



## *Independent auditor's report to the shareholders of National Industrialization Company*

### *Report on the audit of the consolidated financial statements*

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#### *Our opinion*

In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of National Industrialization Company (the "Company") and its subsidiaries (together the "Group") as at 31 December 2021, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards, that are endorsed in the Kingdom of Saudi Arabia, and other standards and pronouncements issued by the Saudi Organization for Chartered and Professional Accountants (SOCPA).

#### **What we have audited**

The Group's consolidated financial statements comprise:

- the consolidated statement of financial position as at 31 December 2021;
- the consolidated statement of profit or loss for the year then ended;
- the consolidated statement of comprehensive income for the year then ended;
- the consolidated statement of changes in equity for the year then ended;
- the consolidated statement of cash flows for the year then ended; and
- the notes to the consolidated financial statements, which include significant accounting policies and other explanatory information.

#### *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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Independence**

We are independent of the Group in accordance with the code of professional conduct and ethics, endorsed in the Kingdom of Saudi Arabia, that are relevant to our audit of the consolidated financial statements and we have fulfilled our other ethical responsibilities in accordance with these requirements.

#### *Our audit approach*

##### **Overview**

Our key audit matters comprise the following:

- Valuation of investments in equity accounted associates and joint ventures; and
- Impairment of long-term loans due from loss making joint ventures.

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the consolidated financial statements. In particular, we considered where management made subjective judgements; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of management override of internal controls, including among other matters consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the consolidated financial statements as a whole, taking into account the structure of the Group, the accounting processes and controls, and the industry in which the Group operates.

# Independent auditor's report to the shareholders of National Industrialization Company

## Our audit approach (Continued)

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### 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 our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matters	How our audit addressed the Key audit matter
<p><b><i>Valuation of investments in equity accounted associates and joint ventures</i></b></p> <p>At 31 December 2021, the Group had investments in equity accounted associates and joint ventures of SR 12,306 million.</p> <p>Management performs a formal assessment at each reporting period-end to consider whether there are any events or circumstances (impairment triggers) that indicate that equity accounted investments in associates and joint ventures may be impaired or if there is any indication that an impairment loss recognized in prior periods is required to be reversed.</p> <p>If any such indication exists, the management estimates the recoverable amount to record or reverse the related impairment charge. Recoverable amount is the higher of fair value less costs of disposal ("FVLCD") or value-in-use ("VIU").</p> <p>In respect of one of the associates, the Group has reversed Saudi Riyals 693 million of impairment charge, which was recorded in the prior year, primarily due to the significant increase in fair value of its investment in the current year based on its quoted market price which is the basis for the recoverable amount determined by FVLCD.</p> <p>We considered this to be a key audit matter given the judgment involved in identifying impairment or reversal of impairment triggers and the complexity inherent in estimating the recoverable amounts.</p> <p>Refer to note 5.2, 5.12, 6 and 12.1 to the consolidated financial statements for further information.</p>	<p>We performed the following procedures:</p> <ul style="list-style-type: none"><li>• Assessed the reasonableness of management's formal assessment of any events and circumstances relating to possible impairment or reversal of previous impairment considering our knowledge of internal and external factors;</li><li>• Determined how the recoverable amount was calculated and compared it to the requirements of IFRS; and</li><li>• In respect of the associate for which a previous impairment charge was reversed, we recalculated the reversal of impairment based on the quoted market price of the associate at the year end and compared the reversal to the previously recognized impairment.</li></ul> <p>We also considered the appropriateness of the related accounting policies and disclosures in the consolidated financial statements.</p>

# Independent auditor's report to the shareholders of National Industrialization Company

## Key audit matters

## How our audit addressed the Key audit matter

### *Impairment of long-term loans due from loss making joint ventures*

At 31 December 2021, the group has fully impaired loans provided to its loss-making equity accounted joint ventures with an impairment charge in the year of SR 472 million. Based on cashflow forecasts, management has no expectation that these loans will be recovered from these joint ventures in the foreseeable future considering historical losses and forecasted performance.

We considered this to be a key audit matter given the judgment involved in calculating the impairment charge during the year.

Refer to notes 5.20, 6 and 12.3 to the consolidated financial statements for further information.

We have performed the following procedures:

- considered the historic financial position and performance of those joint ventures from the audited financial statements;
- assessed the reasonableness of five year cashflow forecasts (including basis of preparation and assumptions) prepared by the management for these joint ventures; and
- assessed management's conclusion that the amounts are not expected to be recoverable in the foreseeable future;

We also considered the appropriateness of the related accounting policies and disclosures in the consolidated financial statements.

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### *Other information*

Management is responsible for the other information. The other information comprises the Annual Report but does not include the consolidated financial statements and our auditor's report thereon, which 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 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.

When we read the Annual Report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

### *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 International Financial Reporting Standards, that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by SOCPA, and the applicable requirements of the Regulations for Companies and the 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.

## *Independent auditor's report to the shareholders of National Industrialization Company*

### *Responsibilities of management and those charged with governance for the consolidated financial statements (Continued)*

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.

### *Auditor's responsibilities for the audit of the consolidated financial statements*

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements are as a whole 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 scepticism 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

## *Independent auditor's report to the shareholders of National Industrialization Company*

### *Auditor's responsibilities for the audit of the consolidated financial statements (Continued)*

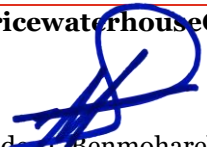
We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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, related safeguards.

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.

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**PricewaterhouseCoopers**



Bader I. Benmohareb  
License No. 471

09 March 2022

# Audit Committee Report to the General Assembly of the National Industrialization Company (TASNEE)

For Fiscal Year 2021

## Introduction:

This report highlights the main activities carried out by the Audit Committee during 2021 in accordance with the tasks and responsibilities adopted in the Audit Committee Charter and approved by the General Assembly of the National Industrialization Company on 25/04/2019, which was prepared in accordance with the requirements of Companies' Law and the Corporate Governance Regulation issued by the Capital Market Authority.

## **Main activities carried out by the Audit Committee in 2021**

In 2021, the Audit Committee of the National Industrialization Company held (6) meetings to carry out the tasks assigned to it in accordance with the Charter approved by the Assembly:

Name of the member	Nature of membership	1 <sup>st</sup> Meeting 10/01/2021	2 <sup>nd</sup> Meeting 29/03/2021	3 <sup>rd</sup> Meeting 28/04/2021	4 <sup>th</sup> Meeting 05/08/2021	5 <sup>th</sup> Meeting 27/10/2021	6 <sup>th</sup> Meeting 13/12/2021
Sami Abdulaziz Al Sheniber	Committee Chairman	√	√	√	√	√	Apologized
Badr Ali Al Dakhil	member	√	√	√	√	√	√
Musab Suleiman Al Muhaidib	member	√	√	√	√	√	√

- Reviewing the preliminary quarterly financial statements for 2021 and approving them after discussing them with the company's management and the external auditor to ensure their fairness and alignment with the accounting policies adopted by the Company before publishing them on the Company's website at "Tadawul" and recommending to the Board of Directors to approve the annual financial statements reviewed by the external auditor in preparation for submitting them to the General Assembly for approval.
- Reviewing and discussing reports submitted by the external auditor and meeting with them regarding their audit plan to verify their independence and the effectiveness of the audit activities and answer its inquiries and ensure that there are no obstacles that may affect its implementation.



- Monitoring the implementation of the Internal Audit plan for year 2021 as approved by the Audit Committee, discuss periodic reports submitted by the Internal Audit Department regarding the results of its activities and their follow up on the implementation of corrective actions.
- Discussion and adoption of the strategy and Internal Audit plan for year 2022, which was prepared following a risk-based approach that covers all activities of the company.
- Review the offers from audit firms to audit the company's quarterly and annual financials accounts for the year 2021 and Q1, 2022 and evaluate it technically and commercially. It has been recommended to the Board to proceed to the General Assembly with one of the following firms: Ernst & Young Office (EY), PricewaterhouseCoopers Office (PWC), and Al Fawzan and Partners (KPMG), after reviewing their independence and scope of work.

### **The results of the annual review of the effectiveness of internal control systems and the Audit Committee's opinion on the adequacy of the Company's internal control system for the fiscal year ending 31/12/2021**

The Company has an independent Internal Audit departmental administration, which functionally reports to the Audit Committee and carries out its tasks in accordance with the Internal Audit Charter. The Internal Audit Department executed all its activities as per the risk-based Audit Plan which was approved at the beginning of the year. Priority was given to high-risk area and processes to help achieve the company's objectives and protect its assets. A number of Internal Audits were carried out with the aim of determining the efficiency and effectiveness of the internal control systems and procedures, the results were discussed and sent to the relevant departments of the company in order to review and address the observations and recommendations and develop the necessary corrective actions. The follow up process for the implementation and addressing of the recommendations in accordance with the agreed dates was periodically reviewed by the Audit Committee in updated reports indicating what has been achieved, and what challenges and risks can arise in the case these observations and recommendations are not addressed timely.

The Audit Committee was briefed on the internal control and audit procedures within the boundaries of the planned limited tasks, which were tested by the Internal Audit Department. Following the deliberations with the company's representatives and the external auditor regarding the quarterly and annual performance, the Audit Committee can give reasonable assurance of the effectiveness of the company's internal control systems.

The Audit Committee did not find any material matter which must be escalated or indicates there may be a fundamental weakness or imbalance in the company's internal control systems, policies and procedures, however, it is understood that the effectiveness of any internal control system cannot be fully confirmed with an absolute degree of reliability. Finally, there are no recommendations from the Audit Committee that contradict the decisions of the Board of Directors during 2021.

**And accept my sincere greetings and appreciation**

Chairman of the Committee

Sami Abdulaziz Al Sheniber



Date: 05\08\1443 AH

Corresponding to: 08\03\2022 AD

To the Shareholders of National Industrialization Company (TASNEE)

Subject: The Board of Directors' Recommendation regarding External Auditor's Appointment for Fiscal Year 2022.

After Greetings,

We would like to inform the shareholders of the Board of Directors' approval of the Audit Committee's recommendation regarding the appointment of an external auditor as the below auditing firms were invited to submit their offers to audit the company's accounts and consolidated financial statements for the second, third quarter, and annual fiscal year 2022 and the first quarter of the year 2023. The offers were received and evaluated technically and commercially in accordance with the procedures followed, with higher attention to the reputation and independence of the firm, quality and reliability, the number of work teams, years of experience, clarity of the methodology used, and familiarity with the nature of the company's business in previous periods and fees. The Committee approved the selection of one of the following candidates according to the highest rating:

Auditor Firm	Total Fees (in Saudi Riyals)	Rating Percentage
PricewaterhouseCoopers (PWC)	810,000	96%
KPMG	869,000	94%
Dr. Mohamed Al-Amri & Co (BDO)	735,000	90%

Accordingly, the Board of Directors approved to recommend all the above audit firms to be presented to the General Assembly for appointing the External Auditor and determining their fees.

