

Attachments of the Twentieth Extraordinary General Assembly Items

INDEPENDENT AUDITOR'S REPORT

To the **Shareholders of Yamama Cement Company**
(A Saudi Joint Stock Company)

Opinion:

We have audited the financial statements of **Yamama Cement Company** (the Company), which comprise the statement of financial position as at December 31, 2024, and the statement of profit or loss and other comprehensive income, statement of changes in shareholders' equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company as at December 31, 2024, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs) as endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by the Saudi Organization for Chartered and Professional Accountants (SOCPA).

Basis for Opinion:

We conducted our audit in accordance with International Standards on Auditing (ISAs) 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 Financial Statements section of our report. We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Saudi Arabia, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements for the current year. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, we do not provide a separate opinion on these matters. For each key audit matter, a description of how our audit addressed the matter is set out below:

Key audit matters	How the matter was addressed in our audit
<p>Revenue recognition: During the year ended 31 December 2024, Company's revenue amounted to SAR 1.2 billion (31 December 2023: SAR 935 million).</p> <p>Revenue is a key indicator of performance, and as a result, there are inherent risks associated with revenue recognition, including the potential for management override of certain control procedures to achieve revenue targets. Therefore, the recognition of revenue has been identified as a key audit matter.</p> <p>Revenue recognition is a key audit matter because there is a risk that management may override controls to misrepresent revenue transactions.</p>	<p>We have performed the following procedures regarding revenue recognition:</p> <ul style="list-style-type: none"> - Evaluating the appropriateness of the accounting policies related to the revenue recognition of the Company by taking into consideration the requirements of IFRS 15 "Revenue from Contracts with Clients". - Evaluating the design, implementation and testing of the operational effectiveness of the Company's control procedures, including the control procedures to prevent fraud when recognizing revenue in accordance with the Company's policy. - Testing sales transactions, on a sample basis, and performing cut-off tests of revenue made at the beginning or end of the year to assess whether the revenue has been recognized in the correct period.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Key audit matters (continued)	How the matter was addressed in our audit
<p>Revenue recognition (Continued): Please refer to notes (5-16) for the revenue accounting policy and note (22) related to financial statements.</p>	<ul style="list-style-type: none"> - Testing revenue transactions, on a sample basis, and verifying supporting documents, to ensure the accuracy and validity of revenue recognition.
<p>Property, machinery, equipment, and capital work in progress: The balances of Property, Plant, and Equipment (PPE) and Capital Work in Progress (CWIP) are of high material significance, with the net book value of PPE amounting to SAR 4.6 billion as of December 31, 2024 (December 31, 2023: SAR 4.7 billion) and CWIP amounting to SAR 1.1 billion as of December 31, 2024 (December 31, 2023: SAR 231.2 million). Additionally, management is required to apply significant estimates and assumptions that impact these balances, including the determination of useful lives, periodic reassessment of those lives, and the resulting depreciation charges, which directly affect the financial results. This also necessitates specific procedures to verify the validity of contracts, recognition, timing, and conditions for their classification as PPE. Accordingly, we have identified PPE and CWIP as key audit matters. The accounting policy for PPE and CWIP has been disclosed in Notes (5-7) and (5-8) to the accompanying financial statements. Additionally, detailed disclosures regarding PPE and CWIP are provided in Notes (6) and (7), respectively, within the financial statements.</p>	<p>We have performed the following procedures regarding existence and valuation of property, plant and equipment and capital work in progress balances:</p> <ul style="list-style-type: none"> - Evaluating the design and effectiveness of internal control procedures over the accounting cycle for property, plant and equipment and capital work in progress. We assessed the adequacy of the capitalization policies and undertook sample-based verification procedures and verified the depreciation policy for the year. We discussed with the management their professional judgment about the nature of items that have been capitalized and the appropriateness of useful lives and related policies in this regard.
<p>Inventory: As at December 31, 2024, the Company's inventory balance amounted to SAR 559.9 million (31 December 2023: SAR 453.7 million), which exceeded 54% of Company's total current assets and 8% of total assets 2024 (31 December 2023: 49% of Company's total current assets and 7% of total assets), and inventory balance included non-finished goods (clinker) with an amount of SAR 408.3 million (31 December 2023: SAR 244.2 million). Clinker stocks are in the form of piles in yards and hangars set up for this purpose. Whereas, determining the weight of this stock is practically not possible. The management estimates the available quantities at the year-end by measuring the stock piles and converting the measurements into unit volumes using the stability angle and the quantitative density. To do this, management assigns an independent inspection expert to estimate quantities at the year end.</p>	<p>We have performed the following procedures regarding existence and valuation of inventory balance:</p> <ul style="list-style-type: none"> - Attending the physical inventory count held by the Company and the independent inspection expert. - Obtaining the stock inventory report submitted by the independent inspection expert regarding the stock of raw materials, especially clinkers. - Evaluating the design and effectiveness of internal control procedures for the inventory accounting cycle. - Evaluating the appropriateness and adequacy of disclosures related to inventory in the financial statements.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Key audit matters (continued)	How the matter was addressed in our audit
<p>Inventory (continued): In addition, the management calculates the cost of sales and the value of inventory at year end based on costs incurred, quantities produced and the inventory balance at year end. Thus, the existence and valuation of inventory and cost of sales are affected by the above-mentioned inventory count process at year end. With reference to the importance of inventory balance and related valuations and assumptions used, this matter was considered a key audit matter. Please refer to note (5-6) for accounting policy and note (13) related to financial statements.</p>	<p>- Testing the validity of inventory measurement at cost or net realizable value, whichever is lower.</p>

Other information included in the Company's annual report for the year ended 31 December 2024

Other information consists of other information included in the Company's annual report for the year ended 31 December 2024, other than the financial statements and the auditors' report thereon. We obtained the report from the Board of Directors, prior to the date of our Auditors' report and we expect to obtain the remaining section of the 2024 Annual Report after the date of this auditor's report. The Company's management is responsible for the other information mentioned in its annual report .

Our opinion on the financial statements does not cover other information and we do not and will not express any form of assurance conclusion thereon. In our audit of the financial statements, it is our responsibility to read the information described above. In doing so, we consider whether the other information is not materially consistent with the financial statements or knowledge obtained in the audit or otherwise appears to be materially misstated.

Responsibilities of Management and those charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation for the financial statements in accordance with IFRSs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company'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 Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not guarantee that an audit conducted in accordance with ISAs 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 financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We are also:

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

- Identify and assess the risks of material misstatement of the 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 Company'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 Company's ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the 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 Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information or commercial activities within the Company, to express an opinion on the financial statements. We are responsible for directing, supervising, and implementing the audit process. We remain solely responsible for the audit opinion.

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

For Al-Kharashi Co.



Abdullah S. Al Misned
License No. (456)

Riyadh:
20 Shaaban 1446H
19 February 2025



Audit Committee Report for the Fiscal Year Ended

December 31, 2024

First: Financial Statements

1. Studying the quarterly and annual financial statements of the Company before presenting them to the Board of Directors, providing its opinion and recommendations to ensure their integrity, fairness, and transparency.
2. Expressing its professional opinion on whether the Board of Directors' report and the Company's financial statements are fair, balanced, understandable, and include information that enables shareholders and investors to evaluate the Company's financial position, performance, business model, and strategy.
3. Studying any significant or unusual issues included in the financial reports.
4. Carefully reviewing any issues raised by the Company's Deputy CEO of Finance, Compliance Officer, or the external auditors.
5. Reviewing the accounting estimates related to significant matters included in the financial reports.
6. Reviewing and discussing in detail all key accounting and financial matters, including provisions, liquidity, leverage, zakat, revenue recognition, inventory, spare parts, and other significant accounts.

Second: External Auditors

1. Recommending to the Board of Directors the appointment of the external auditors, Khurashi & Partners, and determining their fees, after verifying their independence, reviewing their scope of work, and ensuring that their contractual terms are appropriate.
2. Verifying the independence, objectivity, and fairness of the external auditors, and evaluating the effectiveness of their work, in line with relevant professional standards.
3. Reviewing the external auditor's audit plan and activities, ensuring no technical or administrative services are provided outside the audit scope, and providing its feedback.
4. Responding to inquiries from the external auditors.
5. Reviewing the external auditors' report and observations on the financial statements and following up on actions taken in response.

