة لي شوكولا ذ.م.م.	5
				Owner	Lee Chocolat LLC	

Omar Mohammed -Saeb AlJaroudi



١. البيانات الشخصية للعضو 1. Personal Information of the Member			
د. أحمد سراج عبد الرحمن خوقير Dr. Ahmed Sirag Khogeer, PhD, MBA, PE, PMP, CE			الاسم الرباعي Full Name
١٣٨٨/٨/٢٢ November 14, 1968	تاريخ الميلاد Date of Birth	سعودي Saudi Arab	الجنسية Nationality
٢. المؤهلات العلمية للعضو 2. Academic Qualifications of the Member			
اسم الجهة المانحة The issuer of the qualification	تاريخ الحصول على المؤهل Date of obtaining the qualifications	التخصص Specialization	المؤهل Qualifications
جامعة ولاية كولورادو الحكومية، امريكا Colorado State University, USA	٢٠٠٥ 2004	هندسة كيميائية Chemical Engineering	دكتوراه مع مرتبة الشرف الأولى ومعدل (٤,٠/٤,٠) PhD with First Honor (GPA 4.0/4.0)
جامعة ولاية كولورادو الحكومية، امريكا Colorado State University, USA	٢٠٠٤ 2004	إدارة اعمال Business Administration	ماجستير إدارة مع مرتبة الشرف ومعدل (٤,٠/٣,٧) Master of business Administration MBA with Honor (GPA 3.7/4.0)
جامعة ولاية كولورادو الحكومية، امريكا Colorado State University, USA	١٩٩٨ 1998	هندسة كيميائية Chemical Engineering	ماجستير مع مرتبة الشرف الأولى ومعدل (٤,٠/٤,٠) Master of Science in Engineering MSC with First Honor (GPA 4.0/4.0)
جامعة ولاية كولورادو الحكومية، امريكا Colorado State University, USA	٢٠٠٥ 2005	التمويل والاستثمار Finance and Investment	شهادة دبلوما متقدمة في التمويل مع مرتبة الشرف الأولى ومعدل (٤,٠/٤,٠) Advanced Certificate in Finance Post MBA, 9 credits with First Honor (GPA 4.0/4.0)
جامعة الملك عبد العزيز، السعودية King Abdulaziz University, Saudi Arabia	١٩٨٩ 1989	هندسة كيميائية Chemical Engineering	بكالوريوس Bachelor of Science in Engineering BSc
حكومة ولاية تكساس- امريكا Texas Board of Professional Engineers, TX, USA	٢٠٠٦ الى الان 2006-Now	هندسة كيميائية Chemical Engineering	مهندس محترف مسجل معتمد بولاية تكساس PE: Licensed Professional Engineer
معهد إدارة المشاريع الامريكي Project Management Institute (PMI), USA	٢٠١٠ الى الان 2010-Now	إدارة المشاريع Project Management	محترف إدارة مشاريع معتمد ومسجل ومجدد PMP: Project Management Professional
جامعة ولاية كولورادو الحكومية، امريكا Colorado State University, USA	٢٠٠٤ 2004	إدارة المشاريع Project Management	شهادة برنامج إدارة المشاريع المتقدمة Advanced Project Management Certificate
جامعة ولاية كولورادو الحكومية، امريكا Colorado State University, USA	٢٠٠٤ 2004	إدارة العمليات والتصنيع Process Management	شهادة برنامج إدارة العمليات والتصنيع Process Management Certificate
الهيئة السعودية للمهندسين Saudi Council of Engineers	٢٠١٠ 2010	هندسة كيميائية Chemical Engineering	مهندس استشاري معتمد ومسجل Consultant Engineer

مركز التحكيم التجاري لدول مجلس التعاون الخليجي- دار القرار- البحرين	٢٠٢١	هندسة كيميائية، إدارة مشاريع، إدارة اعمال تحكيم دولي، تجاري	محكم معتمد	١١
GCC Arbitration center (Dar Al Qarar), Bahrain	2021	Engineering, Business, Project Management, International & com.	Certified Arbitrator	
المعهد الأمريكي للمهندسين الكيميائيين	٢٠١٧	هندسة كيميائية	درجة الزمالة في الهندسة الكيميائية -الأول عربيا	١٢
American Institute of Chemical Engineers AIChE, USA	2017	Chemical Engineering	First Arab in history awarded Degree of "Fellow"	
ارامكو	٢٠١٧ و ٢٠٠٠	تقني و اداري و إدارة مشاريع	مدرب أرامكو معتمد	١٣
Aramco	2000 and 2017	Technical and managerial	Certified Aramco Trainer	
مؤتمرات و مراكز تدريب محلية و عالمية	٢٠٢٣-١٩٩٠	تقنية و علمية و إدارية و استشارية و إدارة مشاريع	أكثر من ١٥٠ دورة و مؤتمر في مجالات تقنية و علمية و إدارية و استشارية و إدارة مشاريع	١٤
Top institutions worldwide	1990-2023	Technical, managerial, project management, leadership	150 + courses and conferences	

٣. الخبرات العملية للمعضو

3. Experiences of the Member

Experience	مجالات الخبرة	Period	الفترة
أولاً: أرامكو السعودية مجموع الخبرات ٣٠ سنة (١٩٩٠ إلى ٢٠٢٠) كما هو موضح ادناه: A- Saudi Aramco and subsidries, 30 years (1990-2020) as below:			

<p>أرامكو: عضو مؤسس إنشاء و مشاريع جامعة الملك عبد الله للعلوم والتقنية كاوست:</p> <ul style="list-style-type: none"> • عضو مؤسس لجامعة الملك عبد الله للعلوم والتقنية كاوست- ثول مسؤول عن تصميم و انشاء مراكز الأبحاث المتقدمة و الذكاء الصناعي و تقنيات النانو و عمليات التصنيع المتقدمة • مسؤول تنفيذ مشروع مركز أرامكو المتقدم للأبحاث و التطوير في جامعه الملك عبد الله للعلوم والتقنية بما فيها تقنيات الذكاء الصناعي، الثورة الصناعية الرابعة و المحاكاة في الصناعة و السلامة و التصنيع • مسؤول مشروع إسكان الحرس الوطني المقام على ارض كاوست بثول: ٥٠٠ فيلا، ٧ مدارس، ٥ مساجد، عيادات، حراسة، بنية تحتية كاملة، محطات طاقة، محطة معالجة الصرف الصحي ثلاثية. • مسؤول مشروع تطوير ثول ٥مدارس، ٥مساجد، عيادات متقدمة، خدمات، طرق، أنظمة حريق و ري و صرف و تحكم و محطة معالجة الصرف الصحي ثلاثية. • مسؤول مشروع الحمى الأمني للجامعة بتقنيات الأولى من نوعها بالمملكة • إدارة التحكم و اغلاق المشاريع و التحكم البيئي و السلامة و المعلومات و تخطيط المشاريع. 	<p>١٢ سنة ٢٠٠٩/١/١ إلى ٢٠٢٠/١٠/٣١</p>
<p>Founding Member of King Abdullah University of Science and Technology KAUST:</p> <ul style="list-style-type: none"> • Responsible for conceptional design, full design, construction and commissioning of advanced research centers. • Aramco advanced research center in KAUST including IR4, VR, AR, AI applications. • National Guard housing complex project on KAUST land: 500 Villas, 7 schools, 5 mosques, STP, clinics, full infrastructure and services. • Thuwal development projects:7 schools, 7 mosques, roads, STP, utilities, heritage center. • KAUST perimeter security system project: sonars, radars, crash rated barriers, vessels barriers, IDAS, full security systems. • Project controls division: project planning, scheduling, closing, operational excellence. 	<p>12 years Jan 1, 2009- Oct 31, 2020</p>