Sincerely,

Chairman of the Board of Directors

Eng. Mubarak bin Abdullah Al-Khafrah





**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Mutlaq Hamad M. AlMorished					
Nationality	Saudi	Date of birth	01/02/1957			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Master	Business Management	1989	Stanford University, USA		
2.	Master	Nuclear Engineering	1981	Princeton University, USA		
3.	Bachelor	Nuclear Physics & Math	1979	University of Denver, USA		
c) Experiences of the Nominated Member						
Period	Experience					
2015 – Present	CEO – TASNEE					
2004 – 2015	CFO & EVP – Finance, SABIC					
2002 – 2004	Vice President – Shared Services, SABIC					
2000 – 2002	President – Metals Group, SABIC					
1999 – 2000	President – Saudi Iron & Steel Co. (HADEED)					
1997 – 1999	President – Saudi Petrochemical Co. (SADAF)					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Alinma Bank	Bank	Non-Executive	Personal capacity	<ul style="list-style-type: none"> <li>Chairman of Audit Committee</li> <li>Member of Executive Committee</li> </ul>	Listed
2.	CITI Group in Saudi Arabia	Investment	Independent	Personal capacity	–	Closed joint stock
3.	A. M. Bin Saedan Real Estate Co	Real Estate	Independent	Personal capacity	–	Closed joint stock
4.	National Metal Manufacturing & Casting Co. (Maadaniyah)	Industry	Non-Executive	Representative of legal Person	–	Listed

<p><b>The amendment of Nomination and Remuneration Committee Charter is as follows:</b></p>	<p>تتلخص تعديلات لائحة عمل لجنة الترشيحات والمكافآت المقترحة فيما يلي:</p>
<p><b>Paragraph (3) from Article (4)</b></p> <p><b>Before amendment</b></p> <p>If the position of any member of the Committee becomes vacant for any reason, the Board shall appoint a replacement for him to <b>complete the remainder of the membership of the member whose position has become vacant.</b></p> <p><b>After amendment</b></p> <p>If the position of any member of the Committee becomes vacant for any reason, the Board shall appoint a replacement for him <b>who is competent and experienced to complete the remainder of the membership of the member whose position has become vacant., and this new appointment shall be presented in the first General Assembly for its approval, and the Ministry and CMA shall be notified of this new appointment within five (5) workdays from the date of appointment.</b></p>	<p><b>الفقرة (٣) من المادة الرابعة</b></p> <p><b>قبل التعديل</b></p> <p>إذا شغر منصب أي عضو من أعضاء اللجنة لأي سبب من الأسباب، يقوم مجلس الإدارة بتعيين <b>بديل له يكمل الفترة المتبقية من عضوية العضو الذي شغر منصبه.</b></p> <p><b>بعد التعديل</b></p> <p>إذا شغر منصب أي عضو من أعضاء اللجنة لأي سبب من الأسباب، يقوم مجلس الإدارة بتعيين <b>بديلاً له ممن تتوفر فيهم الخبرة والكفاية ليكمل الفترة المتبقية من عضوية العضو الذي شغر منصبه على أن يعرض هذا التعيين على أول جمعية لاعتماده، وأن تبلغ الوزارة والهيئة بذلك خلال خمسة أيام عمل من تاريخ التعيين.</b></p>
<p><b>Addition of Article (7)</b></p> <ol style="list-style-type: none"> <li>1. The Committee member shall receive an attendance allowance for each meeting of the Committee, equal to the attendance allowance for the members of the Board.</li> <li>2. The Committee member shall receive an annual remuneration commensurate with the time and effort exerted by the member in the amount of one hundred thousand (100,000) riyals, provided that this is disclosed in the Board report to the General Assembly.</li> <li>3. The Board determines the remuneration to be received by the Secretary of the Committee.</li> </ol>	<p><b>إضافة المادة السابعة</b></p> <ol style="list-style-type: none"> <li>١. يحصل عضو اللجنة على بدل حضور عن كل اجتماع من اجتماعات اللجنة مساوي لبذل حضور أعضاء مجلس الإدارة.</li> <li>٢. يحصل عضو اللجنة على مكافأة سنوية تتناسب مع الوقت والجهد اللذين يبذلهما العضو بمبلغ قدره مئة ألف (١٠٠,٠٠٠) ريال على أن يُفصح عن ذلك في تقرير مجلس الإدارة للجمعية العامة.</li> <li>٣. يحدد مجلس الإدارة ما يتلقاه أمين اللجنة من مكافآت.</li> </ol>

**لائحة عمل لجنة الترشيحات والمكافآت**

**Nomination and Remuneration Committee Charter**

## Article (1): Committee Name

The Nomination and Remuneration Committee formed in accordance with the requirements of the Corporate Governance Regulations issued by the Board of the Capital Market Authority (CMA) pursuant to Resolution No. (8-16-2017) dated 16/05/1438 AH, and in accordance with the requirements of the Companies Law issued by Royal Decree.

## المادة الأولى: مسمى اللجنة

لجنة الترشيحات والمكافآت المشكلة وفقاً لمتطلبات لائحة حوكمة الشركات الصادرة عن مجلس هيئة السوق المالية بموجب القرار رقم (٨-١٦-٢٠١٧) وتاريخ ١٦/٥/١٤٣٨ هـ، ووفقاً لمتطلبات نظام الشركات الصادر بالمرسوم الملكي رقم م/٣ وتاريخ ١٤٣٧/٠١/٢٨ هـ.

## Article (2): Committee Adjective

A Committee emanating from the Company's board of directors and formed by a Board resolution in accordance with the provisions of this charter that approved by the General Assembly.

## المادة الثانية: صفة اللجنة

لجنة منبثقة عن مجلس إدارة الشركة، ومعينة من قبله وفقاً لأحكام هذه اللائحة المعتمدة من قبل الجمعية العامة لمساهمي الشركة.

## Article (3): Committee Duties and Responsibilities

1. Develop Board Membership's Policy and Standards and the Executive Management.
2. Recommend to the Board to nominate and re-nominate members in accordance with approved Board of Directors Membership Policies, Standards and Procedures. Taking into account the politics, standards and procedures of membership in the Board of Directors, the candidate shall not be previously convicted of committing an offence of dishonesty and honor.
3. Annual review of skills and experience required for Board Membership and the Executive Management.
4. Review the structure of the Board and the Executive Management, and recommend possible changes.
5. Identify weaknesses and strengths in the Board and propose remedies in line with the Company's interest.
6. Ensure, at least annually, that the independent members continue to be independent, and that there is no conflict of interest for any member of

## المادة الثالثة: مهام ومسؤوليات اللجنة

١. اقتراح سياسات ومعايير واضحة للعضوية في مجلس الإدارة والإدارة التنفيذية.
٢. التوصية لمجلس الإدارة بترشيح أعضائه وإعادة ترشيحهم وفقاً للسياسات والمعايير المعتمدة، مع مراعاة سياسة ومعايير وإجراءات العضوية في مجلس الإدارة، وعدم ترشيح أي شخص سبق إدانته بجريمة مخلة بالشرف والأمانة.
٣. المراجعة السنوية للاحتياجات المطلوبة من المهارات والخبرات المناسبة لعضوية مجلس الإدارة، ووظائف الإدارة التنفيذية.
٤. مراجعة هيكل مجلس الإدارة، والإدارة التنفيذية وتقديم التوصيات في شأن التغييرات التي يمكن إجراؤها.
٥. تحديد جوانب الضعف والقوة في مجلس الإدارة واقتراح الحلول لمعالجتها بما يتفق مع مصلحة الشركة.
٦. التأكد بشكل سنوي - على الأقل - من استمرار استقلالية الأعضاء المستقلين، وعدم وجود أي تعارض مصالح لأي عضو من أعضاء المجلس، سواءً كان ذلك العضو يشغل

the board, whether that member is a member of the Board of another Company or performs work that competes with the Company's work, unless the member has disclosed it to the General Assembly and approved it to him in accordance with the applicable regulations.

7. Prepare the Remuneration Policy for the Board members, the Committees emanating from the Board and the Executive Management, submit it to the Board for review in preparation for approval by the General Assembly, provided that such policy is taken into account in following performance-related standards, disclosed and verified its implementation.
8. Periodic review of the Remuneration Policy, and evaluation of its effectiveness in achieving its objectives.
9. Clarify the relationship between the rewards granted and the applicable Remuneration Policy, and indicate any material deviation from this policy.
10. Develop special procedures in the event of a vacancy in the Board or the senior executive.
11. Recommend to the Board the remuneration of Board members, its Committees and senior executives in accordance with the approved policy.
12. Develop job descriptions for executive members, non-executive members, independent members and senior executives.
13. The Committee may seek the assistance of specialized experts from inside or outside the Company within its authority, provided that this is included in the minutes of the Committee's meeting with the name of the expert and his relationship with the Company or the executive management.

عضوية مجلس إدارة شركة أخرى أو يقوم بأعمال منافسة لعمل الشركة، ما لم يكن العضو قد أفصح عنها للجمعية العامة وأقرتها له بما يتوافق مع الأنظمة المتبعة.

٧. إعداد سياسة واضحة لمكافآت أعضاء مجلس الإدارة واللجان المنبثقة عن المجلس والإدارة التنفيذية، ورفعها إلى مجلس الإدارة للنظر فيها تمهيداً لاعتمادها من الجمعية العامة، على أن يراعى في تلك السياسة اتباع معايير ترتبط بالأداء، والإفصاح عنها، والتحقق من تنفيذها.

٨. المراجعة الدورية لسياسة المكافآت، وتقييم مدى فعاليتها في تحقيق الأهداف المرجوة منها.

٩. توضيح العلاقة بين المكافآت الممنوحة وسياسة المكافآت المعمول بها، وبيان أي انحراف جوهري عن هذه السياسة.

١٠. وضع الإجراءات الخاصة في حال شغور مركز أحد أعضاء مجلس الإدارة أو كبار التنفيذيين.

١١. التوصية لمجلس الإدارة بمكافآت أعضاء مجلس الإدارة واللجان المنبثقة عنه وكبار التنفيذيين بالشركة وفقاً للسياسة المعتمدة.

١٢. وضع وصف وظيفي للأعضاء التنفيذيين والأعضاء غير التنفيذيين والأعضاء المستقلين وكبار التنفيذيين.

١٣. يمكن للجنة الاستعانة بخبراء مختصين من داخل أو خارج الشركة في حدود صلاحياتها، على أن يُضمن ذلك في محضر اجتماع اللجنة مع ذكر اسم الخبير وعلاقته بالشركة أو الإدارة التنفيذية.



## Article (4): Committee Formation

## المادة الرابعة: تشكيل اللجنة

1. Formed by a resolution of the Board, and its members should be independent Board member. It is permissible to appoint non-executive members or person who are not members of the Board, whether they are shareholders or others. The number of its members shall not be less than three (3) and not more than five (5). The chairman of the Committee shall be independent members.
 

١. تشكل اللجنة بقرار من مجلس الإدارة ويراعى أن يكون أعضاؤها من أعضاء مجلس الإدارة المستقلين، ويجوز الاستعانة بأعضاء غير تنفيذيين أو بأشخاص من غير أعضاء المجلس سواء كانوا من المساهمين أو غيرهم. بحيث لا يقل عدد أعضائها عن ثلاثة (٣) ولا يزيد عن خمسة (٥). ويكون رئيس اللجنة من الأعضاء المستقلين.
2. The members of the Committee shall continue to carry out their duties from the date of the resolution to appoint the Committee, and for a period of three (3) years, or until a resolution is issued by the Board that terminates or reconstitutes the Committee, and the expiration of the term of the Board or its dissolution for any reason terminates the period of assigning the Committee; It must be reconstituted by the new Board.
 

٢. يستمر أعضاء اللجنة في القيام بمهامهم من تاريخ قرار تعيين اللجنة، ولفترة ثلاث (٣) سنوات، أو لحين صدور قرار من المجلس ينهي أو يعيد تشكيل اللجنة، كما أن انقضاء مدة المجلس أو حله لأي سبب ينهي فترة تكليف اللجنة؛ ويوجب إعادة تشكيلها من قبل مجلس الإدارة الجديد.
3. If the position of any member of the Committee becomes vacant for any reason, the Board shall appoint a replacement for him who is competent and experienced to complete the remainder of the membership of the member whose position has become vacant., and this new appointment shall be presented in the first General Assembly for its approval, and the Ministry and CMA shall be notified of this new appointment within five (5) workdays from the date of appointment.
 

٣. إذا شغر منصب أي عضو من أعضاء اللجنة لأي سبب من الأسباب، يقوم مجلس الإدارة بتعيين بديلاً له ممن تتوفر فيهم الخبرة والكفاية ليكمل الفترة المتبقية من عضوية العضو الذي شغر منصبه على أن يعرض هذا التعيين على أول جمعية لاعتماده، وأن تبلغ الوزارة والهيئة بذلك خلال خمسة أيام عمل من تاريخ التعيين.
4. The Committee chooses among its members a chairman in the first session, and it also appoints a secretary to be responsible for preparing the minutes of its meetings, its agenda, and coordinating its administrative work.
 