تقرير أعمال لجنة المراجعة عن السنة المالية المنتهية في

2024/12/31

أولاً: القوائم المالية

1. دراسة القوائم المالية الأولية والسوية للشركة قبل عرضها على مجلس الإدارة وإبداء الرأي حولها والتوصية بشأنها لضمان نزاهتها وعدالتها وشفافيتها.
2. إبداء الرأي الفني فيما إذا كان تقرير مجلس الإدارة والقوائم المالية للشركة عادلة ومتوازنة ومفهومة وتتضمن المعلومات التي تتيح للمساهمين والمستثمرين تقييم المركز المالي للشركة وأدائها ونموذج عملها واستراتيجيتها.
3. دراسة أي مسائل مهمة أو غير مألوفة تتضمنها التقارير المالية.
4. البحث بدقة في أي مسائل يثيرها نائب الرئيس التنفيذي للمالية للشركة أو مسؤول الالتزام في الشركة أو مراجع الحسابات.
5. دراسة التقديرات المحاسبية في المسائل الجوهرية الواردة في التقارير المالية.
6. استعرضت لجنة المراجعة وناقشت بالتفصيل الأمور المحاسبية والمالية الرئيسية بما في ذلك الأحكام والسيولة والرافعة المالية والزكاة وإقرار الإيرادات والمخزونات وقطع الغيار والحسابات المهمة الأخرى.

ثانياً: مراجع الحسابات

1. التوصية لمجلس الإدارة بتبشيع مراجعي الحسابات السادة/الخراشي وشركاؤه وتحديد أتعابهم وتقييم أدائهم بعد التحقق من استقلالهم ومراجعة نطاق عملهم وشروط التعاقد معهم.
2. التحقق من استقلال مراجع الحسابات وموضوعيته وعدالته، ومدى فاعلية أعمال المراجعة، مع الأخذ في الاعتبار القواعد والمعايير ذات الصلة.
3. دراسة خطة مراجع حسابات الشركة وأعماله، والتحقق من عدم تقديمه أعمالاً فنية أو إدارية تخرج عن نطاق أعمال المراجعة، وإبداء ملاحظاته حيال ذلك.
4. الإجابة عن استفسارات مراجع حسابات الشركة.
5. دراسة تقرير مراجع الحسابات وملاحظاته على القوائم المالية ومتابعة ما أتخذ بشأنها.

6. Meeting periodically with the external auditors before issuing their reports to discuss financial policies, internal control procedures, transactions, and significant balances.
7. Reviewing the external auditors' comments on the quarterly and annual financial statements and following up on corrective actions taken.
8. Evaluating the internal control system by reviewing the external auditors' reports and notes on the Company's IT systems, assessing their effectiveness, and ensuring that corrective measures are implemented for any weaknesses identified.

Third: Internal Audit

1. Reviewing and assessing the internal and financial control systems.
2. Reviewing the internal audit reports and following up on the implementation of corrective actions for any issues identified and reporting key observations to the Board of Directors.
3. Supervising and overseeing the performance and activities of the internal audit department to ensure that the necessary resources are available and effectively deployed.
4. Ensuring the implementation of the employee whistleblowing policy to allow confidential reporting of any violations in financial reports, internal controls or other matters.
5. Reviewing and approving the internal audit plan.
6. Ensuring the independence of the internal audit department and evaluating its work in line with relevant professional standards.

Fourth: Other Matters

1. Reviewing the results of regulatory authorities' findings and reports and ensuring the Company has taken the necessary corrective actions.
2. Ensuring the Company's compliance with applicable laws, regulations, policies, and directives.
3. Reviewing contracts and transactions conducted by the Company with related parties.
4. Studying the revised accounting policies and recommending their approval by the Board.
5. Reporting any significant matters requiring action to the Board and providing its recommendations on necessary steps.
6. Raising any matters requiring action to the Board of Directors and providing opinions on the actions that should be taken.

6. الاجتماع مع مراجع الحسابات بشكل دوري قبل اصدار تقاريرهم لمناقشة السياسات المالية وإجراءات الرقابة الداخلية والمعاملات والارصدة العامة.
7. دراسة ملاحظات مراجع الحسابات على القوائم المالية الأولية والسنوية، ومتابعة الإجراءات التي اتخذت في هذا الصدد.
8. تقييم نظام الرقابة الداخلية من خلال مراجعة تقارير المراجعة الخاصة بمراجع الحسابات وتقرير الملاحظات على الأنظمة الآلية في الشركة، والوقوف على نتائج أعمالهم للتحقق من سلامة أنظمة الرقابة ومتابعة التزام الإدارة بتنفيذ الإجراءات التصحيحية لنقاط الضعف الواردة في التقرير.

ثالثاً: المراجعة الداخلية

1. دراسة ومراجعة نظم الرقابة الداخلية والمالية في الشركة.
2. دراسة تقارير المراجعة الداخلية ومتابعة تنفيذ الإجراءات التصحيحية للملاحظات الواردة فيها وإبلاغ مجلس الإدارة بالملاحظات الجوهرية.
3. الرقابة والإشراف على أداء وأنشطة إدارة المراجعة الداخلية في الشركة، من أجل التحقق من توافر الموارد اللازمة وفعاليتها في تنفيذ الأعمال والمهام المنوطة بها.
4. تفعيل آلية سياسة الإبلاغ للعاملين في الشركة بهدف تقديم ملحوظاتهم بشأن أي تجاوز في التقارير المالية أو غيرها بسرية.
5. مراجعة واعتماد خطة المراجعة الداخلية.
6. التحقق من استقلال إدارة المراجعة الداخلية، ومدى فاعلية أعمال المراجعة، بما يتناسب مع المعايير ذات العلاقة.

رابعاً: أمور أخرى

1. مراجعة نتائج الجهات الرقابية والتحقق من اتخاذ الشركة الإجراءات اللازمة بشأنها.
2. التحقق من التزام الشركة بالأنظمة واللوائح والسياسات والتعليمات ذات العلاقة.
3. مراجعة العقود والتعاملات التي تجريها الشركة مع الأطراف ذوي العلاقة.
4. دراسة السياسات المحاسبية، والتوصية لمجلس الإدارة باعتمادها.
5. رفع ما تراه من مسائل ترى ضرورة اتخاذ إجراء بشأنها إلى مجلس الإدارة وابداء رأياها بالإجراءات التي يتعين اتخاذها.

7. Held meetings with the Governance, Risk, and Compliance Department to discuss its role, responsibilities, and plans. The Committee emphasized the need to implement the adopted comprehensive framework for environmental, social, and governance (ESG) matters.
8. Met with the Cybersecurity Unit to review and discuss the latest cybersecurity assessment, disaster recovery, data security and business continuity plans.

Committee's Opinion on the Adequacy of Internal Control, Financial Reporting System, and Risk Management

Based on the results of the above-mentioned activities, the Committee did not identify any material risks in the Company's internal control, financial reporting system, and risk management. The Committee, however, recommends that the management continues its efforts to enhance and develop the internal and financial control system and improve the effectiveness of information technology systems. Furthermore, it recommended establishing a strategy for the implementation of the environmental, social, and governance (ESG) framework to achieve the Company's objectives.

6. اطلع اللجنة وموافقتها على تقرير الاستشاري لبعض المعالجات المحاسبية.

7. عقدت لجنة المراجعة اجتماعات مع إدارة الحوكمة والمخاطر والالتزام لمناقشة دورها ومسؤولياتها وخطتها، وأكدت اللجنة على الحاجة لاعتماد إطار شامل للحوكمة البيئية والاجتماعية والمؤسسية.
8. اجتمعت لجنة المراجعة مع وحدة الأمن السيبراني لمراجعة ومناقشة حالة التقييم الأخير للأمن السيبراني وخطة حماية البيانات بعد الكوارث وخطة استمرارية الأعمال.

رأي اللجنة في مدى كفاية نظم الرقابة الداخلية والمالية وإدارة المخاطر في الشركة

بناءً على نتائج الأعمال المشار إليها أعلاه، فإنه لم يتبين للجنة وجود مخاطر جوهرية في نظم الرقابة الداخلية والمالية وإدارة المخاطر في الشركة، وأوصت بتعزيز وتطوير نظم الرقابة الداخلية والمالية وتحسين فعالية أنظمة تقنية المعلومات، ووضع استراتيجية للإطار البيئي والاجتماعي والحوكمة، وذلك لرفع كفاءتها وفعاليتها بما يسهم في تحقيق أهداف الشركة.