<p>أرامكو – هيوستن، الولايات المتحدة الأمريكية: إدارة تطوير الاعمال الجديدة:</p> <ul style="list-style-type: none"> عضو مؤسس مشروع مصفاة ياسرف هيوستن مع شركتين أمريكيتين (Conoco Phillips and Kellogg Brown & Root KBR). مسؤول عن التصميم الهندسية لأحدث مصفاة تحول النفط الثقيل الى منتجات بيضاء عالية الجودة. مسؤول عن البرمجة الخطية لتحديد أنواع المدخلات و المنتجات و الأسواق و مسؤول مباشرة عن مجمع انتاج البنزين الممتاز بكل انواعه الموافق للتصدير للأسواق الأمريكية RBOB Founding member of YASREF refining complex in Yanbue, Saudi Arabia, stationed in Houston, TX working with two US companies (Conoco-Phillips and KBR) on the design of a State-of-the-Art full conversion refinery capable of processing heavy crude to high quality clean fuels. Responsible for refinery configuration and Linear Programing (PIMS) and directly responsible of the design of the gasoline complex producing high quality RBOB for US markets. 	<p>سنتين و نصف -٢٠٠٦/٧/١ ٢٠٠٨/١٢/٣١</p> <p>2.5 years July 1, 2006- December 31, 2008</p>
<p>أرامكو :- إدارات متعددة، جدة- الظهران، الولايات المتحدة الأمريكية</p> <p>عملت في شتى إدارات أرامكو في مختلف المجالات مثل المصافي، إدارة تخطيط المرافق، الأبحاث و التطوير، الدراسات العليا، مستشار الإدارة العليا لشؤون المشاريع الرأسمالية و تم ابتعاني للدراسات العليا في أمريكا مرتين و حصلت على درجات الماجستير و الدكتوراه في الهندسة الكيميائية و الماجستير في إدارة الاعمال و شهادة الدبلوما في الاستثمار و التمويل و شهادة إدارة المشاريع المتقدمة و غيرها من الدورات و الشهادات من أمريكا</p> <p>Several Aramco departments including Refineries, Research & Development, Facilities planning, advisor to Executive Management. Sponsored to pursue advanced degrees in USA including PhD, MBA, MSe, PE, PMP and many other certificates and courses</p>	<p>١٦ سنة -١٩٩٠/١٠/٢٠ ٢٠٠٦/٦/٣٠</p> <p>16 years October 20, 1990- July 30, 2006</p>
<p>أرامكو-بترولوب: مهندس في علوم السيارات شهادات المطابقة، زيوت التشحيم و شهادات الأداء Petrolube: lubes blending, complinece, performance certifications</p>	<p>نصف سنة مايو-أكتوبر ١٩٩٠ May-October 1990</p>
<p>ثانيا: الخبرة في مجالس الإدارة و اللجان الدولية و المحلية (غير موظف): B- Board of Director and international committees(non employee):</p>	
<p>أولا: الولايات المتحدة الأمريكية -المعهد الأمريكي للمهندسين الكيميائيين AIChE : American Institute of Chemical Engineers AIChE</p>	
<p>رئيس مجلس إدارة (Chair) قطاع الوقود و البيتروكيميائيات بالمعهد الأمريكي للمهندسين الكيميائيين كأول شخص في تاريخ المعهد من ١١٠ سنة من خارج الولايات المتحدة الأمريكية</p> <p>First Non US Chair, Fuels and Petrochemicals division of American Institute of Chemical Engineers AIChE.</p>	<p>٤ سنين ٢٠٢٢/٥/١ -٢٠١٨/٩/١ 4 years Sep 1, 2018-May 1, 2022</p>
<p>رئيس مجلس الإدارة و عضو مجلس ادارة مجلس الزملاء Fellows Council بالمعهد الأمريكي للمهندسين الكيميائيين كأول شخص في التاريخ من ١١٠ سنة من خارج أمريكا لفترتين</p> <p>Chair and Fellows Council Member as the first in history from outside USA</p>	<p>٨ سنوات (فترتين) ٢٠٢٦/٧/٣١ إلى ٢٠١٨/٨/١ 8 years (two terms) Aug1, 2018- July 31, 2026</p>
<p>مناصب إدارية متعددة بالمعهد الأمريكي للمهندسين الكيميائيين AIChE كأول عربي في هذه المناصب:</p> <ul style="list-style-type: none"> عضو مجلس إدارة Director قطاع الوقود و البيتروكيميائيات لفترتين Fuels and Petrochemicals Division عضو المجلس التنفيذي للتأثير المجتمعي SIOC Social Impact Operating Council عضو اللجنة الدولية International Committee عضو مجلس المبادرات العالمية GSIC Global Societal Initiative Council رئيس جلسات علمية في مؤتمرات المعهد العالمية ممثل المعهد في منطقة الخليج Regional Liaison <ul style="list-style-type: none"> First Arab Director in the Fuels and Petrochemicals Division for two terms Social Impact Operating Council SIOC member International Committee member GSIC Global Societal Initiative Council member Technical sessions chair and speaker Regional Liaison 	<p>١٨ سنة ٢٠٠٥ /٧/١ - مستمر</p> <p>18 years continuous July 1, 2005- till now</p>