٤. تختار اللجنة من بين أعضائها رئيساً لها في أول جلسة، كما تعين أمين سر لها يكون مسؤولاً عن إعداد محاضر اجتماعاتها وجدول أعمالها، وتنسيق أعمالها الإدارية.
5. The Company's General Assembly, based on a proposal from the Board, issues a charter for the Nomination and Remuneration Committee, provided that these regulations include the Committee's work procedures, its duties, the rules for selecting its members, the term of their membership, and their remuneration.
 

٥. تصدر الجمعية العامة للشركة - بناءً على اقتراح من مجلس الإدارة - لائحة عمل لجنة الترشيحات والمكافآت، على أن تشمل هذه اللائحة ضوابط وإجراءات عمل اللجنة، ومهامها، وقواعد اختيار أعضائها، ومدة عضويتهم، ومكافآتهم.

## Article (5): Committee Meetings

## المادة الخامسة: اجتماعات اللجنة

1. Attendance of the majority of its members is required for meetings validity, and its resolutions are issued by the majority of the votes of those present. In the event of equal votes, the side with which the Committee chairman voted shall prevail.
 

١. يشترط لصحة اجتماعات اللجنة حضور أغلبية أعضائها، وتصدر قراراتها بأغلبية أصوات الحاضرين، وعند تساوي الأصوات يرجح الجانب الذي صوت معه رئيس اللجنة.
2. All meetings and decisions of the Committee shall be recorded in minutes that include the discussions and deliberations that took place. The Committee's recommendations and voting results shall be documented, and the names of the members present and the reservations they expressed – if any – shall be signed. These minutes shall be signed by all the members present.
 

٢. تدون جميع جلسات وقرارات اللجنة في محاضر تتضمن ما دار من نقاشات ومداولات، وتوثيق توصيات اللجنة ونتائج التصويت وبيان أسماء الأعضاء الحاضرين والتحفظات التي أبدوها – إن وجدت – وتوقع هذه المحاضر من جميع الأعضاء الحاضرين.
3. The Committee holds its meetings periodically, provided that its meetings are not less than two (2) meetings in one year, and the Committee meets whenever the need for a meeting arises. The previously unscheduled meeting takes place on the basis of a request from the head of the Committee, or a number representing 50% of its members, in order to achieve the goals for which the Committee was formed.
 

٣. تعقد اللجنة اجتماعاتها بصفة دورية على ألا تقل اجتماعاتها عن اجتماعين (٢) في السنة الواحدة، وتجتمع اللجنة كلما دعت الحاجة إلى الاجتماع. ويتم الاجتماع غير المجدول سابقاً بناءً على دعوة من رئيس اللجنة، أو عدد يمثل ٥٠٪ من أعضائها، بغرض تحقيق الأهداف التي من أجلها تم تكوين اللجنة.
4. It is permissible for the Committee member to attend the meeting via modern technology means from the phone and the like, in case the member had an excuse acceptable to the Committee chairman that prevented him from attending the meeting at its location.
 

٤. يجوز أن يكون حضور عضو اللجنة للاجتماع عبر وسائل التقنية الحديثة من هاتف ونحوه، وذلك في حال كان للعضو عذر مقبول لدى رئيس اللجنة حال دون حضور الاجتماع في مقره.
5. A Committee member who is absent from the meeting may delegate another member on his behalf to vote on making resolutions.
 

٥. يجوز لعضو اللجنة المتغيب عن حضور الاجتماع أن ينيب عضواً آخرأ عنه للتصويت على القرارات.
6. No member of the Board or the Executive Management, except for the Committee's secretary and members of the Committee, is entitled to attend the Committee's meetings unless the Committee requests hearing his opinion or obtaining his advice.
 

٦. لا يحق لأي عضو في مجلس الإدارة أو الإدارة التنفيذية عدا أمين سر اللجنة وأعضاء اللجنة حضور اجتماعات اللجنة إلا إذا طلبت اللجنة الاستماع إلى رأيه أو الحصول على مشورته.

**Article (6): Obligations of Committee Members**

**المادة السادسة: التزامات أعضاء اللجنة**

1. Committee members shall allocate sufficient time to carry out their responsibilities, including preparing for Committee meetings and making sure to attend them.
2. The member of the Committee shall abide by all the obligations that the Board member is bound regarding the confidentiality of the information and documents he has access to, and he shall not – in any way – disclose them to any individual or entity not authorized by the Board, or according to a resolution of the Committee, and within the limits of the disclosure granted to him by either the Board or Committee.
3. Committee members work with impartiality and independence, and none of them may have a direct or indirect interest in the contracts and transactions that take place for the Company's account except with a prior authorization from the General Assembly, which is renewed each year.

١. على أعضاء اللجنة تخصيص وقت كاف للقيام بمسؤولياتهم، بما في ذلك التحضير لاجتماعات اللجنة والحرص على حضورها.
٢. يلتزم عضو اللجنة بجميع الالتزامات التي يلتزم بها عضو مجلس الإدارة حيال سرية ما يطلع عليه من معلومات ووثائق، ولا يجوز له بأي حال من الأحوال البوح بها لأي فرد أو جهة لم يصرح له بها من قبل مجلس الإدارة، أو بموجب قرار من اللجنة، وفي حدود التصريح الممنوح له من أي منهما.
٣. يعمل أعضاء اللجنة بالحياد والاستقلالية، ولا يجوز أن يكون لأي منهم مصلحة مباشرة أو غير مباشرة في الأعمال والعقود والتصرفات التي تتم لحساب الشركة إلا بترخيص مسبق من الجمعية العامة يجدد كل سنة.

**Article (7): Committee Members Remuneration**

**المادة السابعة: مكافآت أعضاء اللجنة**

1. The Committee member shall receive an attendance allowance for each meeting of the Committee, equal to the attendance allowance for the members of the Board.
2. The Committee member shall receive an annual remuneration commensurate with the time and effort exerted by the member in the amount of one hundred thousand (100,000) riyals, provided that this is disclosed in the Board report to the General Assembly.
3. The Board determines the remuneration to be received by the Secretary of the Committee.

١. يحصل عضو اللجنة على بدل حضور عن كل اجتماع من اجتماعات اللجنة مساوي لبذل حضور أعضاء مجلس الإدارة.
٢. يحصل عضو اللجنة على مكافأة سنوية تتناسب مع الوقت والجهد اللذين يبذلهما العضو بمبلغ قدره مئة ألف (١٠٠,٠٠٠) ريال على أن يُفصح عن ذلك في تقرير مجلس الإدارة للجمعية العامة.
٣. يحدد مجلس الإدارة ما يتلقاه أمين اللجنة من مكافآت.

Date: 27\07\1443 AH

Corresponding to: 28\02\2022 AD

To the Shareholders of National Industrialization Company (TASNEE)  
After Greetings,

**Subject: Business and contracts that involve direct or indirect interest for the Board Members**

Based on the requirements of Article (71) of the Companies Law in the Kingdom of Saudi Arabia, which requires that a member of the Board of Directors inform the Board of his interest in the business and contracts that are made for the company's account. The Board of Director would inform General Assembly that it has been decided by the Board of Directors of National Industrialization Company ("the Company") that there is a direct interest to Eng. Mubarak bin Abdullah Al-Khafrah, Chairman of the Board and Dr. Talal bin Ali Al-Shaer, Vice-Chairman of the Board, regarding the following:

- 1- The business and contracts that took place between the National Industrialization Petrochemicals Marketing Co. (TASNEE subsidiary company), a limited liability company, Commercial Registration No, (1010171953) and the Factory of Non-Woven Industrial Fabrics Company (a subsidiary of Al-Khafrah Holding Company), Commercial Registration No. 2055014696, in which the Chairman of the Board Eng. Mubarak bin Abdullah Al-Khafrah has a direct interest. The transactions include various purchase orders for polypropylene materials. The total purchase during the fiscal year ending on 31/12/2021 amounted to SAR 28,762,665 and there are no preferential conditions.
- 2- The business transactions and contracts that took place between the National Industrialization Petrochemicals Marketing Co. (TASNEE subsidiary Company), a limited liability company, Commercial Registration No, (1010171953) and the Converting Industries Company Ltd. (an affiliate of Al-Shaer Trading, Industry and Contracting Company), Commercial Registration No. 4700015588, in which the Board Member Dr. Talal bin Ali Al-Shaer has a direct interest. The transactions include various purchase orders for polyethylene materials. The total purchase during the fiscal year ending on 31/12/2021 amounted to SAR 23,380,589 and there are no preferential conditions.

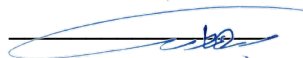
We assure shareholders that the transactions described in this statement have been reviewed and approved by the CFO, the CEO and the Board of Directors of the company.

Accordingly, the Company's Board of Directors wishes to present these transactions to the shareholders in preparation for obtaining the approval of the General Assembly of the Company's shareholders in line with the provisions of Article (71) of the Companies Law.

Sincerely,

Chairman of the Board of Directors

Eng. Mubarak bin Abdullah Al-Khafrah





To the shareholders of  
National Industrialization Company  
(A Saudi Joint Stock Company)

***Limited assurance report on declaration submitted by the Chairman of the Board of Directors to the shareholders of National Industrialization Company***

We have undertaken a limited assurance engagement in respect of the accompanying declaration of related party transactions and contracts for the year ended 31 December 2021 relating to National Industrialization Company (the “Company”) prepared by the Chairman of the Board of Directors of the Company in accordance with the applicable criteria mentioned below so as to comply with the requirements of Article 71 of the Regulations for Companies (the “Declaration”).

***Subject matter***

The subject of our limited assurance engagement is the Declaration prepared by the Company's management and approved by the Chairman of the Board as attached to this report and submitted to us.

***Criteria***

The applicable criteria (the “Criteria”) is the requirement of Article 71 of Regulations for Companies issued by the Ministry of Commerce (2015-1437H) and subsequent amendments made therein which states that any member of the Board of Directors (the “Board”) with any interest, both directly or indirectly, in the transactions or contracts made for the account of the Company shall declare such interests for the approval of a general assembly of the Company. The Board member must notify the Board of such interest and excuse himself in vote by the Board to approve such transactions or contracts. The Chairman of the Board will notify the general assembly of transactions and contracts in which a member of the Board has a direct or indirect interest.

***Management's responsibility***

The management of the Company is responsible for the preparation of the Declaration in accordance with the Criteria and ensuring its completeness. This responsibility includes the design, implementation, and maintenance of internal controls relevant to the preparation of the Declaration that is free from material misstatement, whether due to fraud or error.

***Our independence and quality control***

We have complied with the independence requirements of the code of professional conduct and ethics, endorsed in the Kingdom of Saudi Arabia, and the ethical requirements that are relevant to our limited assurance engagement in the Kingdom of Saudi Arabia, which include independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The firm applies International Standard on Quality Control 1, as endorsed in the Kingdom of Saudi Arabia, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



### ***Our responsibility***

Our responsibility is to express a limited assurance conclusion on the Declaration based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), 'Assurance Engagements Other Than Audits or Reviews of Historical Financial Information' ("ISAE 3000"), as endorsed in the Kingdom of Saudi Arabia. This standard requires that we plan and perform this engagement to obtain limited assurance about whether anything has come to our attention that causes us to believe that the Company has not complied with the applicable requirements of Article (71) of the Regulations for Companies in the preparation of the Declaration, for the year ended December 31, 2021.