Gentlemen/ Members of the Extraordinary General Assembly No. (20) of Yamama Cement Company

Greetings,

Based on the requirements of Article (71) of the Companies Law, which requires that a member of the board of directors inform the board of his personal interest in the business and contracts that are made for the company, the board of directors wishes to inform your esteemed meeting of the following:

(In thousands of riyals)

Relevant Parties	Relevant Party	The Nature of the Transaction	Contract' Duration	Transaction Value		Balance on 31 December	
				2024	2023	2024	2023
Yemeni Saudi Company (Yemeni Closed Joint Stock) YAMAMA owns 20% of the capital	Chairman of the Board of Directors His Prince / Nayef bin Sultan bin Muhammad bin Saud Al-Kabeer, son of His Prince/ Sultan bin Muhammad bin Saud Al-Kabeer, as he owns 16% in the Yemeni company	Administrative expenses	Open	57	343	0	(343)
Arabian Shield Cooperative Insurance Company (a Saudi joint stock company)	Chairman of the Board of Directors His Prince/ Nayef bin Sultan bin Mohammed bin Saud Al-Kabeer.	Insurance policy	Annual	17,381	14,032	441	2,440
	Vice Chairman of the Board of Directors Eng. Abdullah bin Abdulrahman Al Obeikan, who is a member of the Board of Directors of the Arabian Shield Company.						
Mobile Telecommunication Company Saudi Arabia (Zain)	Chairman of the Board of Directors His Highness Prince/ Nayef bin Sultan bin Mohammed bin Saud Al-Kabeer, who is Chairman of the Board of Directors of Zain Saudi Arabia.	Telecom services	Annual	1,833	1,997	0	0
Obeikan Digital Solutions (Inclusive)	Vice Chairman of the Board of Directors Eng. Abdullah bin Abdul Rahman Al Obeikan, who is a Board Member.	Procurement services development	Annual	748	0	0	748
Sahl Al-Madar Trading Company		Providing logistics services	Annual	5,129	2,088	683	330

I would like to inform you that the Board has taken the necessary legal procedures and made sure that there is no preference for the aforementioned company in the contract that was awarded to it. The Board of Directors also found that no damages were caused to the shareholders because of that, and the company's auditor has been appointed to present their report on this case according to the statutory requirements in accordance with the standards issued by the Saudi Organization for Certified Public Accountants, and the Board proposes to your esteemed meeting to approve these transactions.

Chairman of the Board of Directors



**Independent Limited Assurance Report on Board of
Directors' personal interests regarding business and contracts
related to the Company in accordance with provisions of
Article (71) of Companies Law**

To the Shareholders
Yamama Cement Company
Riyadh – KSA

Scope of work:

We have performed a limited review of attached notification submitted by His Excellency Chairman of Board of Directors of Yamama Cement Company (the "Company") to the Ordinary General Assembly on business and contracts in which one of Board of Directors' member has a direct or indirect personal interest in it. The management of Company is responsible for preparing this attached notification. We have performed our limited review in accordance with International Standard on Auditing No. 3000 (assurance engagements other than audits or reviews of historical financial information) approved by Saudi Organization for Chartered and Professional Accountants (SOCPA).

We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

Our review included procedures to obtain reasonable assurance that enable us to give a conclusion from the limited review we performed.

The limited review is significantly lower in scope than the audit to express an opinion on attached notification submitted by His Excellency Chairman of Board of Directors of the Company to the Ordinary General Assembly on business and contracts in which one of Board of Directors' member has a direct or indirect interest in it. Accordingly, we do not issue such an opinion.

Conclusion:

Based on procedures, we have performed and evidence obtained, and with exception of what is indicated and disclosed in attached notification submitted by His Excellency Chairman of Board of Directors, nothing has come to our attention that makes us believe that any of Board of Directors' members of Yamama Cement Company has a personal interest in business and contracts that was made for the Company's account during the year ended December 31, 2024.

For Al-Kharashi & Co.



Abdullah S. Al Msned
License No. (456)



Riyadh:
Shaaban 20, 1446H
February 19, 2025G

No.	Amendments to Articles of Association of Yamama Cement Company Extraordinary General Assembly	
	Current	New
1	Article One: Establishment It was established in accordance with the provisions of the Companies Law issued by Royal Decree No. (M/132) dated 12/1/1443 AH, its executive regulations, and this law as a Saudi joint-stock company according to the following:	No amendment
2	Article Two: Company Name Yamama Cement Company (Joint Stock Company).	No amendment
3	Article Three: Company's Head Office The Company's head office is located in Riyadh, and the Board of Directors may establish branches, offices, or agencies for it inside or outside Kingdom of Saudi Arabia.	
4	Article Four: Company Objectives 1. Manufacturing and producing cement, its accessories, derivatives and components and trading in it inside and outside the Kingdom of Saudi Arabia. 2. Managing and operating cement factories of all kinds, and to achieve this purpose it has the right to conclude all types of contracts, and to practice all aspects of activity that achieve its purposes. The company shall practice its activities in accordance with the applicable regulations and after obtaining the necessary licenses from the competent authorities, if any. 3. Exploiting quarries and mining to obtain all necessary raw materials and assistance in the cement industry. 4. Managing, developing, investing and leasing the company's real estate and lands, or selling them in whole or in part, whether directly through the company or through commercial brokers.	Article Four: Company Objectives Cement Manufacturing and Production: Manufacture and production of cement, its accessories, derivatives and components, and trading in cement inside and outside the Kingdom of Saudi Arabia. And management and operation of cement factories of all kinds, with the right to conclude the necessary contracts for that. With practicing activities that achieve the company's objectives, while adhering to the regulations and obtaining the required licenses from the competent authorities. Mining and quarrying: Exploiting quarries and mining to obtain the raw materials necessary for the cement industry. And operating quarries for all raw materials, and operating sand and gravel mines (crusher). And mining non-ferrous metal ores, such as (aluminum, copper, and lead), and manufacturing primary products of glass and silica, sand, gravel and aggregate, and mining gypsum and anhydrite, and mining lithium and graphite, and mining for the exploitation of precious stones such as quartz and mica. Building Materials Trading and Export:

		<p>Retail and wholesale sale of building materials such as cement, gypsum, sand, and gravel. And selling and exporting raw materials and mining materials such as gypsum, sand, clay, and gravel. Exporting all types of cement and clinker.</p> <p>Manufacturing and recycling industries:</p> <p>Gypsum and plaster industry. Waste recycling, and related manufacturing industries.</p> <p>Real estate management and investment:</p> <p>Managing, developing, investing and leasing the company's real estate and lands. Selling real estate and lands in whole or in part, either directly through the company or through commercial brokers.</p> <p>Transportation and logistics:</p> <p>Land transportation of goods, sea and coastal transportation of various goods. Transport of goods via railways between cities. Handling goods, loading and unloading, and transporting equipment.</p> <p>Electric power generation:</p> <p>Generating electrical energy in the forms necessary to support the company's activities and factories</p>
5	<p>Article Five: Participation and Ownership in Companies</p> <p>The company may establish companies on its own with limited liability or closed joint-stock companies, provided that the capital is not less than (5) million riyals. It may also own shares and stakes in other existing companies or merge with them, and it has the right to participate with others in establishing joint-stock or limited liability companies after fulfilling the requirements of the regulations and instructions followed in this regard. The company may also dispose of these shares and stakes, provided that this does not include brokerage in their trading.</p>	<p>Article Five: Participation and Ownership in Companies</p> <p>The Company may establish companies - in all their forms - inside or outside the Kingdom. It may also own shares and stakes in other existing companies or merge with them. It has the right to participate with others in establishing companies after fulfilling the requirements of the regulations and instructions followed in this regard. The Company may also dispose of these shares and stakes, provided that this does not include brokerage in their trading.</p>
6	<p>Article Six: Company Duration</p> <p>The company was established pursuant to Royal Decree No. 23-1-14-1016 dated 5/9/1376 AH corresponding to 12/12/1956 AD. The specified term for this company is ninety-nine Gregorian years starting from the date of the decision of the Minister of Commerce in the Commercial Register No.</p>	<p>Article Six: Company Duration</p> <p>The company's duration is unlimited.</p>