ثانياً مجالس إدارات شركات و منظمات و جامعات محلية : i- National Board of director and other councils		
Saudi Kayan(a Sabic affiliate): (Publicly listed in the main Saudi market) <ul style="list-style-type: none"> Member, Board of Directors Audit Committee member Risk Committee member 	شركة كيان السعودية (إحدى شركات سابك): (مساهمة مدرجة في السوق الرئيسي) <ul style="list-style-type: none"> عضو مجلس الإدارة عضو لجنة المراجعة عضو لجنة المخاطر 	٢٠٢٤/٣/٢١ لمدة ثلاث سنوات March 21, 2024 for three years
Najran Cement Company: (Publicly listed in the main Saudi market) <ul style="list-style-type: none"> Member, Board of Directors Chair, NRC committee 	شركة اسمنت نجران: (مساهمة مدرجة في السوق الرئيسي) <ul style="list-style-type: none"> عضو مجلس الإدارة رئيس لجنة الترشيحات و المكافئات 	٢٠٢٢/٨/٩ لمدة ثلاث سنوات August 9, 2022 for three years
Tabuk Agriculture Development Company TADCO: (Publicly listed in the main Saudi market) <ul style="list-style-type: none"> Vice Chairman of Board of Directors Member, Executive Committee Member, Strategy and Investment Committee 	شركة تبوك للتنمية الزراعية : (مساهمة مدرجة في السوق الرئيسي) <ul style="list-style-type: none"> نائب رئيس مجلس الإدارة عضو اللجنة التنفيذية عضو لجنة الاستراتيجية و الاستثمار 	٢٠٢٤/٧/١ ٢٠٢٥/٨/١٢ July 1, 2024 – August 12, 2025
Gulf General Cooperative Insurance Company: (Publicly listed in main Saudi market) <ul style="list-style-type: none"> Member, Board of Directors Member, NRC committee Member, Audit Committee 	الشركة الخليجية العامة للتأمين التعاوني: (مساهمة مدرجة في السوق الرئيسي) <ul style="list-style-type: none"> عضو مجلس الإدارة عضو لجنة المراجعة عضو لجنة الترشيحات و المكافئات 	٢٠٢٢/٤/١٠ لمدة ثلاث سنوات April 10, 2022 for three years
Arab Sea Information System: (Publicly listed in main Saudi market) <ul style="list-style-type: none"> Member, Board of Directors Chair, Audit Committee 	شركة بحر العرب لأنظمة المعلومات: (مساهمة مدرجة في السوق الرئيسي) <ul style="list-style-type: none"> عضو مجلس الإدارة رئيس لجنة المراجعة 	٢٠٢٣/٩/١٧ لمدة ثلاث سنوات Sep 17, 2023 for three years
East Asia Agriculture Development & Investment company: (Closed Joint stock) <ul style="list-style-type: none"> Member, Board of Directors 	شركة شرق اسيا للتنمية والاستثمار الزراعي (مساهمة مغلقة) <ul style="list-style-type: none"> عضو مجلس الإدارة 	٢٠٢٤/١٠/٢٣ لمدة ثلاث سنوات 23/10/2024 for three years
Khogeer Trading: (private establishment) <ul style="list-style-type: none"> Founder and CEO 	خوقير للتجارة: (مؤسسة فردية) <ul style="list-style-type: none"> المؤسس و الرئيس التنفيذي 	2024-
Naseej International trading company: (Publicly listed in the main Saudi market) <ul style="list-style-type: none"> Vice Chairman of Board of Directors Chair, Executive Committee Audit Committee member 	شركة نسيج التجارية العالمية : (مساهمة مدرجة في السوق الرئيسي) <ul style="list-style-type: none"> نائب رئيس مجلس الإدارة عضو لجنة المراجعة رئيس اللجنة التنفيذية 	٢٠٢١/٧/١٦ ٢٠٢٤/٦/٣٠ July 16, 2021 - June 30, 2024
King Abdulaziz university <ul style="list-style-type: none"> Member, Financial Sustainably Committee Member, External partnership committee Member, College of Engineering Advisory board Member, Chemical Engineering dept. Advisory Board both Jeddah main & Rabigh Branch 	جامعة الملك عبد العزيز: <ul style="list-style-type: none"> عضو لجنة الاستدامة المالية و عضو لجنة الشراكات الخارجية منذ سبتمبر ٢٠٢١ عضو مجلس قسم الهندسة الكيميائية بجدة و رابغ. ٢٠١٨/٧/١ - ٢٠١٦/٧/١ عضو مجلس كلية الهندسة بجامعة الملك عبد العزيز ٢٠١٨/٧/١ - الان 	٢٠٢٤ - ٢٠١٦ 2016 -2024
Saudi Building Code 2018 Development Committee member	عضو لجنة تطوير كود البناء السعودي ٢٠١٨	٢٠١٨/٧/١ - ٢٠١٦/٧/١ July 1, 2016 for two years

4. العضوية الحالية في مجالس إدارات شركات مساهمة أخرى (مدرجة أو غير مدرجة) أو أي شركة أخرى أيا كان شكلها القانوني أو اللجان المنبثقة منها					
5. Current membership in the board of directors of either joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it					
الشكل القانوني للشركة	اسم اللجنة المشترك في عضويتها	طريقة التعيين (مرشح بصفته مساهماً، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركة الأساسي، مرشح من مساهم)	صفة العضوية في مجالس إدارات الشركات (تنفيذي، غير تنفيذي، مستقل) أو لا ينطبق	النشاط الرئيسي	اسم الشركة
legal form of the company	The name of the committee in which it is a member	Appointment method (nominee as a shareholder, appointed by a shareholder who has the right of appointment under the company's articles of association, nominated by shareholder)	Membership type in board of directors (executive, non-executive, independent) or not applicable	Main activity	Company name
مساهمة مدرجة	عضو مجلس الإدارة عضو لجنة المراجعة عضو لجنة المخاطر	مرشح بصفته مساهماً	مستقل	المواد الأساسية	كيان السعودية (احدى شركات سابك)
Publicly listed	• Member, Board of Directors • Audit Committee member • Risk Committee member	Nominee as a shareholder	Independent	Materials	Saudi Kayan (Sabic affiliate)
مساهمة مدرجة	عضو مجلس الإدارة رئيس لجنة المراجعة	مرشح بصفته مساهماً	مستقل	التطبيقات وخدمات التقنية	بحر العرب لأنظمة المعلومات
Publicly listed	• Member, Board of Directors • Chair, Audit Committee	Nominee as a shareholder	Independent	Software & Services	Arab Sea information system
مساهمة مقفل	عضو مجلس الإدارة	مرشح من مساهم	غير تنفيذي	الغذية	شرق اسيا للتنمية والاستثمار الزراعي
Closed Joint stock	• Member, Board of Directors	Nominee from shareholder	Non Executive	Food & Beverages	East Asia Agriculture Development and Investment company
مؤسسة فردية	المؤسس و الرئيس التنفيذي	مرشح بصفته مساهم	تنفيذي	التجارة	خوقير للتجارة
Private	Founder and CEO	Nominee from shareholder	Executive	Trading	Khogeer Trading
منظمة علمية عالمية	رئيس مجلس الزملاء و رئيس سابق قطاع الوقود و البتروكيماويات كأول شخص غير امريكي في التاريخ من ١١٠ سنة	انتخاب	مستقل	علمية هندسية	مجلس الزملاء بالمعهد الأمريكي للمهندسين الكيميائيين
International scientific society	• Chair, Fellows Council (first non US in history for 110 years).	Personal	Independent	International scientific society	American Institute of Chemical Engineers AIChE

Nominee name: Dr Ahmed Sirag Khogeer

أحمد سراج خوقير

اسم المرشح: د احمد سراج عبد الرحمن خوقير



A. Personal Information of the Nominated Member

Full Name	Dr Alexander TRIEBNIGG		
Nationality	AUSTRIAN	Date of Birth	01.03.1960

B. Academic Qualifications of the Nominated Member

	Qualification	Specialization	Date of Obtaining the Qualifications	The Issuer of the Qualification
1	Dr. med.	Medicine	1991	University of Vienna School of Medicine
2	Exec. Diploma	Business	2010	HARVARD BUSINESS SCHOOL
3	Exec. Diploma	Board Management & Governance	2020	University of Business & Economics, Vienna
4				
5				
6				
7				
8				

C. Experiences of the Nominated Member

Period	Experience
1991 - 1999	Merck & Co. (MSD), Marketing, Sales, Management
1999 - 2001	THERMO FISHER, General Management
2001 - 2013	NOVARTIS, General Management
2013 - 2015	McKesson, General Management
2016 - 2018	AVALON PHARMA, General Management
2019 - 2024	ASTELLAS PHARMA, General Management



D. Current Membership in the Board of Directors of Other Joint Stock Companies (Listed or Non-Listed) or Any Other Company, Regardless of its Legal Form or the Committees Deriving From it:

	Company's Name	Main Activity	Membership Type (Executive, Non-Executive, Independent)	Membership Nature (Shareholder, Appointed by a shareholder who has the right of appointment under the Company's law, Nominated by shareholder)	Committee Membership	Company's Legal Form
1	PHAROS	COMO	non-exec.	by shareholder who has the right	BoD	SA
2						
3						
4						
5						
6						
7						
8						

Nominee's Full Name:

Dr. Alexander TRIEBNIGG

Application Date:

04.01.2026

Signature:

[Handwritten Signature]



a) Personal information of the Nominated Member						
Full Name	Salman Shaker Dhakel Alhomaiddi					
Nationality	Saudi	Date of Birth	28-11-1994			
b) Academic Qualifications of the Nominated Member						
#	Qualification	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1	Bachelor	Finance Minor Management	6-1-2019	Alyamamah Uni		
2						
3						
4						
5						
c) Experiences of the Nominated Member						
Period		Experience				
2017-2019		Investment - Alhomaiddi co				
2019-2023		Wealth Manager - Audi Capital				
2023-2024		Senior Investment Advisor - BSF Capital				
2025- now		Investment Manager - Royal Commission				
d) Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it:						
#	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in personal capacity, representative of legal person)	Membership of the committees	Legal form of the company
1						
2						
3						
4						



A. Personal Information of the Nominated Member

Full Name	Abdulelah Mohammed Faraj Altunisi		
Nationality	Saudi	Date of Birth	16/1/1986

B. Academic Qualifications of the Nominated Member

	Qualification	Specialization	Date of Obtaining the Qualifications	The Issuer of the Qualification
1	Bachelor of science	Accounting	6/21/08	KFUPM
2	CPA	Public Accounting	1/1/10	American institute of certif
3	CMA	Management acco	3/1/13	IMA's certification for acco
4	CGMA	Management acc	6/1/13	American institute of certifi
5				
6				
7				
8				

C. Experiences of the Nominated Member

Period	Experience
Jan2026- Present	Board member/ExCom member/Audit committee member - Tabuk cement comp
May2025-Present	Board member -Saudia cargo global
Mar2024-Present	Chief financial officer - Saudia cargo
Mar2022-Mar2024	Group Chief financial officer- Thiqah business services (led the M&
Nov2019-Mar2022	Finance & strategy director - PIF, new murabba development comp
Jan2012-Nov2019	Financial controller & financial reporting manager , saudi national ba



Jan2012-Oct2008

Financial specialist - saudi Aramco

D. Current Membership in the Board of Directors of Other Joint Stock Companies (Listed or Non-Listed) or Any Other Company, Regardless of its Legal Form or the Committees Deriving From it:

	Company's Name	Main Activity	Membership Type (Executive, Non-Executive, Independent)	Membership Nature (Shareholder, Appointed by a shareholder who has the right of appointment under the Company's law, Nominated by shareholder)	Committee Membership	Company's Legal Form
1	saudia cargo global	cargo sales	Non-Execut	Appointed by a shareholder	board member	limited liability company
2	tabuk cement company	manufacture and sale cement	Independen	Nominated by a shareholder	board member	Saudi joint stock
3	tabuk cement company	manufacture and sale cement	Independen	Nominated by a shareholder	ExCom member	Saudi joint stock
4	tabuk cement company	manufacture and sale cement	Independen	Nominated by a shareholder	Audit committee member	Saudi joint stock
5						
6						
7						
8						

Nominee's Full Name:

Abdulah Mohammed Faraj Altunisi

Application Date:

1/31/26

Signature:



A) Personal Data of the Nominated Member				
Full Name	Abdulmajeed bin Abdulmohsen bin Ibrahim Al-Sheikh			
Nationality	Saudi	Date of Birth	11/02/1402 H (09/12/1981)	
B) Academic Qualifications of the Nominated Member				
	Qualification	Specialization	Date of Obtaining Qualification	Name of Granting Entity
	Bachelor	Science in Industrial Systems Engineering	2004	King Fahd University of Petroleum and Minerals - Dhahran
	Master	Engineering Management	2006	Brunel University - UK
	Master	Business Administration MBA	2010	Queen's University - Canada
C) Professional Experience of the Nominated Member				
Period	Areas of Experience			
From January 2007 until the end of 2014	Practical experience in the field of finance, preparation of economic feasibility studies, financial and technical analysis, and market research for industrial projects through working at the Saudi Industrial Development Fund in the Credit Department, progressing through the ranks until reaching the position of "Credit Division Manager".			
From January 2014 to October 2017	Establishing Efadah for Economic and Industrial Consultancies (with 50% ownership) and working as a "Managing Partner", where the company evaluates industrial projects, prepares economic feasibility studies, evaluates industrial investment opportunities, plans and develops businesses, evaluates technical and engineering feasibility for industrial projects, and structures their financial and administrative financing. Over the past two years, work has been done with several industrial companies, some of which are listed on the Saudi Stock Exchange "Tadawul", operating in various industrial sectors including building materials, heavy industries, food, manufacturing industries, and renewable energy.			
From November 2017 to Present	<p>CEO, Vice Chairman of the Executive and Investment Committee, and Board Member at Mayar Holding Company. During the past period, he was appointed as Vice Chairman and Managing Director of Elevator Solutions for Investment Company and Vice Chairman of the Board of Directors of Misr Gulf Elevators and Escalators Company. Mayar Company, its subsidiaries, and its strategic partners operate in the manufacturing, sale, installation, and maintenance of elevators and escalators, whether inside the Kingdom of Saudi Arabia or in foreign markets. It has two factories for producing elevators and escalators and more than 15 agents for its products in several countries, including Gulf countries, Arab, African, European countries, and others. In 2021, Mayar Holding Company began expanding its activities by acquiring several companies in various sectors, and he was appointed as Vice Chairman of the Board of Directors of Jadaya Investment Company, Vice Chairman of the Board of Managers at Jadaya Feed Company, Chairman of the Board of Managers at Jadaya Poultry Production Company, Chairman of the Board of Managers of Jadaya Distribution Products Company, Chairman of the Board of Managers of Jadaya Halal Company, as well as Vice Chairman of the Board of Directors at Ziorac Company, Chairman of the Board of Managers of Neoplast Company, Chairman of the Board of Managers of Rowad AlQamma Industry Company, Chairman of the Board of Managers of First Surfaces Company, Chairman of the Board of Managers of the Saudi Drip Irrigation Company, Vice Chairman of the Board of Directors of Misr Gulf Modern Industries Company, and also Vice Chairman of the Board of Managers of Rasa Food Industries Company. In addition to the above, he was elected as an Independent Board Member of the Saudi Fisheries Company - a listed Saudi joint-stock company - in addition to his appointment as Chairman of the Nomination and Remuneration Committee in the company in 2020 to date. He was also elected as a member of the Nomination and Remuneration Committee at Jabez International Company for Information Systems Technology - a listed Saudi joint-stock company - in 2024 to date.</p>			