The procedures selected depend on our judgment, including the assessment of risks such as failure of systems and controls, whether due to fraud or error. In making those risk assessments, we consider internal controls relevant to the Company's compliance with the requirements of Article (71) of the Regulations for Companies in the preparation of the Declaration. Our procedures included examining, on a test basis, evidence supporting systems and controls in respect of the preparation of the Declaration in accordance with the requirements of Article (71) of the Regulations for Companies.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

### ***Summary of work performed***

We have planned and performed the following procedures to obtain limited assurance over the Company's compliance with the requirements of Article 71 of the Regulations for Companies in the preparation of the Declaration:

- Discussed with the Company's management the process for conducting business and entering into contracts with any of the Board members, either directly or indirectly, with the Company which includes that the Board member notifies the Board on the transactions and contracts entered into by the Company, in which the Board member may have any interest, either directly or indirectly, and further that the concerned Board member will not vote on the resolution issued in this regard at the meetings of the Board and the shareholders, and resolutions will be passed annually.
- Obtained the accompanying Declaration ("Appendix I") that includes the lists of all transactions and contracts entered into by any of the Board members of the Company, either directly or indirectly, with the Company during the year ended 31 December 2021.
- Reviewed the minutes of the Board meetings that indicates that the concerned board member notified the Board on the transactions and agreements entered into by that Board member during the year ended 31 December 2021; and further that the concerned board member did not vote on the resolution issued in this regard at the meetings of the Board.
- Reviewed the confirmations obtained from the concerned Board members on the business and contracts participated by the Board members, either directly or indirectly, during the year ended 31 December 2021.
- Tested the consistency of the transactions included in the Declaration with the disclosure in Note 37 to the Company's audited consolidated financial statements for the year ended 31 December 2021.

### ***Inherent limitations***

Our procedures regarding systems and controls relating to the preparation of the Declaration in accordance with the requirements of Article 71 of the Regulations for Companies, are subject to inherent limitations and, accordingly, errors or irregularities may occur and not be detected. Furthermore, such procedures may not be relied upon as evidence of the effectiveness of the systems and controls against fraudulent collusion, especially on the part of those holding positions of authority or trust.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement under ISAE 3000 (Revised) as endorsed in the Kingdom of Saudi Arabia. Consequently, the nature, timing and extent of the procedures outlined above for gathering sufficient appropriate evidence were deliberately limited relative to a reasonable assurance engagement, and therefore less assurance is obtained with a limited assurance engagement than for a reasonable assurance engagement.

Our procedures did not constitute either an audit or a review made in accordance with International Standards on Auditing or International Standards on Review Engagements as endorsed in the Kingdom of Saudi Arabia and accordingly we do not express an audit or a review opinion in relation to the adequacy of systems and controls.

This conclusion relates only to the Declaration for the year ended 31 December 2021 and should not be seen as providing assurance as to any future dates or periods, as changes to systems or controls may alter the validity of our conclusion.




***Limited assurance conclusion***

Based on our work described in this report, nothing has come to our attention that causes us to believe that the Company has not complied, in all material respects, with the applicable requirements of Article 71 of the Regulations for Companies in the preparation of the Declaration of related party transactions for the year ended 31 December 2021.

***Restriction of use***

This report, including our conclusion, has been prepared solely upon the request of the management of the Company, to assist the Company and its Chairman of the Board in fulfilling its reporting obligations to the general assembly in accordance with Article (71) of the Regulations for Companies. The report should not be used for any other purpose or to be distributed to or otherwise quoted or referred to, without our prior consent to any other parties other than the Ministry of Commerce, Capital Market Authority and the shareholders of the Company.

**PricewaterhouseCoopers**



Bader I. Benmohareb  
License No. 471

9 March 2022

**Applicants for Candidacy of the Board of Directors  
Thirteenth session  
7/2022 – 7/2025**



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name		Mubarak Abdullah Alkhafrah				
Nationality		Saudi		Date of birth		21/05/1947
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications		The issuer of the qualification	
1.	Advanced Diploma	Advanced Diploma	1976		Canada	
2.	Bachelor	Industrial Engineering	1973		USA	
c) Experiences of the Nominated Member						
Period		Experience				
4 years		Consultative Assembly of Saudi Arabia				
22 years		Ministry of Industry and Electricity				
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	National Industrialization Company	Basic Materials	Non-executive	Personal capacity	<ul style="list-style-type: none"> <li>Chairman of the Board</li> <li>Chairman of the Executive Committee</li> </ul>	Listed
2.	Saudi Polyolefin's Company	Basic Materials	Non-executive	Representative of legal Person	Chairman of the Board	Limited liability
3.	Air Liquide Al Khafrah Industrial Gases	Medical gases	Non-executive	Personal capacity	Chairman of the Board	Unlisted
4.	Gulf Chemicals & Industrial Oils Co.	Petrochemical	Non-executive	Personal capacity	Board Member	Unlisted



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Talal Ali Al-Shair					
Nationality	Saudi	Date of birth	17/03/1953			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Ph.D	International Business Administration	1987	Kennedy University		
2.	Master	Management	1978	University of Maine State		
3.	Bachelor	Chemical Engineering	1977	University of Maine State		
c) Experiences of the Nominated Member						
Period	Experience					
41 years	Chairman, AlShair Group					
32 years	Chairman and CEO, National Titanium Dioxide Company (Cristal)					
41 years	Development of industrial projects					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	AlShair Group	Industry	non-executive	Personal capacity	–	Closed joint stock
2.	Tasnee & Sahara Olefins Company	Petrochemical	non-executive	representative of legal person	–	Closed joint stock
3.	Fiberglass Oasis Company	Industry	non-executive	representative of legal person	–	Closed joint stock
4.	Advanced Metal Industries Cluster Co. (AMIC)	Industry	non-executive	representative of legal person	–	Limited liability



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Talal Ibrahim Almainan					
Nationality	Saudi	Date of birth	06/03/1954			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Master	Business Administration	2009	University of Liverpool, UK		
2.	Bachelor	Sciences in Electrical Engineering	1979	University of Evansville Indiana, USA		
3.	Diploma	Computer Science	1981	Computer Science Center Corporation, Herndon-Virginia, USA		
c) Experiences of the Nominated Member						
Period	Experience					
2019 – Present	Chairman, Saudi Fransi Capital					
2019 – Present	Vice Chairman, Saudi Fransi Capital					
2017 – Present	CEO, Kingdom Holding Company					
1996 – 2016	Executive Director, Kingdom Holding Company					
2002 – 2017	CEO & Chairman, Kingdom Real Estate Development					
1986 – 1996	Director of Computer Department, SAMA					
1979 – 1986	Director of Operations & Maintenance, Ministry of Interior					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Saudi Fransi Bank	Financial	non-executive	Representative of legal Person	N/A	Listed
2.	Kingdom Investment & Development Company	Real Estate Investments	non-executive	Representative of legal Person	N/A	Closed joint stock
3.	Jeddah Economic Company	Real Estate Investments	executive	Representative of legal Person	N/A	Limited liability
4.	Tasnee	Basic materials	non-executive	Representative of legal Person	Member of the Board & Executive Committee	Listed



**Form No. (1) Resume**

<b>a) Personal Information of the Nominated Member</b>						
Full name	Mutlaq Hamad AlMorished					
Nationality	Saudi	Date of birth	01/02/1957			
<b>b) Academic Qualifications of the Nominated Member</b>						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Master	Business Management	1989	Stanford University, USA		
2.	Master	Nuclear Engineering	1981	Princeton University, USA		
3.	Bachelor	Nuclear Physics & Math	1979	University of Denver, USA		
<b>c) Experiences of the Nominated Member</b>						
Period	Experience					
2015 – Present	CEO – TASNEE					
2004 – 2015	CFO & EVP – Finance, SABIC					
2002 – 2004	Vice President – Shared Services, SABIC					
2000 – 2002	President – Metals Group, SABIC					
1999 – 2000	President – Saudi Iron & Steel Co. (HADEED)					
1997 – 1999	President – Saudi Petrochemical Co. (SADAF)					
<b>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:</b>						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Alinma Bank	Bank	Non-Executive	Personal capacity	<ul style="list-style-type: none"> <li>Chairman of Audit Committee</li> <li>Member of Executive Committee</li> </ul>	Listed
2.	CITI Group in Saudi Arabia	Investment	Independent	Personal capacity	–	Closed joint stock
3.	A. M. Bin Saedan Real Estate Co	Real Estate	Independent	Personal capacity	–	Closed joint stock
4.	National Metal Manufacturing & Casting Co. (Maadaniyah)	Industry	Non-Executive	Representative of legal Person	–	Listed





**Form No. (1) Resume**

<b>a) Personal Information of the Nominated Member</b>						
Full name	Bader Ali Saleh Al Dakhil					
Nationality	Saudi	Date of birth	12/06/1400H			
<b>b) Academic Qualifications of the Nominated Member</b>						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Master	Computer Science	2006	King Saud University		
2.	Bachelor	Computer Science	2002	Colorado State University		
<b>c) Experiences of the Nominated Member</b>						
Period	Experience					
2015 – Present	General Director of Development and Digital Excellence – General Organization for Social Insurance					
2009 – 2015	General Director of Systems and Support – General Organization for Social Insurance					
2006 – 2009	Director of Applications and Systems – General Organization for Social Insurance					
2004 – 2006	Technical Team Leader – General Organization for Social Insurance					
<b>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:</b>						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	TASNEE	Basic Materials	non-executive	Representative of legal Person	Audit Committee	Listed
2.	Masdar Data Solutions	IT	non-executive	Representative of legal Person	–	LLC
3.	Mudad Business Information Technology	IT	non-executive	Representative of legal Person	–	LLC



**Form No. (1) Resume**

<b>a) Personal Information of the Nominated Member</b>						
Full name	Saud Sulaiman Awad Al Juhani					
Nationality	Saudi	Date of birth	01/12/1397H.			
<b>b) Academic Qualifications of the Nominated Member</b>						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Master	Actuarial Science	2008	University of KENT – UK		
2.	High Diploma	Actuarial Science	2007	University of KENT – UK		
3.	Diploma	Actuarial Science	2003	Muhanna Foundation & Institute – Lebanon		
4.	Bachelor	MIS	2001	KFUPM		
<b>c) Experiences of the Nominated Member</b>						
Period	Experience					
08/2021 – Present	Governor Assistant for Insurance Affairs – General Organization for Social Insurance					
2017 – 2021	Governor Assistant for Insurance Affairs – Public Pension Agency					
2010 – 2017	General Manager of Planning, Development & Study Department – Public Pension Agency					
2001 – 2010	Specialist Actuary – Public Pension Agency					
<b>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:</b>						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	TASNEE	Basic Materials	non-executive	representative of legal Person	Compensation & Nomination Committee	Listed
2.	SNB	Banks	non-executive	representative of legal Person	Risk Committee	Listed
3.	Tabuk Cement	Basic Materials	non-executive	representative of legal Person	Executive Committee	Listed


**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Musaab Sulaiman Abdul Kadir AL Muhaidib					
Nationality	Saudi	Date of birth	02/12/1977			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Bachelor	Finance	1999	University of Miami		
2.	MBA	Business Administration	2008	University of Liverpool		
c) Experiences of the Nominated Member						
Period	Experience					
Feb 2020 – Present	Chairman, SEEDRA Ventures Co., Leading strategic vision for venture capital investments in Tech Startups.					
May 2019 – Present	CEO, ALMUHAIDAIB Entertainment, set strategic direction for developing venture capital portfolio					
Mar 2020 – Present	Chairman, EBDA CO., Develop business strategies and plans to ensure alignment with QOL programs					
Sep 2019 – Present	Chairman, MASDAR group, introduce new structures that identified and implemented growth strategies					
Apr 2004 – Aug 2019	CEO, MASDAR group, led strategic management and implementation of corporate goals and objectives					
May 2000 – Jul 2001	Finance & Market Retail Analyst, Governor Bank, USA					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	LG SHAKER GROUP	Electric Home Appliances	non-executive	Personal capacity	Renomination Committee	Listed
2.	MEPCO	Papers Industry	non-executive	Personal capacity	Audit Committee	Listed
3.	TASNEE	Petrochemical	Independent	Personal capacity	–	Listed
4.	HOSHAN CO.,	Offices Solutions	non-executive	Personal capacity	–	Closed JSC
5	RIYADH CHAMBER	Commercial Services	non-executive	Personal capacity	Entertainment & Events Committee	Governmental
6	GOLDMANN SACHS SAUDI	Global Markets	non-executive	Personal capacity	–	Closed JSC
7	MASDAR GROUP	Building Materials	Executive	Personal capacity	Strategy & Audit Committees	Closed JSC
8	ALMUHAIDIB GROUP	Entertainment Sector	non-executive	Personal capacity	Council Board	Closed JSC
9	SEEDRA VENTURES	Capital Ventures Investment	non-executive	Personal capacity	–	Closed JSC