	1010001578 dated 04/18/1379 AH corresponding to 10/21/1959 AD. The term of the company may always be extended by a decision issued by the Extraordinary General Assembly of Shareholders at least one year before the expiration of its term.																															
7	<p>Article Seven: Capital The capital is (2,025,000,000) Saudi Riyals, two billion and twenty-five million Saudi Riyals divided into (202,500,000) ordinary shares of equal value, and the nominal value of the share is ten Saudi Riyals, fully paid.</p> <p>Historical movement of the development of the company's capital</p> <table> <tr> <th>No.</th><th>Date</th><th>Capital (Saudi riyals)</th></tr> <tr> <td>1</td><td>09/05/1376 H (December 11, 1956)</td><td>Capital (25,000,000) twenty-five million</td></tr> <tr> <td>2</td><td>21/03/1388 H (December 11, 1956)</td><td>Increase capital to (50,000,000) fifty million</td></tr> <tr> <td>3</td><td>15/03/1391 H (December 11, 1956)</td><td>Increase capital to (75,000,000) seventy-five million</td></tr> <tr> <td>4</td><td>03/06/1395 H (December 11, 1956)</td><td>Increase capital to (750,000,000) seven hundred and fifty million</td></tr> <tr> <td>5</td><td>09/06/1407 H (December 11, 1956)</td><td>Increase capital to (1,200,000,000) one billion and two hundred million</td></tr> <tr> <td>6</td><td>17/10/1410 H (December 11, 1956)</td><td>Reduction of capital to (900,000,000) nine hundred million</td></tr> <tr> <td>7</td><td>14/01/1419 H (December 11, 1956)</td><td>Reduction of capital to (450,000,000) four hundred and fifty million</td></tr> <tr> <td>8</td><td>28/06/1427 H (December 11, 1956)</td><td>Increase capital to (1,350,000,000) one thousand three hundred and fifty million</td></tr> <tr> <td>9</td><td>04/04/1427 H (December 11, 1956)</td><td>Increase capital to (2,025,000,000) two billion and twenty-five million</td></tr> </table>	No.	Date	Capital (Saudi riyals)	1	09/05/1376 H (December 11, 1956)	Capital (25,000,000) twenty-five million	2	21/03/1388 H (December 11, 1956)	Increase capital to (50,000,000) fifty million	3	15/03/1391 H (December 11, 1956)	Increase capital to (75,000,000) seventy-five million	4	03/06/1395 H (December 11, 1956)	Increase capital to (750,000,000) seven hundred and fifty million	5	09/06/1407 H (December 11, 1956)	Increase capital to (1,200,000,000) one billion and two hundred million	6	17/10/1410 H (December 11, 1956)	Reduction of capital to (900,000,000) nine hundred million	7	14/01/1419 H (December 11, 1956)	Reduction of capital to (450,000,000) four hundred and fifty million	8	28/06/1427 H (December 11, 1956)	Increase capital to (1,350,000,000) one thousand three hundred and fifty million	9	04/04/1427 H (December 11, 1956)	Increase capital to (2,025,000,000) two billion and twenty-five million	<p>Article Seven: Capital The capital is (2,025,000,000) Saudi Riyals, two billion and twenty-five million Saudi Riyals divided into (202,500,000) ordinary shares of equal value, and the nominal value of the share is ten (10) Saudi Riyals.</p> <p>TABLE DELETED</p>
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8	Article Eight: Subscription to Shares																															

	The founders subscribed to the company in the amount of (25,000,000) twenty-five million Saudi riyals. And they paid (12,750,000) twelve million seven hundred and fifty thousand riyals of its value as follows:				
	No.	Founder's name	Percent	Shares No.	Paid up
		His Highness Prince Mohamed bin Saud Al Saud	15.9%	39,580	3,958,000
		Musaed bin Saud and his brothers	8%	20,000	2,000,000
		Abdullah bin Mohamed Al Saud and his brothers	5.1%	12,560	1,256,000
		Mohamed bin Abdulaziz bin Turki	5.1%	12,560	1,256,000
		Sheikhs Abdulaziz and Mohamed Al Abdullah Al Jumaih	3.5%	8,560	856,000
		Sheikhs Ibrahim Al Rashid Al Hamid and brothers	3.5%	8,560	856,000
		Sheikh Mohamed Abdullah Al Arifi	3.5%	8,560	856,000
		National Commercial Bank Foundation	3.5%	8,560	856,000
		Riyadh Bank	3.5%	8,560	856,000
			51%	127,500	12,750,000
	* The remaining shares, equivalent to 49% of the total capital, were offered for public subscription in accordance with the provisions of the Capital Market Law and its implementing regulations.				
9	Article Nine: Trading in Shares				No amendment

	The company's shares shall be traded in accordance with the provisions of the Capital Market Law and its implementing regulations.	
10	<p>Article 10: Selling Unpaid Shares</p> <p>1. The shareholder is obligated to pay the value of the share on the dates specified for that, and if he fails to pay on the due date, the Board of Directors may - after notifying him by registered letter or by any means of modern technology - sell the share at a public auction or the financial market - as the case may be - in accordance with the controls determined by the competent authority.</p> <p>2. The company shall collect the amounts due to it from the proceeds of the sale and return the remainder to the shareholder. If the proceeds of the sale are not sufficient to pay these amounts, the company may collect the remainder from all the shareholder's funds.</p> <p>3. The enforcement of the rights related to the shares whose value has not been paid upon the expiry of the specified date shall be suspended until they are sold or the due amount is paid in accordance with the provisions of paragraph (1) of this article, and they include the right to obtain a share of the net profits that are decided to be distributed and the right to attend assemblies and vote on their decisions. However, the shareholder who is in default on payment until the day of sale may pay the value due from him plus the expenses incurred by the company in this regard, in which case the shareholder shall have the right to request the profits that are decided to be distributed.</p> <p>4. The company shall cancel the sold share in accordance with the provisions of this article, and give the buyer a new share bearing the number of the cancelled share, and shall indicate in the share register that the sale has taken place, stating the name of the new owner.</p>	ARTICLE DELETED
11	<p>Article Eleven: Company's Purchase of Its Shares</p> <p>The Company may purchase, mortgage or sell its ordinary or preferred shares. The Company may purchase its shares to allocate them to the Company's employees within the employee shares program in accordance with the controls set by the competent authority. The shares purchased by the Company shall not have votes in shareholders' meetings.</p>	No amendment
12	<p>Article Twelve: Treasury Shares Sale</p> <p>The company may sell treasury shares only in accordance with the controls and procedures set by the competent authority.</p>	<p>Article Twelve: Treasury Shares Sale</p> <p>The company may sell treasury shares in accordance with the controls and procedures set by the competent authority.</p>
13	Article Thirteen: Pledging Shares	No amendment

	The company may pledge its shares as security for a debt owed by a third party, in accordance with the controls and procedures set by the competent authority.	
14	<p>Article Fourteen: Dividing or Merging Shares</p> <p>The company may divide its shares into shares of lower nominal value, or merge them to represent shares of higher nominal value, in accordance with the following controls:</p> <ol style="list-style-type: none"> 1. Notifying the Authority regarding the proposal to divide or merge the company's shares before obtaining the approval of the Extraordinary General Assembly. 2. Obtaining the approval of the Extraordinary General Assembly. 3. Coordinating with the market to make the necessary arrangements to implement the General Assembly's decision to divide or merge the company's shares. 	No amendment
15	<p>Article Fifteen: Increase of Capital</p> <p>The Extraordinary General Assembly may decide to increase the company's issued capital, provided that the issued capital has been paid in full. It is not required that the capital has been paid in full if the unpaid portion thereof is in the form of shares issued in exchange for converting debt instruments or financing certificates into shares and the period set for their conversion has not yet expired.</p>	No amendment
16	<p>Article Sixteen: Reducing Capital</p> <ol style="list-style-type: none"> 1. The Extraordinary General Assembly may decide to reduce the capital if it exceeds the company's needs or if it incurs losses. In the latter case alone, the capital may be reduced to less than the limit stipulated in Article (59) of the Companies Law. The reduction decision shall not be issued except after reading a special report in the General Assembly prepared by the Board of Directors on the reasons for the reduction, the company's obligations, and the effect of the reduction in fulfilling them, provided that a report from the company's auditor is attached to this statement. 2. If the reduction of capital is a result of its excess over the company's needs, creditors must be invited to express their objections – if any – to the reduction at least (45) days before the date set for holding the extraordinary general assembly meeting to take the reduction decision, provided that a statement is attached to the invitation clarifying the amount of capital before and after the reduction, the date of the meeting and the effective date of the reduction. If any of the creditors objects to the reduction and submits their documents to the company on the aforementioned date, the company must pay their debt to them if it is due or provide them with sufficient guarantee to fulfill 	No amendment