D) Current membership in boards of directors of other joint-stock companies (listed or unlisted) or any other company regardless of its legal form or the committees emanating from it						
No.	Company Name	Main Activity	Membership Status (Executive, Non-Executive, Independent)	Method of Appointment (Nominated as a shareholder, appointed by a shareholder...)	Committee Membership	Legal Form of the Company
1	Mayar Holding Company	Investment companies activities	Board Member - CEO	Nominated as a shareholder	Vice Chairman of the Executive and Investment Committee	Listed Saudi Joint-Stock Company
2	Saudi Fisheries Company	Fishing and investment in living aquatic resources and related industries	Board Member - Independent	-	Chairman of the Nomination and Remuneration Committee and Member of the Executive Investment Committee	Listed Saudi Joint-Stock Company
3	Jahez International Company for Information Systems Technology	Information and communication technology, food delivery, and logistics services	Not Applicable	Not Applicable	Member of the Nomination and Remuneration Committee	Listed Saudi Joint-Stock Company
4	Elevator Solutions for Investment Company	Investment companies activities	Vice Chairman of the Board of Directors and Managing Director - Executive	Appointed by a shareholder	Not Applicable	Simplified Saudi Joint-Stock Company
5	Jadaya Investment Company	Investment companies activities	Vice Chairman of the Board of Directors - Non-Executive	Appointed by a shareholder	Not Applicable	Closed Saudi Joint-Stock Company
6	Ziorac Company	Investment companies activities	Vice Chairman of the Board of Directors - Non-Executive	Appointed by a shareholder	Not Applicable	Closed Saudi Joint-Stock Company
7	Misr Gulf Elevators & Electrical Escalators Co.	Manufacturing, selling, and importing elevators	Vice Chairman of the Board of Directors - Non-Executive	Appointed by a shareholder	Not Applicable	Closed Egyptian Joint-Stock Company
8	Misr Gulf Modern Industries Co.	Manufacturing plastic shoes	Vice Chairman of the Board of Directors - Non-Executive	Appointed by a shareholder	Not Applicable	Closed Egyptian Joint-Stock Company
9	Elevator Solutions for Operation and Maintenance Company	Retail sale of elevators, escalators, and moving walkways	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
10	Saudi Installations, Operation and Maintenance Company	Installation and maintenance of elevators	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
11	Elevators Implementation Deposit Company	Installation, repair, and maintenance of elevators, moving walkways, and ground conveyors	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
12	Gulf Elevators & Escalators .Co	Manufacturing lifting and handling machinery, including elevators, hoists, conveyors, and cable cars	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	LLC
13	Smart Elevators Company	Installation, repair, and maintenance of elevators, moving walkways, and ground conveyors	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
14	Saudi Fouj Elevators and Escalators Company	Installation and maintenance of elevators	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
15	Jadaya Feed Company	Manufacturing concentrated animal feed	Vice Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
16	Jadaya Poultry Production Company	Breeding and producing broiler chickens and operating hatcheries	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
17	Jadaya Distribution Products Company	Cutting, processing, packaging, and wrapping meat and poultry	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
18	Jadaya Halal Company	Operating slaughterhouses, slaughtering, and preparing meat of poultry, rabbits, and birds	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
19	Rowad AlQamma Industry Company	Wholesale of primary plastic materials, rubber, and synthetic fibers	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
20	Neoplast Company	Manufacturing plastics in primary forms	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
21	Saudi Drip Irrigation Company	Extending, maintaining, and repairing drip irrigation pipes	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
22	First Surfaces Company	General construction of non-residential buildings	Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	Single-person LLC
23	Rasa Food Industries Company	Producing chilled and frozen types of poultry, rabbits, and birds	Vice Chairman of the Board of Managers	Appointed by a shareholder	Not Applicable	LLC



1. البيانات الشخصية للعضو

Personal Information of the Member

فهد محمد فهد العجمي	الاسم الرباعي
Fahad Mohammed Fahad ALajmi	Full Name
١٩٧٧/٠٤/٠٥	تاريخ الميلاد
05/04/1977	Date of Birth
سعودي	الجنسية
Saudi	Nationality

2. المؤهلات العلمية للعضو

Academic Qualifications of the Member

اسم الجهة المانحة	تاريخ الحصول على المؤهل	التخصص	المؤهل	م
The issuer of the qualification	Date of obtaining the qualifications	Specialization	Qualifications	
جامعة الملك عبدالعزيز	٢٠٠٩	علم اجتماع	بكالوريوس	١
King Abdulaziz University	2009	Sociology	Bachelor	
ACAMS-USA	٢٠١٩	اختصاصي معتمد للاحتيال وغسيل الاموال	ACAMS	٢
ACAMS-USA	2019	Certified Anti-Money Laundering Specialist	ACAMS	
الأكاديمية المالية-هيئة السوق المالية	٢٠٠٩	شهادة أوراق مالية	CME1	٣
Financial Academy-CMA	2009	Securities Certificate	CME1	
الأكاديمية المالية-هيئة السوق المالية	٢٠١٣	شهادة الوساطة المالية	CME3	٤
Financial Academy-CMA	2013	Financial Brokerage Certificate	CME3	
الأكاديمية المالية-هيئة السوق المالية	٢٠١٥	شهادة الإلتزام	CME2	٥
Financial Academy-CMA	2015	Certificate of Compliance	CME2	
Coursecheck	٢٠٢٥	التحليل المالي	التحليل المالي المتقدم واتخاذ القرارات الإستراتيجية	٦
Coursecheck	2025	Financial Analysis	Advanced Financial Analysis and Strategic Decision-Making	

3. الخبرات العملية للعضو

Experiences of the Member

مجالات الخبرة	الفترة
Experience	Period
رئيس شؤون المساهمين - البنك العربي الوطني	٢٠١٩- حتى الآن
Head of Shareholder Affairs - ANB	2019- Until now
مدير الوساطة الخاصة - العربي المالية	٢٠١٩-٢٠٠٨
VIP desk senior dealer - ANB Capital	2008-2019
مدير الوساطة للمنطقة الوسطى - بنك الجزيرة	٢٠٠٨-٢٠٠٤
Head of central unit of local shares - Aljazeera Bank	2004-2008



٤. العضوية الحالية في مجالس إدارات شركات مساهمة أخرى (مدرجة أو غير مدرجة) أو أي شركة أخرى أيا كان شكلها القانوني أو اللجان المتبثقة منها

Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it

الشكل القانوني للشركة	عضوية اللجان	طريقة التعيين (مرشح بصفته مساهما، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركات الأساس، مرشح من مساهم)	صفة العضوية (تنفيذي، غير تنفيذي، مستقل)	النشاط الرئيس	اسم الشركة	م
Legal form of the company	The name of the Committee in which it is a Member	Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	Membership type in board of directors (executive, nonexecutive, independent)	Main activity	Company name	
					لا يوجد Nothing	1

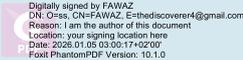


A. Personal Information of the Nominated Member				
Full Name	Fawaz Mufarrih bin Thaql Al-Otaibi			
Nationality	Saudi	Date of Birth	17-01-1995	
B. Academic Qualifications of the Nominated Member				
	Qualification	Specialization	Date of Obtaining the Qualifications	The Issuer of the Qualification
1	Bachelor's Degree	Medical Devices Technology	May 19, 2016	Prince Sultan bin Abdulaziz University
2	Master's Degree	Project Management	November 21, 2023	University of Liverpool
3				
4				
5				
6				
7				
8				
C. Experiences of the Nominated Member				
Period	Experience			
November 2024 – Present	Contract Lecturer – Applied College, Imam Mohammad Ibn Saud Islamic University			
April 2024 – Present	Partnerships Manager – Imdad Al-Khabrat Human Resources Company			
January 2023 – Present	Development Consultant – Almajdiah Holding Company			
September 2021 – April 2024	Senior Director – Early Intervention Association for Children with Disabilities			
August 2021 – August 2024	Prince Abdulaziz bin Talal and Princess Sura bint Saud Foundation for Human Development			