10	EBDA	Wellness Sport	Executive	Personal capacity	Executive committee	Closed JSC
11	ENDEAVOR SAUDI	Entrepreneurship	non-executive	Personal capacity	–	Non-profit
12	SAUDI HANDICRAFTS	Saudi Crafts	non-executive	Personal capacity	–	Closed JSC
13	DAILY MEALZ	Restaurants	non-executive	Personal capacity	–	Closed JSC
14	SABBAR	HR	non-executive	Personal capacity	–	Closed JSC
15	FAMILY BUSINESS COUNCIL GULF	Business Consultations	non-executive	Personal capacity	–	Non-profit
16	JLL SAUDI	Real-Estate Investment	non-executive	Personal capacity	–	Closed JSC



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Abdulrahman Soliman Al Sayyari					
Nationality	Saudi	Date of birth	28/11/1962			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Bachelor	Electrical Engineering	1985	King Saud University		
2.	Credit Program	Credit Analysis Financial MGM	1987	Chase Manhattan Bank		
c) Experiences of the Nominated Member						
Period	Experience					
1985–2018	<ul style="list-style-type: none"> <li>• Founder of number of companies in Industrial, Renewable Energy &amp; Oil &amp; Gas sectors</li> <li>• Advisor to the Ministry of Industry and Minerals (1 year)</li> <li>• Saudi Industrial Development Fund (SIDF)                             <ul style="list-style-type: none"> <li>– Assistant Director General – Finance (CFO) – 5 years</li> <li>– Supervising cement industry sector – Credit Department – 15 years</li> <li>– Supervising cement industry sector – Credit Department – 15 years</li> </ul> </li> </ul>					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	TASNEE	Basic materials	Independent	Personal capacity	Executive Committee	Listed
2.	Umm Al Qura Cement	Cement	Independent	Personal capacity	–	Listed



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Abdullatif Khalifa Abdullatif Al Melhem					
Nationality	Saudi	Date of birth	10/07/1989			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Bachelor	Civil Engineering	2013	Concordia University, Montreal		
2.	Mini MBA	Business management	2016	Queen's University, Canada		
c) Experiences of the Nominated Member						
Period	Experience					
Jan 2022 – Present	Chief operating officer – Khalifa Abdullatif Al Melhem Holding Company					
Jan 2016 – Dec 2021	Senior Credit Analyst – Saudi Industrial Development Fund (SIDF)					
Oct 2013 – Dec 2015	Civil Engineer – Fluor 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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	TASNEE	Basic materials	Independent	Personal capacity	Nomination and Remuneration Committee	Listed
2.	Al Jazeera Bank	Banking	Independent	Personal capacity	<ul style="list-style-type: none"> <li>Nomination and Remuneration Committee</li> <li>Risk Committee</li> </ul>	Listed



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Ahmed Tariq Abdulrahman Murad					
Nationality	Saudi	Date of birth	21/10/1961			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Certified Professional Consultant Engineer	Civil Engineering	2020	Saudi Council of Engineers		
2.	Master	Finance and Management	1988	University of San Francisco – USA		
3.	Bachelor	Civil Engineering	1984	Worcester Polytechnic Institute – USA		
c) Experiences of the Nominated Member						
Period	Experience					
2019 – Present	Salama Insurance – Chairman BOD, Executive and Investment Committees					
2019 – Present	Anaam Holding Group – Chairman of the Audit Committee					
2010 – Present	Saudi United Fertilizer – Executive Board of Directors					
2008– 2010	Nesma Holding – Vice President Financial Investment					
2006 – 2008	Alkhabeer Financial – Head of Product Development and Research					
2000 – 2006	Shamil Bank of Bahrain – Corporate Finance Group					
1989 – 2000	Murad Consult – Engineering Consultancy, Design and Supervision					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Salama Insurance	Cooperative Insurance	Independent	Personal capacity	<ul style="list-style-type: none"> <li>Chairman of the Board</li> <li>Chairman of Executive Committee</li> <li>Chairman of Investment Committee</li> </ul>	Listed
2.	Anaam Holding Group	Consumer Food Staples	Outside the Board	Personal capacity	Chairman of Audit Committee	Listed
3.	Saudi United Fertilizer	Agriculture Products	Executive	Personal capacity	Board of Directors member	Limited liability





**Form No. (1) Resume**

a) Personal Information of the Nominated Member				
Full name	Ahmed Sirag Abdulrahman Khogeer			
Nationality	Saudi	Date of birth	November 14, 1968	
b) Academic Qualifications of the Nominated Member				
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification
1	PhD (Doctorate)	Chemical Engineering (GPA 4.0/4.0)	2005	Colorado State University, USA
2	MBA	Business Administration (GPA 3.7/4.0)	2004	Colorado State University, USA
3	Certificate in Finance	Finance and investment (GPA 4.0/4.0)	2005	Colorado State University, USA
4	Master of Science in Engineering	Chemical Engineering (GPA 4.0/4.0)	1998	University of Tulsa, USA
5	Bachelor of Science in Engineering	Chemical Engineering (GPA 3.15)	1990	King Abdulaziz University
6	Fellowship	Chemical Engineering	2017	American Institute of Chemical Engineers AIChE, USA
7	Advanced Project Management certificate,	Project management, six courses, PMI recognized	2004	Colorado State University, USA
8	Process Management certificate	Eight courses in process management	2004	Colorado State University, USA
9	PE, Licensed Professional Engineer	Chemical Engineering	2006	Texas board of Professional Engineers, USA
10	PMP, Project Management Professional	Project Management	2010	Project Management Institute PMI, USA
11	CE, Consultant Engineer	Chemical Engineering	2010	Saudi Council of Engineers
12	Certified Arbitrator	International arbitration	2020	GCC Commercial Arbitration Centre (Dar Al-Qarar)
13	Certified Aramco trainer	Technical and professional courses	2000	Saudi Aramco
14	More than 150 courses and conferences	Technical, managerial, project management, leadership	1990-2021	Top institutions Worldwide
c) Work Experience of the Nominated Member				
Period	Areas of Experience			
Apr 2020- Oct 2020	<p><b>Aramco Advanced R&amp;D Center at King Abdullah University of Science and Technology KAUST project</b></p> <p>Joined Saudi Aramco Research &amp; Development center R&amp;DC project management to capitalize on my experience in managing mega projects to assist in the completion of the state of the art R&amp;D center at KAUST. -Responsible for the transformation of the center theme from traditional research to IR4 and AI driven theme working with world class contractors and designers such as Wipro, Jacobs and DAR. Was also responsible for other complicated commissioning issues.</p>			



<p>Jan 2011 - Mar 2020</p>	<p><b>King Abdullah University of Science and Technology KAUST projects management</b></p> <p>Having both the technical knowledge and project management skills, I was requested to assist in the KAUST project from the project management side by Saudi Aramco project management business line.</p> <p>I led teams of engineers and supports staff and was the primary responsible person for design, construction and commissioning of:</p> <ul style="list-style-type: none"> <li>• 30+ Advanced Research centers and specialized research labs at KAUST Mega project.</li> <li>• KAUST premiere security system project including ditch, intrusion detection systems, sonars, radars, vessels barriers, IDAS, and crash rated fences with all control systems.</li> <li>• Thuwal town development projects including schools, roads, full utilities systems, mosques, public areas, sewage treatment plant, and heritage convention center.</li> <li>• Project Controls &amp; Support including closeouts, HSE, KPIs, scheduling, IT, and interfaces management.</li> <li>• Construction of KAUST National Guard housing complex project consisting of 500 villas, Grand mosque, four local mosques, seven schools, clinic, fire station, full infrastructure, sewage treatment, with complete services such as fire water system irrigation, security, retail, all fully equipped and furnished.</li> </ul> <p>Passed through many claims, disputes, change orders, additional funding, approvals, contractor financial difficulties and bankruptcy, labor strikes and other issues, schedule extension and crashing.</p>
<p>Jan 2009 - Nov 2010</p>	<p><b>King Abdullah University of Science &amp; Technology KAUST mega Project (founding member)</b></p> <p>I am proud of being a Founder for King Abdullah for Science and Technology KAUST, where I led a team from Saudi Aramco, designer HOK, faculty, and contractors working on the project. I was responsible for the advanced research labs including state of the art equipment such as the Nano fabrication labs, clean room, proteomics and genomics, and clean combustion center. I had the responsibility to represent KAUST interests in front of Aramco PMT, Bin Laden, Saudi Oger &amp; Oger international, HOK, and other stakeholders</p>
<p>Aug 2006 - Dec 2008</p>	<p><b>Saudi Aramco New Business Development, Aramco/ ConocoPhillips YASREF export refinery Mega project Houston, USA</b></p> <p>Joined a team from Saudi Aramco, ConocoPhillips and their contractor Kellogg Brown &amp; Root KBR in Houston, TX working on the design of a \$ 10 b state-of-the-art Joint Venture Yanbu Refinery complex. Worked at the main office in Houston on the refinery's design, configuration, feasibility study, layout, plot plan, specifications, profitability, economics, and synergies with other Aramco, Sabic and private sector industries. In addition, I was responsible of the whole gasoline processing complex and part of the configuration team, licensors selection technical and commercial teams. Participated in the bid evaluation and award processes for the whole complex. Was an instrumental member in deciding the project product slate and profitability.</p>
<p>Mar 2000 - Jul 2006</p>	<p><b>Saudi Aramco Research &amp; Development R&amp;D Center (Mar 2000 - Jul 2006)</b></p> <p>Was responsible for research and new technology development in order to enhance the profitability and decrease the running cost of the refining processes. Was leading a team of scientists and engineers for pilot plants testing, catalyst characterization, desulphurization, refinery optimization, fuels &amp; engine performance, High olefins FCC technology. Was the main advisor for the selection of deep catalytic cracking technology for high yield of plastics that was constructed in PetroRabigh. Gave technical courses to Saudi Aramco engineers. Was sponsored to pursue my PhD in USA.</p>
<p>Aug 1999 - Feb 2000</p>	<p><b>Saudi Aramco Facilities Planning Dept.</b></p> <p>FPD is responsible for preplanning of all Aramco capital projects and planning all Saudi Aramco's facilities, capital projects and business plan. These facilities include oil production, refineries, petrochemicals, roads, residential, infrastructure, recreation, utilities, and IT. I was participated in Kingdom Refineries Upgrade program, refineries master plan, refinery excess oil utilization and profitability enhancement.</p>



Nov 1995 - Jul 1996	<b>Saudi Aramco Jeddah/Riyadh Refining Vice President Planning staff (Nov 1995 - Jul 1996)</b>					
	Technical Advisor & Capital Project Coordinator responsible for all technical issues regarding capital projects, Operating &, Business plans, issuing accountability reports for Jeddah & Riyadh refineries and Jeddah Administrative area. Served as a consultant to the VP.					
Oct 1990 - July 1999	<b>Petromin/ Samarec/Saudi Aramco Jeddah Oil Refinery (Oct 1990 - July 1999)</b>					
	Process & Operation Engineer for all Jeddah refinery process units. First Saudi Specialized in FCC field. Participated in engineering, construction and commissioning in two major Revamp Projects and 20 refinery turnarounds projects. Invented new procedures for cleaning vessels to avoid plugging saving time and money. Made necessary engineering for numerous projects and modifications. Mentored many new engineers. Invented a new program which can do daily and monthly reports, and give MIS type information way before advanced computers were available. Was selected as the presenter of the refinery deficiencies to Aramco's corporate management Committee. Was nominated for the MS degree in USA and high level assignment with the VP.					
Mar - Oct 1990	<b>Petromin Lubricating Oil Company (Petrolube), Jeddah (Mar-Oct 1990)</b>					
	Started my career working on Lube & grease formulations, specifications and production. Obtaining performance certificates from international firms (Mobil, API, GM, Rolls-Royce, and SAE). Had important role to advise Saudi customs whether imported lubes and lube additives meet Saudi specs and if they can be locally manufactured or not to waive import custom duties					
2010 - now	International management experience by holding several high positions in the American Institute of Chemical Engineers AIChE for more than 15 years including Division Chair, Director, Committee Chair, regional liaison, technical sessions' chair, and keynote.					
2009 - now	Renewable and Clean Energy International experience projects from being a founder KAUST responsible for clean energy advanced research labs KAUST founder, engaging in AIChE for 15 years with world top companies and national research labs such as NREL, DOW in addition to working in Aramco R&D center					
1980 - 2010	Working in Haj family business for 30 years gaining valuable experience in crowd and people management and logistics.					
2016 - 2018	Saudi building code 2018 review committee member					
2016 - now	Member of the board of college of engineering, king Abdulaziz university Rabigh					
<b>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:</b>						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1	Naseej (elected to the board for the next cycle starting July 16, 2021)	Consumer goods	Independent	Personal capacity	<ul style="list-style-type: none"> <li>Vice Chairmen of board</li> <li>Chair of executive committee</li> </ul>	Listed