	<p>it if it is deferred.</p> <p>3. Equality must be observed among shareholders holding shares of the same type and category when reducing the capital.</p>	
17	<p>Article Seventeen: Issuance of Debt Instruments or Financing Sukuk</p> <p>1. The Company may issue - in accordance with the Capital Market Law - debt instruments (compliant with Islamic Sharia) or tradable financing sukuk.</p> <p>2. The Company may issue, in accordance with the Capital Market Law, debt instruments or financing sukuk convertible into shares after issuing a resolution by the Extraordinary General Assembly specifying the maximum number of shares that may be issued in exchange for those instruments or sukuk, whether those instruments or sukuk are issued at the same time, or through a series of issues or through one or more programs to issue debt instruments or financing sukuk.</p> <p>The Board of Directors shall issue - without the need for new approval from this Assembly - new shares in exchange for those instruments or sukuk, whose holders request their conversion, immediately after the end of the conversion request period specified for the holders of those instruments or sukuk. The Board shall take the necessary measures to amend this Law with regard to the number of shares issued and the capital.</p> <p>3. The Board of Directors must publish the completion of the procedures for each increase in capital in the manner specified in the Law for publishing the decisions of the Extraordinary General Assembly.</p> <p>4. The company may convert debt instruments or financing instruments into shares in accordance with the Capital Market Law.</p>	No amendment
18	<p>Article Eighteen: Company Management The company shall be managed by a Board of Directors consisting of (7) members, who must be natural persons elected by the ordinary general assembly of shareholders for a period not exceeding (4) years.</p>	<p>Article Eighteen: Company Management The company shall be managed by a Board of Directors consisting of (8) members, who must be natural persons elected by the ordinary general assembly of shareholders for a period not exceeding (4) years.</p>
19	<p>Article Nineteen: Expiry or Termination of Board Membership</p> <p>Board membership shall expire upon the expiry of its term or upon the expiry of the member's validity thereof in accordance with any applicable regulations or instructions in the Kingdom. The General Assembly may (based on a recommendation from the Board of Directors) terminate the membership of any member who has been absent from attending (3) consecutive</p>	No amendment

	<p>meetings or (5) separate meetings during his term of membership without a legitimate excuse accepted by the Board of Directors.</p> <p>However, the Ordinary General Assembly may at any time dismiss all or some of the members of the Board of Directors. In this case, the Ordinary General Assembly shall elect new members of the Board of Directors or a replacement for the dismissed member (as the case may be) in accordance with the provisions of the Companies Law.</p>	
20	<p>Article Twenty: Expiry of the term of the Board of Directors, resignation of its members, or vacancy of membership</p> <p>1. The Board of Directors shall, before the end of its term, call for the Ordinary General Assembly to convene to elect a new Board of Directors. If the election cannot be held and the term of the current Board has ended, its members shall continue to perform their duties until a new Board of Directors is elected, provided that the term of the members of the Board whose term has ended does not exceed the period specified in the Executive Regulations of the Companies Law.</p> <p>2. If the Chairman and members of the Board of Directors resign, they must call for the Ordinary General Assembly to convene to elect a new Board of Directors. The resignation shall not be effective until the new Board is elected, provided that the term of the resigned Board does not exceed the period specified in the Executive Regulations of the Companies Law.</p> <p>3. A member of the Board of Directors may resign from membership of the Board by written notification addressed to the Chairman of the Board. If the Chairman of the Board resigns, the notification must be addressed to the remaining members of the Board and the Secretary of the Board. The resignation shall be effective - in both cases - from the date specified in the notification.</p> <p>4. If the position of a member of the Board of Directors becomes vacant due to his death or retirement and this vacancy does not result in a breach of the conditions necessary for the validity of the Board's meeting due to the number of its members being less than the minimum, the Board may appoint (temporarily) to the vacant position someone who has the experience and competence, provided that the Commercial Registry and the Capital Market Authority are notified of this within (15) days from the date of appointment, and that the appointment is presented to the Ordinary General Assembly at its first meeting, and the appointed</p>	No amendment

	<p>member shall complete the term of his predecessor.</p> <p>5. If the position of a member of the Board of Directors becomes vacant due to his death or retirement and this vacancy does not result in a breach of the conditions necessary for the validity of the Board's meeting due to the number of its members being less than the minimum, the Board may keep the seat vacant until the end of the session or call the General Assembly to appoint a member to the vacant seat.</p> <p>6. If the conditions necessary for the validity of the Board of Directors' meeting are not met due to the number of its members being less than the minimum stipulated in the Companies Law or in this Law, the remaining members must call the Ordinary General Assembly to convene within (60) days to elect the necessary number of members.</p>	
21	<p>Article Twenty-One: Board Powers</p> <p>1. Subject to the powers assigned to the General Assembly, the Board of Directors shall have the broadest powers in managing the company, conducting its affairs, and formulating the company's general policy in a manner that achieves its objectives.</p> <p>2. The Board of Directors may purchase assets or whatever the company needs, and may conclude loans and other credit facilities, regardless of their duration and value, with government financing funds and institutions, commercial banks, credit companies, or any other party, or sell, mortgage, release, or vacate the company's assets, and provide promissory notes and any necessary guarantees and any documents related to loans and facilities, or sell or mortgage the company's commercial premises, or discharge the company's debtors from their obligations, and they shall be represented by the Chairman of the Board or his Deputy, and either of them shall have the right to delegate whomever they deem appropriate.</p> <p>3. The Board of Directors may approve the provision of financial support, guarantees, and loans to companies that the company fully owns or participates in its capital with other companies, and guarantee the debts of any of these companies. They shall be represented by the Chairman of the Board or his Deputy, and either of them shall have the right to delegate whomever they deem appropriate.</p> <p>4. The Board of Directors must obtain the approval of the General Assembly when selling assets whose value exceeds (fifty percent) of the total value of its assets, whether the sale is made through one transaction or several transactions. In this case, the transaction that leads to exceeding (fifty percent) of the value of the</p>	No amendment

	<p>assets is considered the transaction that requires the approval of the General Assembly. This percentage is calculated from the date of the first transaction that took place during the previous (twelve) months.</p> <p>5. The Board of Directors may, within the limits of its jurisdiction, authorize one or more of its members or a third party to carry out a specific work or works.</p>	
22	<p>Article Twenty-Two: Board Members' Remuneration</p> <p>1. The Board members' remuneration consists of a specific amount, an attendance allowance for meetings, in-kind benefits, or a specific percentage of net profits. Two or more of these benefits may be combined.</p> <p>2. If the remuneration is a specific percentage of the company's profits, this percentage may not exceed (10%) of the net profits, after deducting the reserves decided by the General Assembly in application of the provisions of the Companies Law and the Company's Articles of Association, and after distributing a profit to shareholders of not less than (5%) of the company's paid-up capital, provided that the entitlement to this remuneration is proportional to the number of meetings attended by the member.</p> <p>3. In all cases, the total amount of financial or in-kind remunerations and benefits received by a Board member shall not exceed five hundred thousand riyals annually.</p> <p>4. The Board of Directors' report to the Ordinary General Assembly at its annual meeting must include a comprehensive statement of all the remunerations, attendance allowances, expenses allowances, and other benefits received or deserved by each member of the Board of Directors during the fiscal year. It should also include a statement of what the council members received in their capacity as workers or administrators, or what they received in exchange for technical, administrative or consulting work. It should also include a statement of the number of council sessions and the number of sessions attended by each member.</p>	<p>Article Twenty-Two: Board Members' Remuneration</p> <p>1. The Board Members' remuneration shall consist of a certain amount, a meeting attendance allowance, in-kind benefits, or a certain percentage of net profits. Two or more of these benefits may be combined.</p> <p>2. If the remuneration is a certain percentage of the company's profits, this percentage may not exceed (10%) of net profits, after deducting the reserves decided by the General Assembly in application of the provisions of the Companies Law and the Company's Articles of Association, and after distributing a profit to shareholders of not less than (5%) of the Company's paid-up capital, provided that the entitlement to this remuneration is proportional to the number of meetings attended by the member.</p> <p>3. The Board of Directors' report to the Ordinary General Assembly at its annual meeting shall include a comprehensive statement of all the remunerations, meeting attendance allowances, expenses allowances, and other benefits that each member of the Board of Directors has received or is entitled to receive during the fiscal year. It shall also include a statement of what the members of the Board have received in their capacity as employees or administrators, or what they have received in return for technical, administrative, or consulting work. It should also include a statement of the number of Council sessions and the number of sessions attended by each member.</p>
23	Article Twenty-Three: Powers of the Chairman, Vice	Article Twenty-Three: Powers of the