D. Current Membership in the Board of Directors of Other Joint Stock Companies (Listed or Non-Listed) or Any Other Company, Regardless of its Legal Form or the Committees Deriving From it:

	Company's Name	Main Activity	Membership Type (Executive, Non-Executive, Independent)	Membership Nature (Shareholder, Appointed by a shareholder who has the right of appointment under the Company's law, Nominated by shareholder)	Committee Membership	Company's Legal Form
1						
2						
3						
4						
5						
6						
7						
8						

Nominee's Full Name:	Fawaz Mufarrih bin Thaqi Al-Otaibi
Application Date:	7/1/26
Signature:	 



A. Personal Information of the Nominated Member

Full Name	Majed Hamad Mansour Albidah		
Nationality	Saudi	Date of Birth	08-07-1991

B. Academic Qualifications of the Nominated Member

	Qualification	Specialization	Date of Obtaining the Qualifications	The Issuer of the Qualification
1	PhD	Business Administration	January 4, 2025	James Cook University, Singapore
2	Master's Degree	Enterprise Risk Management	September 30, 2023	University of Sussex, United Kingdom
3	Bachelor's Degree	Accounting	August 13, 2013	Imam Mohammad Ibn Saud Islamic University
4	SOCPA Fellowship	Accounting	October 1, 2022	Saudi Organization for Chartered and Professional Accountants (SOCPA)
5				
6				
7				
8				

C. Experiences of the Nominated Member

Period	Experience
December 2024 – Present	Owner and Technical Director – Majed Hamad Al-Baddah Professional Consulting Company
March 2017 – October 2024	Financial Auditor – General Court of Audit
March 2016 – August 2016	Banking Officer – National Bank of Bahrain
February 2014 – December 2015	Banking Officer – Riyadh Bank
April 2010 – August 2013	Administrative Officer – Al-Khaleej Holding Company



D. Current Membership in the Board of Directors of Other Joint Stock Companies (Listed or Non-Listed) or Any Other Company, Regardless of its Legal Form or the Committees Deriving From it:

	Company's Name	Main Activity	Membership Type (Executive, Non-Executive, Independent)	Membership Nature (Shareholder, Appointed by a shareholder who has the right of appointment under the Company's law, Nominated by shareholder)	Committee Membership	Company's Legal Form
1	Majed Hamad Al-Baddah Professional Consulting Company	Consulting	Executive	Shareholder	Not applicable	LLC
2						
3						
4						
5						
6						
7						
8						

Nominee's Full Name:	Majed Hamad Mansour Albidah
Application Date:	1/31/26
Signature:	Majed Hamad M Albidah <small>Digitally signed by Majed Hamad M Albidah Date: 2026.01.31 19:29:02 +03'00'</small>

1. البيانات الشخصية للعضو

Personal Information of the Member

مهند سمير محمود أبوالمجد			الاسم الرباعي
Mohannad Sameer Mahmoud AbuAlmajd			Full Name
13/06/1985	تاريخ الميلاد	سعودي	الجنسية
13/06/1985	Date of Birth	Saudi	Nationality

2. المؤهلات العلمية للعضو

Academic Qualifications of the Member

اسم الجهة المانحة	تاريخ الحصول على المؤهل	التخصص	المؤهل	م
The issuer of the qualification	Date of obtaining the qualifications	Specialization	Qualifications	
جامعة UDEX والاتحاد التعليمي	2012	الهندسة الكهربائية والإلكترونية	بكالوريوس	1
UDEX University & Learning Association	2012	Electrical & Electronics Engineering	Bachelor's Degree	
كلية التقنية	2007	تركيب أنظمة الكهرباء ونقل القدرة	دبلوم مشارك	2
College of Technology	2007	Electrical Power Installation & Transmission	Associate Diploma	
				3

3. الخبرات العملية للعضو

Experiences of the Member

مجالات الخبرة	الفترة
Experience	Period

Restricted Internal

الهيئة السعودية للسياحة: قيادة استراتيجيات التسويق الاستهلاكي وتطوير خطط لبناء الوعي وتعزيز الحضور العالمي	ابريل 2023 – الآن
Saudi Tourism Authority; Strategic marketing leadership, destination & events marketing, brand building ,data-driven growth, partnerships, and APAC market development.	Apr 2023 – Present
سناپ شات: قيادة الرسائل العربية المدعومة بالذكاء الاصطناعي الموجهة للقطاع الحكومي وقطاع الاتصالات، مع إطلاق حملات عابرة للقطاعات، وتطوير المنظومة الإبداعية، وقياس فعالية الأداء بشكل مستمر.	يوليو 2022 – ابريل 2023
Snap Inc. (Saudi Arabia) :AR-led narratives for Government & Telco, cross-sector campaigns, ecosystem development, and effectiveness measurement. creative	Jul 2022 – Apr 2023
نيوم: قيادة خطط التسويق وتحديد الجمهور المستهدف وإدارة الحملات وتحليل البيانات وتطوير استراتيجيات بناء الوعي.	يونيو 2021 – يوليو 2022
NEOM: . positioning & segmentation, consumer insights, integrated plans, analytics & go-to-market, trade shows and cross-sector opportunities.	Jun 2021 – Jul 2022
إعمار، المدينة الاقتصادية: وضع وتنفيذ استراتيجيات التسويق وإعادة إطلاق مدينة الملك عبدالله الاقتصادية.	فبراير 2020 – يونيو 2021
Emaar: Re-launch execution, events/themes coordination, awareness campaigns , and marketing communications effectiveness	Feb 2020 – Jun 2021
بيبيسيكو: إطلاق حملات تسويقية كبرى وتطوير منتجات جديدة وتحقيق نمو ملحوظ في الحصة السوقية.	يناير 2018 – يناير 2020
PepsiCo: Category marketing, pack/price strategy, NPD & Stage-Gate leadership , multi-channel campaigns, key-customer growth, and cross-functional partnership.	- Jan 2018 – Jan 2020
فونترا: إدارة علامتي أنلين وأنكور وإطلاق حملات ومنتجات جديدة.	يونيو 2016 – يناير 2018
Fonterra: Oversaw Anlene and Anchor brands, driving marketing campaigns and introducing new products to expand market reach.	Jun 2016 – Jan 2018
يونيليفر: تطوير استراتيجيات علامة لبيتون وبروك بوند وتحقيق نمو في المبيعات.	يوليو 2014 – يونيو 2016
Unilever: Brand health turnaround, equity building, product/communication rollouts.	Jul 2014 – Jun 2016
باعشن: تحليل العلامات التجارية وتنفيذ خطط تسويق مبتكرة.	ديسمبر 2013 – يوليو 2014
AMS Baeshen & Co: Brand analysis, market audits, growth initiatives, and plan execution support.	Dec 2013 – Jul 2014
قودي: تنفيذ مبادرات تنشيط المبيعات وإدارة الحملات الميدانية.	يناير 2012 – ديسمبر 2013
Saudi Goody Products Marketing Co.: Shopper activation, in-store/OOH initiatives, best-in-class executions ,and negotiation for reach & conversion.	Jan 2012 – Dec 2013
موبايلي: إدارة وتنفيذ مشاريع مواقع جديدة ونقل المواقع القديمة	يناير 2011- يناير 2012
Mobily: Various roles: Project Engineer (site rollouts/relocations, contractor coordination (Marketing Executive (field campaigns & promotions), and Call Center Agent	Jan 2011 – Jan 2012
ريد بول: التسويق الميداني وتوزيع عينات المنتج لزيادة الوعي بالعلامة التجارية.	مارس 2004 – يونيو 2006
Red Bull: Wings Team (sampling & field activation)	Mar 2004 – Jun 2006