**Form No. (1) Resume**

<b>a) Personal Information of the Nominated Member</b>						
Full name	Ahmad Naja Aziz Al Theabi					
Nationality	Saudi	Date of birth	14/06/1982			
<b>b) Academic Qualifications of the Nominated Member</b>						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Bachelor	Business Administration	2012	King Abdulaziz university		
2.	Diploma	Accounting	2007	Riyadh Technical College		
<b>c) Experiences of the Nominated Member</b>						
Period	Experience					
2011 – Present	Chief Human Resources Officer – CHRO at SACO company					
2007 – 2010	Director of Human resources at Al Mujaz company					
2001 – 2007	Public Relations and Human Resources Supervisor – Al–Sadhan Group					
<b>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:</b>						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Abdullah Saad Abu Moati Libraries Company	Retail	Independent Member	Personal capacity	<ul style="list-style-type: none"> <li>• Board of Directors</li> <li>• NRC Committee</li> </ul>	Listed



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Asma Talal Hamdan					
Nationality	Saudi	Date of birth	16/09/1985			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Master	Business Administration	2011	Prince Sultan University		
2.	Bachelor	Business Administration	2007	King Saud University		
3.	Program	Negotiation	2013	Harvard University		
4.	Program	Digital Transformation	2019	University of Virginia		
5.	Program	Leadership	2020	INSEAD		
c) Experiences of the Nominated Member						
Period	Experience					
2016 – 2021	Chief Support Services Officer at Flynas (IT, HR, Procurement, Project Management Office)					
2011 – 2016	Hewlett–Packard: Sales Planning and Operations, Project Management					
2007 – 2011	Paper House Trading Co: Business Planning and Strategy					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Paper House Trading Co.	Paper and advertising materials	Non-executive	Partners Representative	–	Limited Liability
2.	National Fertilizer Co.	Detergent, chemical fertilizers and plastics production and manufacturing	Independent	Personal capacity	Nomination and Remuneration Committee	Listed



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Anwar Suliman Abdulaziz Alateeki					
Nationality	Saudi	Date of birth	17/01/1966			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Bachelor	Industrial Engineer	1989	King Saud University		
2.	Management	Project Management	1992	Institute of Public Administration		
3.	Maritime	Anatomy of Shipping	1997	Cambridge Maritime Academy		
4.	Management	Financial Seminar for Senior Management	2014	London Business School		
5.	Management	Supply Chain Leadership Management	2016	London Business School		
c) Experiences of the Nominated Member						
Period	Experience					
Nov 2021 – Present	Anwar Alateeki Office for Industrial consultation					
Jun 2018 – Jun 2020	Board Member of Bahri Dry Bulk Company					
Oct 2010 – Nov 2021	ARASCO – Vice President for Shipping; Establishing Shipping department and managing fleet of five dry bulk vessels and chartering vessels					
Sep 2009 – Oct 2010	SABIC– Supply Chain Planning for Specialty Chemicals					
Dec 1996 – Sep 2009	SABIC – Time charter vessels Manager; Managing fleet of 20 chemical tankers and 3 LPG Carriers					
Apr 1994 – Dec 1996	Saudi Military Uniform Company – Assistance Factory manager					
Jan 1990 – Apr 1994	Saudi Telecom – Installation Manager					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	NA					



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Turki Mohammad Faheed Alqurini					
Nationality	Saudi	Date of birth	23/09/1983			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Bachelor	Accountancy	2005	King Saud University		
2.	Master	Finance	2011	University of Technology Sydney		
c) Experiences of the Nominated Member						
Period	Experience					
2021 – Present	General Manager, Governance, Risk and Compliance Department – Human Resources Development Fund					
2019 – 2021	Governance Department Manager – National Water Company					
2017 – 2019	Director General of Governance, Risk and Compliance Department – National Housing Company					
2016 – 2017	Director General of Governance Department and Secretary of the Board of Directors – Jabal Omar					
2005 – 2016	Corporate Governance Compliance Manager, Corporate Governance Standards Manager – Capital Market Authority (CMA)					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1	Union Wire Factories Company	Basic materials	Independent	Personal capacity	<ul style="list-style-type: none"> <li>Member of the Board of Directors</li> <li>Member of the Nominations and Remunerations Committee</li> </ul>	Listed
2	Value Partners Company	Investment management	Independent	Personal capacity	Chairman of the Audit Committee	Closed Joint Stock
3	Zumaya Real Estate Company	Buying and selling land and real estate	Independent	Personal capacity	Chairman of the Audit Committee	Closed Joint Stock
4	Etihad Alrajhi Company	Investing in real estate and stocks	Independent	Personal capacity	Member of the Audit Committee	Closed Joint Stock





**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Thamer Mesfer Al-Wadai					
Nationality	Saudi	Date of birth	03/12/1983			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Master	Business Administration	2016	Al-Yamammah University		
2.	Bachelor	Business Administration	2014	Imam Mohammed bin Saud University		
3.	Diploma	Accounting	2006	Institute of Public Administration		
c) Experiences of the Nominated Member						
Period	Experience					
Apr 2021 – Present	Chief Audit Executive – Human Resource Development fund					
Dec 2019 – Apr 2021	General Manager of Internal Audit Group					
Apr 2019 – Dec 2019	Internal Audit Program Director – Samba Financial Group					
Jan 2018 – Mar 2019	Head of Internal Audit – American Express					
Jul 2017 – Jan 2018	Head of Internal Audit – Al Yusr Leasing & Financial Co					
Aug 2014 – Jun 2017	Internal Audit Senior Manager & Deputy Head of Fraud Investigation – AlAwwal Bank					
Mar 2013 – Sep 2014	Internal Audit Assistance Manager & Fraud Investigation Assistance Manager – Allnma Bank					
Aug 2006 – Feb 2013	Anti – Fraud, Internal Control & Operational Risk Assistance Manager – Samba Financial Group					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Arab National Bank	Bank	Independent	Personal capacity	<ul style="list-style-type: none"> <li>Board Member</li> <li>Audit Committee Chairman</li> <li>Nomination &amp; Remuneration Committee Member</li> </ul>	Listed
2.	National Center for Waste Management	Semi-Government	Independent	Personal capacity	Audit Committee Chairman	Semi-Government
3.	Takamul Holding Company	Service Solution Provider	Non-Executive	Representative of Human Resource Development Fund	Audit Committee Member	Limited Liability
4.	Sawaed Holding Company	Service Solution Provider	Non-Executive	Representative of Human Resource Development Fund	Audit Committee Member	Limited Liability



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Sami Abdulaziz Alshenaiber					
Nationality	Saudi	Date of birth	06/10/1965			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	MBA	Accounting and Financial management	1992	Sheffield University – England		
2.	Bachelor	Accounting	1987	King Saud University		
c) Experiences of the Nominated Member						
Period	Experience					
Nov 2018 – Present	Riyadh Airports Co. – CFO					
Mar 2018 – Nov 2018	Dr. Mohammed Rashid Alfagih & Partners Co. – CFO and HR & Procurement Supervisor					
Feb 2013 – Feb.2018	Human Resources and Development Fund (HRDF) – Deputy Director General for Shared Services					
Nov 2006 – Feb 2013	United Company for Investment & Real Estate Development (ALMUTTAHED) – Vice President for Finance					
Jan 1996 – Nov 2006	Dur Hospitality (Saudi Hotels & Resorts Co)– Finance & Administrative Director					
Dec 1992 – Dec 1995	Saudi Ceramic Co. – Finance Director					
Apr 1987 – Nov 1992	Saline Water Conversion Corp. – Accountant					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	National Industrialization Co.	Basic Materials	N/A	N/A	Audit Committee	Listed
2.	United Company for Investment & Real Estate Development (ALMUTTAHED)	Real Estate management and Development	Independent	Personal Capacity	Audit Committee	Closed Joint Stock



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Sultan Abdullah Saeed Alanazi					
Nationality	Saudi	Date of birth	20/3/1980			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Master	Business Administration	2015	Al-Yammamh University		
2.	Bachelor	Computer Engineering	2004	King Fahd University of Petroleum and Minerals (KFUPM)		
3.	Certified Internal Auditor	Business and Financial Audit	2021	The Institute of Internal Auditors (IIA)		
4.	Certified Information System Auditor	IT and Cyber Security Audit	2009	the Information Systems Audit and Control Association (ISACA)		
c) Experiences of the Nominated Member						
Period	Experience					
Nov 2021 – Present	Managing and establishing the internal audit function in Saudi Tourism Authority					
Aug 2016 – Nov2021	Managing operation, IT, cyber security, strategic project audits in Tadawul Group					
Aug 2010 – Aug2016	Managing IT, Business, Cyber Security audit, risk, compliance, IT governance functions in Alrajhi Bank					
Feb 2009 – Aug 2010	Establishing IT audit function along with procedures and manage IT audit Assignments in Alinma Bank					
Aug 2005 – Feb 2009	Manage IT audit assignments and ensure quality in Riyadh Bank					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	NA					



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name		Samil Sunitan Lafi Al-Amri				
Nationality		Saudi		Date of birth		20/07/1974
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications		The issuer of the qualification	
1.	Master	MBA	2005		KFUPM	
2.	Bachelor	Electrical Engineering	1998		KFUPM	
3.	Leadership	SABIC-London	2008		London Business School	
c) Experiences of the Nominated Member						
Period		Experience				
Jul 2018 – Present		Co-founder and President of Retaj Oil Company				
Oct 2015 – Jul 2018		General Manager of Technical Affairs – SABIC and ExxonMobil (YANPET)				
Jan 2014 – Sep 2015		Senior Manager – Synergy Project (SABIC YANBU Area)				
Oct 2011 – Dec 2013		Senior Manager Shared Services Implementation (SABIC – Jubail Industrial)				
Aug 2007 – Dec 2009		Senior Manager – Kayan Company (Several Departments & Operation & Maintenance Readiness Program Manager)				
Sep 1998 – Jul 2007		Manager and Engineer – Petrokemya Company (SABIC)				
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Retaj Oil Company	Energy	executive	Personal capacity	–	Limited liability



**Form No. (1) Resume**

<b>a) Personal Information of the Nominated Member</b>						
Full name	Abdulali Mohammed Alajmi					
Nationality	Saudi	Date of birth	09/09/1405H			
<b>b) Academic Qualifications of the Nominated Member</b>						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Bachelor	Civil Engineering and Infrastructure	2012	Derby University – UK		
2.	Diploma	Structural Environmental Sciences	2011	Derby University – UK		
3.	Diploma	Civil and Architectural Technology	2006	Riyadh College of Technology		
<b>c) Experiences of the Nominated Member</b>						
Period	Experience					
2021 – Present	Deputy General Manager for Technical Affairs at Abdulali Al–Ajmi Co.					
2018 – 2021	Technical and Tenders Manager at Abdulali Al–Ajmi Co.					
2017 – 2018	Deputy Technical Manager at Abdulali Al–Ajmi Co.					
2014 – 2016	Projects Coordinator at Abdulali Al–Ajmi Co.					
2013 – 2014	Site Engineer in the Projects of Ministry of Transportation					
2012 – 2013	Road Design Engineer at the Golden Office for Consultant Engineering					
<b>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:</b>						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Saudi Real Estate Construction Company	Real Estate Construction	–	Representative of legal Person	Chairman of Audit Committee	Closed Joint Stock
2.	Saudi Korean Company for Maintenance and Property Management	Facilities and Properties Management	–	Representative of legal Person	Member of Audit Committee	Limited liability