<p>Chairman and Secretary</p> <ol style="list-style-type: none"> 1. The Board of Directors shall appoint, at its first meeting, from among its members, a Chairman and a Vice Chairman. 2. The Board of Directors shall appoint a Secretary chosen from among its members or from others, and shall determine his powers and remuneration. 3. The position of Chairman of the Board of Directors may not be combined with any executive position in the company. The Board of Directors shall determine the powers of the Chairman of the Board and his Vice Chairman and the special remuneration that each of them receives, in addition to the remuneration stipulated for Board members. 4. The term of the Chairman of the Board, his Vice Chairman and the Secretary of the Board of Directors shall not exceed the term of membership of each of them in the Board. The Board may at any time dismiss them or any of them without prejudice to the right of the dismissed person to compensation if the dismissal occurs for an unlawful reason or at an inappropriate time. 5. The Chairman of the Board of Directors or his Vice Chairman in his absence or the Chief Executive Officer shall represent the Company before the judiciary, arbitration bodies and third parties, and they may, by written decision, delegate some of their powers to Board members or third parties to carry out a specific work or works. 6. The Vice Chairman of the Board of Directors shall replace the Chairman of the Board of Directors in his absence or upon his authorization. 7. The duties of the Chairman of the Board of Directors shall be as follows: <ol style="list-style-type: none"> A. Ensure that the Board of Directors members receive full, clear, correct and non-misleading information in a timely manner. B. Ensure that the Board of Directors discusses all essential issues effectively and in a timely manner. C. Encourage the Board of Directors members to exercise their duties effectively and in a manner that serves the interests of the Company. D. Ensure that there are channels of effective communication with shareholders and convey their views to the Board of Directors. E. Encourage constructive relations and effective participation between the Board of Directors and the Executive Management and between the Executive, Non-Executive and Independent Members, and create a culture that encourages constructive criticism. 	<p>Chairman, Vice Chairman and Secretary</p> <ol style="list-style-type: none"> 1. The Board of Directors shall appoint, at its first meeting, from among its members, a Chairman and a Vice Chairman. 2. The Board of Directors shall appoint a Secretary chosen from among its members or from others, and shall determine his powers and remuneration. 3. The position of Chairman of the Board of Directors may not be combined with any executive position in the company. The Board of Directors shall determine the powers of the Chairman of the Board and his Vice Chairman and the special remuneration that each of them receives, in addition to the remuneration stipulated for Board members. 4. The term of the Chairman of the Board, his Vice Chairman and the Secretary of the Board of Directors shall not exceed the term of membership of each of them in the Board. The Board may at any time dismiss them or any of them without prejudice to the right of the dismissed person to compensation if the dismissal occurs for an unlawful reason or at an inappropriate time. 5. The Chairman of the Board of Directors or his Vice Chairman in his absence or the Chief Executive Officer shall represent the Company before the judiciary, arbitration bodies and third parties, and they may, by written decision, delegate some of their powers to Board members or third parties to carry out a specific work or works. 6. The Vice Chairman of the Board of Directors shall replace the Chairman of the Board of Directors in his absence or upon his authorization. 7. The powers of the Chairman of the Board of Directors shall be as follows:
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	<p>F. Prepare the agenda of the Board of Directors meetings, taking into account any issue raised by a Board member or raised by the auditor, and consult with the Board members and the CEO when preparing the Board's agenda.</p> <p>G. Hold periodic meetings with the Non-Executive Board of Directors members without the presence of any executive in the Company.</p>	<p>A. Ensure that the Board of Directors receives complete, clear, correct and non-misleading information in a timely manner.</p> <p>B. Ensure that the Board of Directors discusses all key issues effectively and in a timely manner.</p> <p>C. Encourage the Board of Directors to exercise their duties effectively and in a manner that serves the interests of the Company.</p> <p>D. Ensure that there are channels for effective communication with shareholders and conveying their views to the Board of Directors.</p> <p>E. Encourage constructive relationships and effective participation between the Board of Directors and the Executive Management and between the Executive, Non-Executive and Independent Members, and create a culture that encourages constructive criticism.</p> <p>F. Prepare the agenda for the Board of Directors' meetings, taking into account any issue raised by a Board member or raised by the auditor, and consult with the Board members and the CEO when preparing the Board's agenda.</p> <p>G. Hold periodic meetings with the Non-Executive Board of Directors without the presence of any executive in the Company.</p> <p>H. The Chairman of the Board of Directors has the authority to represent the company in its relations with third parties, before government departments, companies, bodies and individuals, before the judiciary and courts of all levels and categories, notaries, the Board of Grievances, arbitration bodies, committees for resolving violations and disputes of various types and levels, and all other parties. Regarding [real estate], in the case of selling and vacating for the buyer - receiving the price and with a certified check in the name of the</p>
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		<p>owner - purchasing and accepting the vacating and paying the price - mortgage - releasing the mortgage - merging the deeds - division and sorting - receiving the deeds - updating the deeds and entering them into the comprehensive system - waiving the deficiency in the area - amending the name of the owner and the civil registry number of the record - amending the boundaries, lengths, area, plot numbers, plans, deeds and their dates and neighborhood names - leasing - signing rental contracts - renewing rental contracts - receiving the rent - with a check in the name of the owner certified in the name of the owner - canceling and terminating the rental contracts - Regarding [claims and courts], in the case of claiming and filing lawsuits - pleading and defense - hearing and responding to lawsuits - acknowledgment - denial - reconciliation - waiver - acquittal - requesting an oath and rejecting it and refraining from it - bringing witnesses and evidence and challenging them - answering, wounding and amending - challenging forgery - denying the lines, seals and signatures - requesting a travel ban and lifting it - reviewing the seizure and execution departments - requesting seizure and execution - requesting arbitration - appointing experts Arbitrators - Challenging, rejecting and replacing expert and arbitrator reports - Requesting the implementation of rulings - Accepting and denying rulings - Submitting evidence and documents - Objecting to rulings and requesting an appeal - Requesting reconsideration - Requesting restoration of honor - Requesting pre-emption - Completing what is required to attend sessions in all lawsuits before all courts - Receiving amounts - By a certified check in the name of the company before the Sharia courts - Receiving ruling</p>
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		<p>deeds - Requesting the judge's recusal - Requesting entry and intervention - Before the administrative courts (Board of Grievances) - Before the forensic medical committees - Before the labor committees - Before the financial dispute resolution committees and the banking dispute settlement committees - Before the offices for settling commercial paper disputes and commercial dispute resolution committees - Before the customs committees and commercial fraud committees - Before the committee for settling tax violations and disputes - Before the appeal committee for tax violations and disputes - Before the committees for settling insurance disputes and violations - Before the Control and Anti-Corruption Authority - Before the Public Prosecution - Requesting the annulment of the ruling before the Supreme Court - Before the Supreme Court - And with regard to [security agencies], this is in reviewing the emirate and the branch</p> <p>Implementation of legal rulings - Reviewing police stations - Regarding [companies] in establishing a company - Signing articles of association and amendment appendices - Signing partners' decisions - Appointing and dismissing managers - Amending the management clause and the entry and exit of partners - Entering into existing companies - Increasing capital - Reducing capital - Determining capital - Purchasing shares and stocks and paying the price - Selling shares and stocks and receiving the value - Assigning shares and stocks from the capital - Accepting the assignment of shares, stocks and capital - Transferring shares, stocks and bonds - Amending the company's purposes - Regarding subsidiaries, signing all types of</p>
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		<p>contracts, agreements, documents and papers, including but not limited to the articles of association of companies established by Yamama Cement Company or co-founded, amending the articles of association and amendment appendices of subsidiaries or companies in which the company owns shares or stakes, canceling the articles of association and amendment appendices, signing the articles of association and amendment appendices with notaries, publishing the articles of association and amendment appendices and their summaries and the articles of association according to the determination of the competent authority, attending general assemblies, and signing partners' decisions, and regarding [industrial licenses] in obtaining licenses - renewing licenses - amending licenses - adding an activity - reserving names - canceling licenses - subscribing to the Chamber of Commerce - renewing the subscription to the Chamber of Commerce - opening branches - reviewing social insurance - reviewing civil defense - reviewing the General Authority for Zakat and Income - transferring licenses - receiving and delivering - reviewing all relevant authorities and completing all necessary procedures and signing what is required - and all the works and actions he carries out are binding on the company and he has the right to delegate others in all or some of his powers. As for [banks and financial companies], carrying out all banking services and transactions necessary for the company's activity or its subsidiaries, opening and closing accounts, withdrawing from them and depositing in them, and all electronic transactions and transfers through banks, issuing encrypted devices for</p>
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		<p>employees, activating and canceling all powers related to electronic services at banks, requesting the issuance of letters of guarantee issued in favor of third parties, documentary credits of all kinds, signing all documents and commercial papers related to them, managing and operating them. Signing Islamic Murabaha contracts, investment contracts, opening investment accounts, entering into investment funds, buying and selling Sukuk, bonds, funds and investment portfolios, signing treasury product agreements and transactions, requesting loans and bank facilities, approving them and signing their contracts, and all required documents, providing all necessary guarantees arising from these loans, facilities and promissory notes, providing financial pledges and guarantees, guarantees of assets and properties, real estate and financial guarantees, investment balances and company shares and mortgaging them all, as well as releasing the mortgage, vacating and requesting loans from the Saudi Industrial Development Fund, mortgaging assets against loans, signing all documents related to the loan and approving them and promissory notes and signing their contracts, and all required documents and providing all necessary guarantees, as well as releasing the mortgage and signing on behalf of the company before all Saudi and non-Saudi government agencies and before others in every matter related to the company's interests and affairs and achieving its purposes and pleading for its rights before any judicial or administrative authority, and he has the right to buy, sell and vacate lands, real estate and equipment on behalf of the company and all the works and actions he carries out are binding on the</p>
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		<p>company and he has the right to delegate others in all or some of his powers. He has the right to amend the articles of association or amendment appendices - register the company - register agencies and trademarks - assign or cancel trademarks - attend general assemblies - open files for the company - open branches for the company - liquidate the company - cancel the articles of association and amendment appendices - sign the articles of association and amendment appendices with a notary public - extract and renew commercial records for the company - subscribe to the Chamber of Commerce and renew them. He has the right to delegate others in all or some of his powers. 8. Powers of the CEO: The CEO has the right to represent the company in all ministries, authorities, institutions, councils, departments, funds, companies, airports, the Central Bank, courts, judicial committees, Saudi and foreign embassies and consulates inside and outside the Kingdom, the real estate registry, the Saudi Business Center, the Emirates, governorates and regions, and all other government agencies and sectors. He has the right to sign lease, rental, agency, franchise, service, consulting and other contracts, agreements, transactions and deals, conduct tenders, register trademarks and patents on behalf of the company, and register and activate electronic services in all governmental and non-governmental agencies and websites. The CEO has the right to exercise any other powers under the authorization of the Chairman of the Board of Directors or in accordance with the approved schedule of powers. He has the right to delegate and authorize others in all or some of these powers and to cancel the authorization.</p>
24	Article Twenty-Four: Board Meetings	