٤. العضوية الحالية في مجالس إدارات شركات مساهمة أخرى (مدرجة أو غير مدرجة) أو أي شركة أخرى أيا كان شكلها القانوني أو اللجان المنبثقة منها

Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it

الشكل القانوني للشركة	عضوية اللجان	طريقة التعيين (مرشح بصفته مساهما، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركات الأساس، مرشح من مساهم)	صفة العضوية (تنفيذي، غير تنفيذي، مستقل)	النشاط الرئيس	اسم الشركة	م
Legal form of the company	The name of the Committee in which it is a Member	Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	Membership type in board of directors (executive, nonexecutive, independent)	Main activity	Company name	
/ لا يوجد NA	/ لا يوجد NA	/ لا يوجد NA	/ لا يوجد NA	/ لا يوجد NA	/ لا يوجد NA	1
						2
						3
						٤
						5

a) Personal information of the Nominated Member						
Full Name		WAEL ABDULRAHMAN HAMAD ALBASSAM				
Nationality		Saudi	Date of Birth		14/01/1975	
b) Academic Qualifications of the Nominated Member						
#	Qualification	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1	Master	Business Administration in HR	2006	University College of Bahrain		
2	Bachelor	English Literature	1997	Imam University		
3	Occupational Certification	Certified HR Manager	2008	(Meirc) Training & Consulting		
4	Executive Training	Emerging Leaders in the Digital Age	2018	The business school for the world (INSEAD)		
5	Executive Training	Digital Transformation Sprint	2022	International Institute for management development (IMD)		
6	Executive Training	Beyond 2030	2024	London Business School		
7	Executive Training	Director Certification	2025	GCC-BDI		
c) Experiences of the Nominated Member						
Period		Experience				
2022 - Present		MINISTRY OF HRSD - Sr. Advisor to H.E. The Minister				
2019 - 2022		BANK ALJAZIRA - VP& Head of Talents & Training Acting Head of Human Capital Group				
2006 - 2018		Multiple companies in the private sector - HR Director/ VPHR				
1997 - 2006		BRITISH AEROSPACE (BAE) SYSTEMS - Senior Training Specialist				
d) Current membership in the board of directors of other joint stock companies (listed or non-listed) or any other company, regardless of its legal form or the committees deriving from it:						
#	Companyname	Main activity	Members ship type (executive, non-executive , independ ent)	Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	Member ship of the committees	Legal form of the company
1	Salama Cooperative Insurance Company	Insurance	Independent	Nominee as a shareholder	Chairman of NRC	Listed Company



2	Tourism Enterprise Co.	Consumer Services	Independent	Nominee as a shareholder	Member of NRC	Listed Company
3	ALjabr Finance	Financial Services	Independent	Nominee as a shareholder	Member of NRC	Non- Listed Company
4	Dar Caif	Consumer Services	Independent	Nominee as a shareholder	Member of NRC	Non- Listed Company



Section 7

Voting on authorizing the elected Board of Directors with the powers of the Ordinary General Assembly as stipulated in Paragraph (1) of Article Twenty-Seven of the Companies Law, for a period of one year from the date of the General Assembly's approval or until the end of the authorized Board's term, whichever occurs first, in accordance with the conditions set forth in the Implementing Regulations of the Companies Law for listed joint-stock companies.



Section 8

Vote on delegating the Board of Directors to distribute interim dividends on a semi-annual basis for the fiscal year ending 31 December , 2026



Section 9

Vote on amending the
Membership Policy, Standards,
and Procedures (Attached)

Agenda of the Ordinary General Assembly Meeting

First: Introduction:

The "Policies, Standards and Procedures for Membership of the Board of Directors of Middle East Pharmaceutical Industries Company" were prepared to comply with the Corporate Governance Regulations issued by the Capital Market Authority Board under Resolution No. (8-16-2017) dated 16/05/1438H corresponding to 13/02/2017, pursuant to the Companies Law issued by Royal Decree No. M\3 dated 28/01/1437H (10/11/2015), as amended by Capital Market Authority Board Resolution No. 8-5-2023 dated 25/6/1444H corresponding to 18/01/2023, pursuant to the Companies Law issued by Royal Decree No. M\132 dated 01/12/1443H (30/06/2022). These regulations stipulate that the Board of Directors (the Board) shall "prepare clear and specific policies, standards and procedures for membership on the Board - in a manner that does not conflict with the mandatory provisions of the Corporate Governance Regulations - and implement them after approval by the General Assembly."

This policy was approved by a resolution of the company's general assembly of shareholders in its meeting held on 28/02/1445H corresponding to 13/09/2023 at 2:00 PM.

Second: Policies and criteria for membership on the company's Board of Directors:

A member of the Board of Directors must possess the necessary professional competence, experience, knowledge, skills, and independence to perform their duties effectively and efficiently. When electing members of the Board, the General Assembly must consider the recommendations of the company's Remuneration and Nominations Committee and the availability of the personal and professional qualities necessary for them to perform their duties effectively. In particular, the following qualities must be present in the members:

1. A candidate for board membership must not have been previously convicted of a crime involving moral turpitude or dishonesty, nor be ineligible for board membership according to any applicable regulations or instructions in the Kingdom.
2. A board member may not hold membership in more than five publicly listed companies simultaneously.
3. A board member must represent all shareholders and adhere to the best interests of the company as a whole, not merely the interests of the group they represent or that voted for their appointment to the board.

4. The number of independent members must be at least two or one-third of the board members, whichever is greater.
5. An independent member must enjoy complete independence in their position and decisions, and must not be subject to any of the limitations on independence stipulated in the Corporate Governance Regulations issued by the Authority.
6. **Leadership Skills:** This means possessing leadership abilities that enable them to delegate authority in a way that motivates performance, implements best practices in effective management, and adheres to professional values and ethics.
7. **Competence:** This means possessing the appropriate academic qualifications, professional and personal skills, training level, and practical experience relevant to the company's current and future activities, as well as knowledge of management, economics, accounting, law, or governance, in addition to a willingness to learn and train.
8. **Ability to Guide:** This means possessing technical, leadership, and administrative capabilities, the ability to make quick decisions, and the capacity to understand the technical requirements related to workflow. It also means being able to provide strategic guidance, engage in long-term planning, and have a clear vision for the future.
9. **Financial Knowledge:** This means being able to read and understand financial statements and reports.
10. **Physical Fitness:** This means not having any health condition that would prevent the candidate from performing their duties and responsibilities.
11. The candidate for board membership must adhere to the principles of honesty, integrity, loyalty, and diligence, prioritizing the interests of the company and its shareholders over their own personal interests.
 - 11.1. Honesty is demonstrated by maintaining a genuine professional relationship between the board member and the company, and disclosing any relevant information to the company before executing any transaction or contract with the company or any of its subsidiaries.
 - 11.2. Loyalty is demonstrated by avoiding transactions involving conflict of interests, ensuring fairness in dealings, and adhering to the provisions regarding conflict of interests outlined in the Corporate Governance Regulations.
 - 11.3. Diligence and care are demonstrated by fulfilling the duties and responsibilities stipulated in the Companies Law, the Capital Market Law, the company's Articles of Association, and other relevant regulations.
12. The candidate must be a natural person at least twenty-five (25) years old, whether applying in their personal capacity or as a representative of a legal entity.