**Form No. (1) Resume**

<b>a) Personal Information of the Nominated Member</b>						
Full name		Abdulaziz Abdullah Abdulaziz Almahmoud				
Nationality		Saudi		Date of birth		28/06/1988
<b>b) Academic Qualifications of the Nominated Member</b>						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Chartered Financial Analyst (CFA)	Finance and investment	2018	CFA Institute		
2.	Master	Financial management	2014	Southeast Missouri state university		
3.	Bachelor	Financial Management	2010	King Saud University		
<b>c) Experiences of the Nominated Member</b>						
Period		Experience				
Aug 2021 – Present		Qudrah communication and technology company (zid)– Chief Financial Officer <ul style="list-style-type: none"> <li>– Building finance function</li> <li>– Companywide financial strategy</li> <li>– Corporate finance</li> </ul>				
Nov 2015 – Aug 2021		Saudi telecom company (stc)– head of financial analysis and derivative <ul style="list-style-type: none"> <li>– Corporate finance &amp; opportunity cost</li> <li>– Funding and sukuk issuance</li> <li>– Equity and long-term dividends</li> <li>– Treasury, cash investment &amp; structure portfolio</li> <li>– Risk management</li> </ul>				
Jul 2014 – Sep 2015		Sanabil Investment– Investment Analyst <ul style="list-style-type: none"> <li>– Asset allocation</li> <li>– Direct investment</li> <li>– Investment evaluation</li> </ul>				
Jul 2014 – Dec 2014		Goldman Sachs – client training <ul style="list-style-type: none"> <li>– Commodity and fixed income</li> <li>– Quantitative investment</li> <li>– Private equity</li> </ul>				
<b>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:</b>						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	NA					



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Abdullah Abdulrahman Al Shaikh					
Nationality	Saudi	Date of birth	05/11/1964			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Bachelor	Accounting	1984	King Saud University		
2.	Master	Accounting & Business	1992	Aberdeen University		
3.	Certificate	Finance	2007	Canadian Institute for Financial Consultants		
c) Experiences of the Nominated Member						
Period	Experience					
2021 – Present	Oversee Financial, Banking, Investments and Governance activities of Awqf Alrajhi					
2019 – 2021	Oversee Financial, Supply Chain and Insurance activities of Saudi Medical Care Group					
2008 – 2019	Oversee Financial activities and relationship with government entities in KFHC					
2006 – 2008	Oversee Auditing, Compliance, Governance and Risk Management activities at Saudi Stock Exchange (Tadawul)					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Chemanol	Industrial	Independent	Personal capacity	Audit Committee	Listed
2.	Altakassi Holding	Trading	Independent	Personal capacity	Executive Committee	Limited Liability
3.	Nupco	Logistic	Independent	Personal capacity	Audit Committee	Closed Joint Stock





**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name		Abdullah Jaber Ali Al Fiafi				
Nationality		Saudi		Date of birth		01/07/1380 H
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1	Bachelor	Accounting	1985	King Abdulaziz University		
2	Certified Internal Auditor	Auditing	2000	American Institute of Internal Auditors		
3	Certified Fraud Examiner	Compliance	2001	American Association of Certified Fraud Examiners		
4	Certified Risk Management Assurance	Risk	2010	American Institute of Internal Auditors		
c) Experiences of the Nominated Member						
Period		Experience				
Oct 2018 – Present		Independent Consultant for Audit, Governance, Risk and Compliance – Takamol Business Solution				
Jan 2016 – Dec 2018		Chairman, Board Audit Committee, Saudi Association of Internal Auditors				
Jul 2017 – Sep 2018		Senior Consultant – Saudi Aramco				
Aug 2015 – Jun 2017		Advisor at the Ministry of Health "Aramco Secondee" for Audit and Compliance				
Jun 1985 – Aug 2015		Saudi Aramco: <ul style="list-style-type: none"> <li>• Associate General Auditor (Acting), May – July 2015.</li> <li>• Special Audits Manager, January 2013– April 2015.</li> <li>• International Businesses Audits Manager, Managed all Audits of Saudi Aramco Marketing &amp; Sales Offices and other Subsidiaries worldwide. Also, managed different Joint Shareholder Audits of the Refining and Petrochemical Joint Venturers in coordination with business partners (ExxonMobil, Shell, Sinopec, Dow Chemical, etc..) in KSA, Asia, Europe &amp; USA. January 2008– December 2012.</li> <li>• Audit Manager, (Finance, Operations Support Services, Upstream and Downstream. January 2003 – December 2007.</li> <li>• Auditor 1, Senior Auditor, Audit Specialist / January 1996 – December 2002</li> <li>• Accountant, Internal Auditor, Audit Director at Saudi Marketing and Refining Company / June 1985 – December 1995.</li> </ul>				
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1	Rabigh Refining & Petrochemical Co.	Energy	Independent	Personnel Capacity	<ul style="list-style-type: none"> <li>• Board of Director</li> <li>• Audit Committee</li> <li>• Nomination &amp; Remuneration</li> </ul>	Listed



2	Abdullah Al Othaim Markets Co.	Retail	Independent	Personnel Capacity	Audit Committee	Listed
3	Al Othaim Investment Co.	Investment	Independent	Personnel Capacity	Audit and Risk Committee	Closed Joint Stock
4	General Authority for Statistics	Statistics	Independent	Personnel Capacity	Audit and Risk Committee	Government
5	Eastern Health Cluster	Health Care	Independent	Representative of legal person	Nomination & Remuneration	Government
6	Tanami Arabian Co.	Real Estate	Independent	Personnel Capacity	Audit Committee	Closed Joint Stock



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Abdullah Saghaier Mohammed Al-Hussaini					
Nationality	Saudi	Date of birth	21/06/1966			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Ph.D	Accounting and Auditing	2005	University of Kent		
2.	Master	Science of Accounting	1997	King Saud University		
3.	Bachelor	Accounting	1990	King Abdulaziz University		
c) Experiences of the Nominated Member						
Period	Experience					
2010– now	Professor of Accounting and Auditing, Dean at Prince Sultan University					
2005– 2010	Finance and HR					
2000–2005	Consultations, Administration and Financial/Zakat and Tax					
1990–2000	Accounting and Auditing					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Allianz Saudi Fransi	Insurance	Independent	Personal capacity	<ul style="list-style-type: none"> <li>• AC</li> <li>• NRC</li> </ul>	Listed
2.	AlKhaleej	Training and Education	Independent	Personal capacity	<ul style="list-style-type: none"> <li>• AC</li> <li>• Governance</li> </ul>	Listed
3.	Al-Babtain	Power and Telecom	Independent	Personal capacity	<ul style="list-style-type: none"> <li>• AC</li> <li>• NRC</li> </ul>	Listed



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name		Ali Mofarreh Ali Serhan				
Nationality		Saudi		Date of birth		28/11/1962
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications		The issuer of the qualification	
1.	Ph.D.	Accounting & Auditing	2005		University of Arkansas – USA	
2.	Master	Accounting & Auditing	1994		King Saud University – Riyadh	
3.	Bachelor	Accounting & Auditing	1989		Imam University	
4.	The international Certified Corporate Governance Officer (ICCGO)	Corporate Governance	2021		European Institute of Management & Finance	
c) Experiences of the Nominated Member						
Period		Experience				
2016 – 2021		CEO of Ibn Rushd company				
2010 – 2015		Manager of Corporate Governance Center – King Khalid University				
2012 – 2014		General Supervisor of legal Department – Khalid University				
1989 – 2021		Teaching in the university and supervising research projects besides occupying some administrative positions such as deanships and department heads. In addition, serving in providing financial & administrative & legal consultations as a free lancer				
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Junah food Company	Food industry	Non-executive	Personal capacity	<ul style="list-style-type: none"> <li>Audit Committee</li> <li>Planning Committee</li> </ul>	Limited Liability



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name		Ghaith Raji Fayez				
Nationality		Saudi		Date of birth		20/10/1977
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications		The issuer of the qualification	
1.	Master	Business administration	2013		University of Manchester	
2.	Bachelor	Business administration	2001		King Abdulaziz University	
c) Experiences of the Nominated Member						
Period		Experience				
July 2021 – Present		General Auditor, Saudi Entertainment Ventures (SEVEN), a PIF Company				
Oct 2019 – Jun 2021		General Auditor, Saudi Ground Services Company (SGS)				
Sep 2001 – Sep 2019		Audit Manager, 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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	NA					



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name		Fahad Abdulrahman Abdullah ALmishal				
Nationality		Saudi		Date of birth		15/03/1967
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Bachelor	Economic and Management	1989	Qatar University		
2.	Advance Management	Senior Executive Program	2010	London Business School		
3.	Advance Management	Sabic leadership Development Program	2005	Center for Management Development		
4.	Advance Management	Young managers program	2003	INSEAD		
5.	Advance Management	Petrochemical Markets and Economics – the impact of feedstocks and Costs on Competitiveness and Business Strategy (CH1)	2002	Oxford UK		
c) Experiences of the Nominated Member						
Period		Experience				
Present		Chairman – Sinyar Company				
2018 – 2020		President of the Jubail Business Council – Asharqia Chamber				
2013 – 2019		BGN International				
2006 – 2013		Advanced Company, Vice President of Finance and Management Affairs				
1996 – 2006		SABIC, Finance Management manager and misapplying– Ibn Zahar				
1990 – 1996		SCECO				
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Sinyar Company	Construction and maintenance	Executive	Personal capacity	–	Limited liability



**Form No. (1) Resume**

<b>a) Personal Information of the Nominated Member</b>							
Full name		Majed Mohammed Al-Dawas					
Nationality		Saudi		Date of birth		24/09/1979	
<b>b) Academic Qualifications of the Nominated Member</b>							
No.	Qualifications	Specialization	Date of obtaining the qualifications		The issuer of the qualification		
1.	Master	Executive MBA	2014		KFUPM		
2.	Bachelor	Industrial Engineering	2003		KFUPM		
<b>c) Experiences of the Nominated Member</b>							
Period		Experience					
2005 – 2021		Leadership and Executive Management of Commercial and Marketing Department in various companies					
2015 – 2018		Executive Management of large and medium scale companies					
2003 – 2005		Quality Control Engineer at Pipes manufacturing and Process Equipment Plants					
<b>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:</b>							
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)		Membership of committees	Legal form of the company
1.	NA						





**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name		Mazin Ahmed Al Ghunaim				
Nationality		Saudi		Date of birth		13/09/1969
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications		The issuer of the qualification	
1.	Master	Islamic Economy	2007		The American Open University	
2.	Bachelor	Agriculture	1993		King Saud University	
c) Experiences of the Nominated Member						
Period		Experience				
2015 – Present		Chief Executive Officer – Bidaya Home Finance				
2012 – 2015		Chief Executive Officer – Abu Dhabi Islamic Bank (Saudi Finance Company)				
2013 – 2015		Vice–Chairman of the Board of Directors – Bosna International Bank				
2009 – 2012		Board Member – Saudi Credit Bureau				
2006 – 2007		Assistant General Manager – Al Rajhi Bank				
1993 – 2006		Assistant General Manager – Arab National Bank				
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:						
No.	Company name	Main activity	Membership type (executive, non–executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Saudi Financial Lease Contract Registry Company (Sijil)	Lease Contract Registry	Chairman of the BoD – independent	Representative of legal Person	Chairman of the BoD	Closed joint stock
2.	Bidaya Home Finance	Mortgage	Executive	Representative of legal Person	Member – Executive Committee	Closed joint stock