	<p>1. The Board of Directors shall meet at least (4) times a year upon invitation from its Chairman. The Chairman of the Board shall call the Board to meet whenever any member of the Board requests him to do so in writing to discuss one or more topics.</p> <p>2. The Board of Directors shall determine the location of its meetings, and they may be held using modern technology.</p>	
25	<p>Article Twenty-Five: Board Meetings and Decisions</p> <p>1. A Board meeting shall not be valid unless attended by at least (4) members in person.</p> <p>2. A member of the Board of Directors may delegate another member to attend the meeting on his behalf, provided that the delegated member shall not have more than one delegation.</p> <p>3. Board decisions shall be issued by a majority vote of the members present in person or by proxy at least, and in the event of a tie, the side with which the chairman of the meeting voted shall prevail.</p> <p>4. The Board of Directors' decision shall be effective from the date of its issuance, unless it stipulates that it shall be effective at another time or upon the fulfillment of certain conditions.</p>	No amendment
26	<p>Article Twenty-Six: Issuing Board Decisions on Urgent Matters</p> <p>The Board of Directors may issue its decisions on urgent matters by presenting them to all members by circulation, unless a member requests - in writing - a Board meeting to deliberate on them. These decisions shall be issued by the approval of the majority of the votes of its members, and these decisions shall be presented to the Board at its first subsequent meeting to record them in the minutes of that meeting.</p>	No amendment
27	<p>Article Twenty-Seven: Board Deliberations</p> <p>1. The Board of Directors' deliberations and decisions shall be recorded in minutes prepared by the Secretary and signed by the Chairman of the meeting, the attending Board members and the Secretary.</p> <p>2. These minutes shall be recorded in a special register signed by the Chairman of the Board of Directors and the Secretary.</p> <p>3. Modern technology may be used to sign and record deliberations, decisions and record minutes.</p>	No amendment
28	<p>Article Twenty-Eight: General Assembly Meeting of Shareholders</p> <p>1. The General Assembly meeting of shareholders shall be chaired by the Chairman of the Board of Directors or his deputy in his absence or by the person delegated by the Board of Directors from among its members in their absence. In the event that this is not possible, the</p>	No amendment

	<p>General Assembly shall be chaired by the person delegated by the shareholders from among the members of the Board or others by voting.</p> <p>2. Each shareholder has the right to attend the General Assembly meeting and may delegate another person from outside the Board of Directors to do so.</p> <p>3. The General Assembly meeting may be held and the shareholder may participate in the deliberations and vote on decisions by means of modern technology.</p>	
29	<p>Article Twenty-Nine: Calling Assemblies</p> <p>1. General and special assemblies shall be held upon invitation from the Board of Directors. The Board of Directors shall call the ordinary general assembly to convene within (30) days from the date of the request of the auditor or one or more shareholders representing (10%) of the company's shares with voting rights at least. The auditor may call the ordinary general assembly to convene if the board does not send the invitation within (30) days from the date of the auditor's request.</p> <p>2. The request referred to in paragraph (1) of this article shall specify the issues on which the shareholders are required to vote.</p> <p>3. The invitation to convene the assembly shall be sent at least (21) days before the specified date in accordance with the provisions of the system, taking into account the following:</p> <p>A. Notifying shareholders by registered letters to their addresses listed in the shareholders' register, or announcing the invitation through modern technology means.</p> <p>B. Sending a copy of the invitation and the agenda to the commercial register, as well as a copy to the Capital Market Authority if the company is listed on the financial market on the date of announcing the invitation.</p> <p>4. The invitation to the general assembly meeting must include at least the following:</p> <p>A. A statement of the person entitled to attend the general assembly meeting and his right to delegate whomever he chooses from among the members of the board of directors, and a statement of the shareholder's right to discuss the topics included in the general assembly's agenda and to ask questions and how to exercise the right to vote.</p> <p>B. The place, date and time of the meeting.</p> <p>C. The type of the assembly, whether it is a general or private assembly.</p> <p>D. The meeting's agenda including the items on which the shareholders are required to vote.</p>	No amendment
30	Article Thirty: Quorum of the Ordinary General	No amendment

