Board of Directors Membership Nomination Criteria

Nominations shall be made in accordance with the provisions of the Companies Law, the circulars issued by the Ministry of Commerce, the Rules on the Offer of Securities and Continuing Obligations, and the Corporate Governance Regulations issued by the Capital Market Authority (CMA). The nomination application must include the following requirements and supporting documents:

1. The applicant must be a Saudi national.
2. Complete and sign the nomination application attached to this announcement, addressed to the Chairman and Members of the Company's Nomination and Remuneration Committee.
3. Complete and sign CMA Forms No. (1) and (3), and submit them together with the nomination application.
4. Attach the candidate's curriculum vitae (CV), including personal information, academic qualifications, and professional experience relevant to the Company's business activities.
5. Attach to the nomination application and the above-mentioned forms a valid and clear copy of the candidate's National Identity Card (for individuals), Family Register (for married applicants), Passport, or Commercial Registration (for companies and establishments), together with the candidate's contact details, including telephone, fax, and email address.
6. Provide details of the boards of directors of companies or institutions on which the candidate has previously served, including the dates of such memberships.
7. Provide details of all joint-stock companies in which the candidate currently serves as a board member, including the expiry dates of such memberships, provided that the total number of board memberships does not exceed four (4).
8. Provide details of any other companies or establishments in which the candidate participates in management or ownership and that conduct activities similar to those of the Company.
9. The candidate must possess sufficient experience relevant to the Company's business activities.
10. The candidate must have adequate knowledge of the Companies Law and the applicable rules, regulations, and circulars.
11. The candidate must be capable of reading and analyzing financial statements and possess adequate knowledge of accounting and finance.
12. The candidate must have sufficient commitment and availability to contribute effectively to directing the Company's business and policies.
13. The candidate must demonstrate independence of judgment and the courage to express independent views on strategic and commercial matters.
14. The candidate must be committed to serving the Company as a member of its Board of Directors.

15. The candidate must possess integrity, honesty, good character, and credibility.

16. The candidate must not have been convicted of any crime involving dishonesty or breach of trust.

17. The candidate must not have been the subject of any decision issued by the Capital Market Authority.

18. The candidate must comply with all provisions and requirements relating to board membership of joint-stock companies as stipulated in the Companies Law and the regulations issued by the Capital Market Authority.

19. Unless prior written approval is obtained from the competent authorities, a person who has held the same position in a company that has been liquidated or who has been removed from office in another company may not nominate himself or herself for membership of the Board of Directors.

20. The candidate must agree to attend a personal interview with the Company's Nomination and Remuneration Committee if requested.

21. Voting at the General Assembly, the date of which will be announced in due course, shall be limited to candidates who have nominated themselves in accordance with the applicable laws and regulations and whose nominations have been approved by the competent authorities.