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name		Mazen Ibrahim Mohamed Abdulsalam				
Nationality		Saudi		Date of birth		10/08/2021
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications		The issuer of the qualification	
1.	Master	Business Administrations	2019		Prince Mohamed Bin Salman College	
2.	Bachelor	Systems Engineering (Industrial)	2004		King Fahd University of Petroleum and Minerals	
c) Experiences of the Nominated Member						
Period		Experience				
10/2016 – Present		Chief Support Services Officer at Dr. Samir Abbas Hospital & General Manager of Baader Company for Operations and Maintenance				
10/2014 – 10/2016		Strategy and Organizational Excellence Manager and AI–Murjan Holding Company				
03/2014 – 10/2014		Financial Operation Manager at Dr. Erfan & Bagedo General Hospital				
03/2013 – 03/2014		Western Regional Manager at Sanad Cooperative Insurance & Reinsurance Company				
10/2006 – 03/2013		Risk Manager, Marketing Manager, Quality Assurance Manager, Bboard Secretary at SALAMA Cooperative Insurance Company				
02/2004 – 10/2006		Section Manager at Panda United 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:						
No.	Company name	Main activity	Membership type (executive, non– executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	SALAMA Cooperative Insurance Company	Insurance	Independent	Personal capacity	<ul style="list-style-type: none"> <li>• Board Member</li> <li>• Member in Executive Committee</li> <li>• Chairman of Risk Committee</li> </ul>	Listed



**Form No. (1) Resume**

a) Personal Information of the Nominated Member							
Full name		Mohammed AbdulMohsen Saud Alassaf					
Nationality		Saudi		Date of birth		10/11/1394H	
b) Academic Qualifications of the Nominated Member							
No.	Qualifications	Specialization	Date of obtaining the qualifications		The issuer of the qualification		
1.	Bachelor	Accounting	1996		King Saud University		
2.	CPA	SOCPA	2006		SOCPA		
c) Experiences of the Nominated Member							
Period		Experience					
Sep 1996 – Jul 2004		Deloitte					
Jul 2004 – Present		STC					
Jul 2010 – Dec 2013		JawalCT					
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:							
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)		Membership of committees	Legal form of the company
1.	Abdullah Ibrahim Alsubaie Charity EST.	Charity	Independent	Personal capacity		Audit	Charity EST



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Meshari Abdullah Modhi Alshardn					
Nationality	Saudi	Date of birth	28/01/1988			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Master	Science and food technology	2016	New South Wales University		
2.	Bachelor	Science and Human Nutrition	2010	King Saud University		
c) Experiences of the Nominated Member						
Period	Experience					
2010 - 2018	Create and write a very advance standards and specifications for devices that will be used in the Saudi Market for Food and Drug Authority (SFDA) and dealing and analyzing international regulations.					
2018 – 2021	Abilitii Ajlan & Bros. Holding Company, working on the execution of external partnerships and making deals to bring the latest technologies in the energy field.					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	NA					



**Form No. (1) Resume**

<b>a) Personal Information of the Nominated Member</b>				
Full name	Hashem Abdullah Hashem AlNemer			
Nationality	Saudi	Date of birth	25/03/1974	
<b>b) Academic Qualifications of the Nominated Member</b>				
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification
1.	PhD	Banking and Finance	2012	Durham University – UK
2.	Master	Banking and Finance	2008	Griffith University – Australia
3.	Master	General and Strategic Management	2006	Maastricht School of Management – Jeddah
4.	High Diploma	Aeronautical Engineering Powerplant and Airframe Specializations	2002	Pittsburgh Institute of Aeronautics – USA
5.	Bachelor	Production Engineering and Mechanical System Design	1998	King Abdulaziz University – Jeddah
<b>c) Experiences of the Nominated Member</b>				
Period	Experience			
2021 – Present	Consultant – Saudi Council of Engineering			
2021 – Present	Senior Consultant at Business Clinic Organization for Small & Medium Enterprise – One of Jeddah Chamber of Commerce Organizations			
2021 – Present	Board Member of Jeddah Social Committee – One of the Ministry of Human Recourses and Labor Supervised Committees			
2021 – Present	Consultant of Center of Career Development and Readiness			
2021 – Present	Owner and CEO of Madad Establishment for Prosperities and Investments Management			
2018 – Present	Associate Professor – Finance Department – College of Business – University of Jeddah			
2017 – Present	Principal “Nazer “ of AlNemer Family Endowments “ Awqaf “			
2016 – Present	Owner and CEO (Knowledge House of Research, Consultant and Training) – One of University of Jeddah Knowledge Houses.			
2017 – 2021	Founding and General Director of the University Business Accelerator and Incubator – University of Jeddah			
2017 – 2021	Founding and General Director Center of Innovation and Entrepreneurship – University of Jeddah			
2016 – 2019	Vice – Dean College of Business			
2015 – 2017	Member of main Tourism Committee – Jeddah Chamber of Commerce (Nominated by Chairman of Jeddah Chamber of Commerce Board)			
2015 – 2017	Deputy Chair of Hospitality Committee – Jeddah Chamber of Commerce			
2015 – 2016	Chairman of Knowledge Department – College of Business – King Abdulaziz University – Jeddah			
2015 – 2018	Assistant Professor – Finance Department – College of Business – King Abdulaziz University – Jeddah			
2012 – 2015	Financial and insurance Consultant – Saudi Arabian Airlines “Jeddah “			
2002 – 2007	Senior Maintenance Aircraft Engineer – Saudi Arabian Airlines “Jeddah “			
1999 – 2002	Maintenance Aircraft Engineer – Saudi Arabian Airlines “Jeddah “			
1998 – 1999	Operational Electric Engineer – Electric Power Plant “Riyadh “			



**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:**

No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	Mishwarah Social Society	Social and Community Services	Independent	Personal capacity	<ul style="list-style-type: none"> <li>• Board Member</li> <li>• Chairman of Investment Committee</li> </ul>	Civil Association – Belongs to the Ministry of Human Resource

**Candidates of the Audit Committee  
Thirteenth session  
7/2022 – 7/2025**



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Sami Abdulaziz Alshenaiber					
Nationality	Saudi	Date of birth	06/10/1965			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	MBA	Accounting and Financial management	1992	Sheffield University – England		
2.	Bachelor	Accounting	1987	King Saud University		
c) Experiences of the Nominated Member						
Period	Experience					
Nov 2018 – Present	Riyadh Airports Co. – CFO					
Mar 2018 – Nov 2018	Dr. Mohammed Rashid Alfagih & Partners Co. – CFO and HR & Procurement Supervisor					
Feb 2013 – Feb.2018	Human Resources and Development Fund (HRDF) – Deputy Director General for Shared Services					
Nov 2006 – Feb 2013	United Company for Investment & Real Estate Development (ALMUTTAHED) – Vice President for Finance					
Jan 1996 – Nov 2006	Dur Hospitality (Saudi Hotels & Resorts Co)– Finance & Administrative Director					
Dec 1992 – Dec 1995	Saudi Ceramic Co. – Finance Director					
Apr 1987 – Nov 1992	Saline Water Conversion Corp. – Accountant					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	National Industrialization Co.	Basic Materials	N/A	N/A	Audit Committee	Listed
2.	United Company for Investment & Real Estate Development (ALMUTTAHED)	Real Estate management and Development	Independent	Personal Capacity	Audit Committee	Closed Joint Stock





**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Bader Ali Saleh Al Dakhil					
Nationality	Saudi	Date of birth	12/06/1400H			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Master	Computer Science	2006	King Saud University		
2.	Bachelor	Computer Science	2002	Colorado State University		
c) Experiences of the Nominated Member						
Period	Experience					
2015 – Present	General Director of Development and Digital Excellence – General Organization for Social Insurance					
2009 – 2015	General Director of Systems and Support – General Organization for Social Insurance					
2006 – 2009	Director of Applications and Systems – General Organization for Social Insurance					
2004 – 2006	Technical Team Leader – General Organization for Social Insurance					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	TASNEE	Basic Materials	non-executive	Representative of legal Person	Audit Committee	Listed
2.	Masdar Data Solutions	IT	non-executive	Representative of legal Person	–	LLC
3.	Mudad Business Information Technology	IT	non-executive	Representative of legal Person	–	LLC



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Musaab Sulaiman Abdul Kadir AL Muhaidib					
Nationality	Saudi	Date of birth	02/12/1977			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Bachelor	Accounting	1999	University of Miami		
2.	MBA	Business Administration	2008	University of Liverpool		
c) Experiences of the Nominated Member						
Period	Experience					
Feb 2020 – Present	Chairman, SEEDRA Ventures Co., Leading strategic vision for venture capital investments in Tech Startups.					
May 2019 – Present	CEO, ALMUHAIDAIB Entertainment, set strategic direction for developing venture capital portfolio					
Mar 2020 – Present	Chairman, EBDA CO., Develop business strategies and plans to ensure alignment with QOL programs					
Sep 2019 – Present	Chairman, MASDAR group, introduce new structures that identified and implemented growth strategies					
Apr 2004 – Aug 2019	CEO, MASDAR group, led strategic management and implementation of corporate goals and objectives					
May 2000 – Jul 2001	Finance & Market Retail Analyst, Governor Bank, USA					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	LG SHAKER GROUP	Electric Home Appliances	non-executive	Personal capacity	Renomination Committee	Listed JSC
2.	MEPCO	Papers Industry	non-executive	Personal capacity	Audit Committee	Listed JSC
3.	TASNEE	Petrochemical	Independent	Personal capacity	–	Listed JSC
4.	HOSHAN CO.,	Offices Solutions	non-executive	Personal capacity	–	Closed JSC
5	RIYADH CHAMBER	Commercial Services	non-executive	Personal capacity	Entertainment & Events Committee	Governmental
6	GOLDMANN SACHS SAUDI	Global Markets	non-executive	Personal capacity	–	Closed JSC
7	MASDAR GROUP	Building Materials	Executive	Personal capacity	Strategy & Audit Committees	Closed JSC
8	ALMUHAIDIB GROUP	Entertainment Sector	non-executive	Personal capacity	Council Board	Closed JSC
9	SEEDRA VENTURES	Capital Ventures Investment	non-executive	Personal capacity	–	Closed JSC



10	EBDA	Wellness Sport	Executive	Personal capacity	Executive committee	Closed JSC
11	ENDEAVOR SAUDI	Entrepreneurship	non-executive	Personal capacity	–	Non-profit
12	SAUDI HANDICRAFTS	Saudi Crafts	non-executive	Personal capacity	–	Closed JSC
13	DAILY MEALZ	Restaurants	non-executive	Personal capacity	–	Closed JSC
14	SABBAR	HR	non-executive	Personal capacity	–	Closed JSC
15	FAMILY BUSINESS COUNCIL GULF	Business Consultations	non-executive	Personal capacity	–	Non-profit
16	JLL SAUDI	Real-Estate Investment	non-executive	Personal capacity	–	Closed JSC



**Form No. (1) Resume**

a) Personal Information of the Nominated Member						
Full name	Maher Saad Alaiyadhi					
Nationality	Saudi	Date of birth	26/04/1972			
b) Academic Qualifications of the Nominated Member						
No.	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification		
1.	Bachelor	Accounting	1995	KFUPM		
c) Experiences of the Nominated Member						
Period	Experience					
May 2021 – Present	Royal Commission for AIUla (RCU) – Chief Internal Audit Officer					
2018 – 2021	Aramco – Chief Auditor at Saudi Aramco Dow Chemical Company – SADARA					
2016 – 2018	Aramco – Audit Manager (Operation Support) & Support Services VP at Saudi Center of International Strategic Partnership					
2007 – 2014	Aramco – Deputy Chief Auditor at Fujian Refining and Petrochemical Company Ltd. & Chief Auditor at Beijing Services					
1997 – 2002	A Finance Representative at SADAF – SABIC					
1995 – 1997	Senior Auditor at Deloitte					
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:						
No.	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in Personal capacity, representative of legal Person)	Membership of committees	Legal form of the company
1.	NA					