13. A diversity of academic qualifications and practical experience should be considered, and priority in nomination should be given to those with the necessary skills for board membership.
14. A board member must resign before the end of their term if they lose their eligibility to serve as a board member, become incapable of performing their duties, or are unable to dedicate the necessary time or effort to fulfilling their responsibilities. In the event of a conflict of interests, the member shall have the option of obtaining a license from the general assembly, renewable annually, or submitting their resignation.

Third: Eligibility and procedures for candidacy to the Board of Directors:

1. Each shareholder has the right to nominate themselves or one or more other persons for membership on the Board of Directors, within the limits of their shareholding percentage.
2. The Nominations and Remuneration Committee shall coordinate with the company's executive management to announce the opening of nominations for membership on the Board of Directors at least sixty (60) days before the end of the current Board's term, according to the requirements stipulated by regulations and laws.
3. The nomination announcement shall be published on the Saudi Stock Exchange (Tadawul) website, as well as on the company's website, and in any other medium determined by the Capital Market Authority, to invite those wishing to nominate themselves for membership on the Board of Directors. Nominations shall remain open for at least one month from the date of the announcement.
4. The Nominations and Remuneration Committee shall submit its recommendations to the Board of Directors regarding nominations for Board membership in accordance with the criteria outlined in this policy.
5. Anyone wishing to nominate themselves for membership on the company's board of directors must disclose their intention to nominate by submitting a notification to the company's management within the timeframe and deadlines stipulated in this policy and applicable regulations. This notification must include a profile of the candidate in Arabic, detailing their curriculum vitae, qualifications, and professional experience. The candidate must also provide the company with all supporting documents, such as a national identity card, family card, or passport (for non-Saudi candidates), and any other relevant documents required by the company to fulfill regulatory requirements.

6. Candidates for board membership must disclose to the board and the general assembly any conflicts of interest, including:
 - 6.1. Having a direct or indirect interest in the business and contracts entered into on behalf of the company for which he/she wishes to run for a board position.
 - 6.2. Engaging in any activity that competes with the company, or competes with it in any of its business lines.
7. Applicants for board membership must complete the form(s) specified by the Capital Market Authority, which can be obtained from the Authority's website.
8. A candidate who has previously served on the board of directors of a joint-stock company must attach a statement detailing the number and dates of the board memberships served.
9. A candidate who has previously served on the company's board of directors must attach to their nomination notification a statement from the company's management regarding the last term of board membership, including the following information:
 - 9.1. The number of board meetings held during each year of the term.
 - 9.2. The number of meetings the member attended in person, and their attendance rate.
 - 9.3. The standing committees in which the member participated, the number of meetings held by each committee during each year of the term, the number of meetings the member attended, and their attendance rate.
10. The membership status must be specified when nominating a candidate, i.e., whether the member is an executive, non-executive, or independent member.
11. The nature of the membership must be specified, i.e., whether the member is nominating in their personal capacity or as a representative of a legal entity.
12. The Remuneration and Nominations Committee coordinates with the executive management to finalize the regulatory requirements and provide all necessary documents to the relevant regulatory authorities.
13. Voting for the selection of Board members is conducted using cumulative voting.
14. Voting at the General Assembly is limited to those who have nominated themselves in accordance with the aforementioned policies, standards, and procedures.

Fourth, the mechanism for selecting the Chairman and Vice Chairman of the Board:

The shareholders of Middle East Pharmaceutical Industries Company shall elect the members of the Board of Directors at the General Assembly of Shareholders meeting according to the system and standards included in this policy. The Board then shall select a Chairman and a Vice Chairman from among its non-executive members, and the Board shall have the right to dismiss them from their positions or re-elect them at any time.

Fifth: The expiration of a board member's tenure and the vacancy of one of the positions:

1. Membership on the Board terminates upon the expiration of its tenure, resignation, or the expiration of the member's eligibility in accordance with any regulations or instructions applicable in the Kingdom. The General Assembly may, upon the recommendation of the Board of Directors, terminate the membership of any member who is absent from three consecutive meetings or five separate meetings during their term without a legitimate excuse accepted by the Board. However, the Ordinary General Assembly may, at any time, dismiss all or some members of the Board of Directors. In this case, the Ordinary General Assembly shall elect a new Board of Directors or a replacement for the dismissed member, as the case may be, in accordance with the provisions of the Companies Law.
2. If a seat on the Board of Directors becomes vacant due to the death or resignation of a member, and this vacancy does not result in a deficiency of the minimum number of members, the Board may appoint a temporary member to fill the vacancy. The appointed member must possess the necessary experience and competence, and the Commercial Registry and the Capital Market Authority must be notified within five days of the appointment. The appointment must be presented to the Ordinary General Assembly at its first meeting, and the appointed member shall complete the term of their predecessor.

Sixth: Final Provisions (Publication, Enforcement, and Amendment)

This policy shall be implemented and adhered to by the company as of the date of its approval by the General Assembly of Shareholders. This policy shall be published on the company's website to enable shareholders, the public, and stakeholders to review it. The contents of this policy may be amended, as needed, upon the recommendation of the Board of Directors, provided that any proposed amendment shall be presented to the General Assembly of Shareholders at its next meeting for approval.

This policy was approved by a resolution of the company's General Assembly of Shareholders at its meeting held on / / corresponding to / / at 7:00 PM.

Table of Amendments to the policies, standards and procedures for Membership in the Board of Directors of Middle East Pharmaceutical Industries Company (Avalon Pharma)

Article No.	Article before Amendment	Article after Amendment
<p>Article (5): Termination of a Board member's membership and vacancy of a position: Paragraph (2)</p>	<p>If a board member's position becomes vacant due to the death or resignation of any of its members, and this vacancy does not result in a breach of the conditions necessary for the validity of the board's meeting due to the number of its members falling below the minimum, the board may appoint a temporary member to the vacant position who has the necessary experience and competence, provided that the Commercial Registry and the Capital Market Authority are notified within fifteen days of the date of appointment, and that the appointment is presented to the Ordinary General Assembly at its first meeting, and the appointed member completes the term of his predecessor.</p>	<p>If a board member's position becomes vacant due to death or resignation, and this vacancy does not result in a deficiency of members below the minimum required for a valid board meeting, the board may appoint a temporary member with the necessary experience and competence. The appointment must be communicated to the Commercial Registry and the Capital Market Authority within five days of its appointment, and must be presented to the Ordinary General Assembly at its first meeting. The appointed member will complete the term of their predecessor.</p>