	<p>Assembly Meeting</p> <p>1. The Ordinary General Assembly meeting shall not be valid unless attended by shareholders representing at least (a quarter) of the company's voting shares</p> <p>2. If the quorum required to hold the Ordinary General Assembly meeting is not available in accordance with paragraph (1) of this Article, an invitation shall be sent to a second meeting to be held in the same manner stipulated in Article (Ninety-One) of the Companies Law within (30) days following the date set for the previous meeting. However, the second meeting may be held one hour after the end of the period set for the first meeting, provided that the invitation to hold the first meeting includes information indicating the possibility of holding such a meeting. In all cases, the second meeting shall be valid regardless of the number of shares with voting rights represented therein.</p>	
31	<p>Article Thirty-One: Quorum of the Extraordinary General Assembly Meeting</p> <p>1. The Extraordinary General Assembly meeting shall not be valid unless attended by shareholders representing at least (half) of the company's voting shares.</p> <p>2. If the quorum required to hold the Extraordinary General Assembly meeting is not available in accordance with paragraph (1) of this Article, an invitation shall be sent to a second meeting that shall be held in the same manner stipulated in Article (Ninety-One) of the Companies Law. However, the second meeting may be held one hour after the end of the period specified for holding the first meeting, provided that the invitation to hold the first meeting includes information indicating the possibility of holding such meeting. In all cases, the second meeting shall be valid if attended by a number of shareholders representing at least (a quarter) of the company's voting shares.</p> <p>3. If the quorum required to hold the second meeting is not available, an invitation shall be sent to a third meeting that shall be held in the same manner stipulated in Article (Ninety-One) of the Companies Law, and the third meeting shall be valid regardless of the number of shares with voting rights represented therein.</p>	No amendment
32	<p>Article Thirty-Two: Voting in General Assemblies</p> <p>1. Each shareholder shall have one vote for each share in the general assemblies, and cumulative voting shall be used in electing members of the Board of Directors, such that the right to vote for a share may not be used more than once.</p> <p>2. Members of the Board of Directors may not</p>	No amendment

	participate in voting on assembly decisions related to business and contracts in which they have a direct or indirect interest or which involve a conflict of interest.	
33	<p>Article Thirty-Three: Assembly Resolutions</p> <p>1. The resolutions of the ordinary general assembly shall be issued with the approval of the majority of the voting rights represented in the meeting.</p> <p>2. The resolutions of the extraordinary general assembly shall be issued with the approval of (two-thirds) of the voting rights represented in the meeting, unless the resolution relates to increasing or decreasing the capital, extending the term of the company or dissolving it before the expiry of the term specified in its articles of association, or merging it with another company or dividing it into two or more companies, in which case it shall not be valid unless issued with the approval of (three-quarters) of the voting rights represented in the meeting.</p>	No amendment
34	<p>Article Thirty-Four: Discussion in General Assemblies</p> <p>Every shareholder has the right to discuss the topics included in the agenda of the General Assembly and to direct questions regarding them to the members of the Board of Directors and the auditor. The Board of Directors or the auditor shall answer the shareholders' questions to the extent that does not harm the company's interests. If a shareholder finds that the response to his question is insufficient, he shall refer it to the General Assembly, and its decision in this regard shall be binding.</p>	No amendment
35	<p>Article Thirty-Five: Preparing General Assembly Minutes</p> <p>A minute shall be prepared at the general assembly meeting, including the number of shareholders present in person or by proxy, the number of shares they hold in person or by proxy, the number of votes assigned to them, the decisions taken, the number of votes that approved or opposed them, and a comprehensive summary of the discussions that took place at the meeting. The minutes shall be recorded regularly after each meeting in a special register signed by the chairman of the assembly, its secretary, and the vote collectors.</p>	No amendment
36	<p>Article Thirty-Six: Appointment, Dismissal and Retirement of the Company's Auditor</p> <p>1. The Company shall have one or more auditors from among the auditors licensed in the Kingdom, who shall be appointed and whose fees, term of service and scope shall be determined by the General Assembly. He may be reappointed, provided that the term of his</p>	No amendment

	<p>appointment shall not exceed the period stipulated by the regulations.</p> <p>2. The auditor may be dismissed by a decision taken by the General Assembly, and the Chairman of the Board of Directors shall notify the competent authority of the dismissal decision and its reasons, within a period not exceeding (5) days from the date of issuance of the decision.</p> <p>3. The auditor may resign from his duties by a written notification submitted to the Company, and his duties shall end from the date of submission or at a later date specified in the notification, without prejudice to the Company's right to compensation for any damages incurred if there is a reason for it. The resigning auditor shall be obligated to submit to the Company and the competent authority - upon submission of the notification - a statement of the reasons for his resignation, and the Board of Directors shall call the General Assembly to convene to consider the reasons for resignation, appoint another auditor and determine his fees, term of service and scope.</p>	
37	<p>Article Thirty-Seven: Powers of the Auditor</p> <p>The auditor may, at any time, review the company's documents, accounting records and supporting documents, and may request the data and clarifications he deems necessary to obtain to verify the company's assets and liabilities and other matters that fall within the scope of his work. The Board of Directors shall enable him to perform his duty, and if the auditor encounters difficulty in this regard, he shall record this in a report submitted to the Board of Directors. If the Board of Directors does not facilitate the work of the auditors, he shall request them to call the General Assembly to convene to consider the matter. The auditor may direct this call if the Board of Directors does not direct it within (30) days from the date of the auditors' request.</p>	No amendment
38	<p>Article Thirty-Eight: Fiscal Year</p> <p>The company's fiscal year begins on the first of January and ends on the last of December of each Gregorian year.</p>	No amendment
39	<p>Article Thirty-Nine: Financial Documents</p> <p>1. At the end of each fiscal year of the company, the Board of Directors must prepare the company's financial statements and a report on its activity and financial position for the past fiscal year, and this report shall include the proposed method of distributing profits. The Board shall place these documents at the disposal of the auditor, if any, at least (45) days before the date set for the annual ordinary general assembly.</p>	No amendment

	<p>2. The Chairman of the Board of Directors of the company, its CEO and the Vice President for Finance shall sign the documents referred to in paragraph (1) of this article, and copies thereof shall be deposited at the company's main office at the disposal of the shareholders.</p> <p>3. The Chairman of the Board of Directors shall provide the shareholders with the company's financial statements and the Board of Directors' report, after signing them, and the auditor's report, if any, unless published in any modern technology means, at least (21) days before the date set for the annual ordinary general assembly, and he shall also deposit these documents in accordance with what is specified in the executive regulations of the Companies Law.</p>	
40	<p>Article Forty: Formation of Reserves</p> <p>1. The Ordinary General Assembly may, when determining the share of shares in net profits, decide to form reserves, to the extent that serves the interest of the company or ensures the distribution of fixed profits - as much as possible - to shareholders. The said Assembly may also deduct amounts from the net profits to achieve social purposes for the company's employees.</p> <p>2. The General Assembly shall determine the percentage that must be distributed to shareholders from the net profits after deducting reserves, if any.</p>	No amendment
41	<p>Article Forty-One: Entitlement to Profits</p> <p>The shareholder shall be entitled to his share of the profits in accordance with the General Assembly's decision issued in this regard. The decision shall specify the due date and the distribution date. The right to dividends shall be for the shareholders registered in the shareholders' records at the end of the day specified for entitlement. The Board of Directors shall implement the General Assembly's decision regarding the distribution of dividends to shareholders. The Company may distribute interim dividends to shareholders on a semi-annual or quarterly basis.</p>	<p>Article Forty-One: Entitlement to Profits</p> <p>The shareholder shall be entitled to his share of the profits in accordance with the decision of the General Assembly issued in this regard. The decision shall specify the due date and the date of distribution. The right to profits shall be for the shareholders registered in the shareholders' records at the end of the day specified for entitlement. The Board of Directors shall implement the decision of the General Assembly regarding the distribution of profits to shareholders.</p>
42	<p>Article Forty-Two: Termination of the Company</p> <p>The company shall expire for one of the reasons for termination mentioned in Article (Two Hundred and Forty-Three) of the Companies Law, and upon its expiration it shall enter the liquidation phase in accordance with the provisions of Chapter Twelve of the Companies Law. If the company expires and its assets are not sufficient to pay its debts or it is in</p>	No amendment

	default in accordance with the bankruptcy law, it must submit to the competent judicial authority to open any of the liquidation procedures pursuant to the bankruptcy law.	
	N/A	Article Forty-Two: Distribution of Profits The company may distribute interim profits to its shareholders on a quarterly or semi-annual basis, and it may authorize the Board of Directors to do so in accordance with the controls issued by the Capital Market Authority.
43	Article Forty-Three: Final Provisions 1. The Company shall be subject to the regulations in force in the Kingdom of Saudi Arabia. 2. Any text that contradicts the provisions of the Companies Law in this Articles of Association shall not be recognized and the provisions of the Companies Law shall apply to it. Anything not provided for in this Articles of Association shall be subject to the Companies Law and its Executive Regulations. 3. This Articles shall be deposited and published in accordance with the provisions of the Companies Law and its Executive Regulations.	No amendment

Remuneration Policy Amendment

SN	Current Policy	Proposed Policy
1	<p>Preamble: The “Board of Directors, its Committees and Executive Management Remuneration Policy” was prepared with the aim of complying with the Corporate Governance Regulations, which stipulated that the Remuneration and Nominations Committee shall prepare a clear policy for the remuneration of the Board of Directors, its committees and the Executive Management, and submit it to the Board of Directors for consideration in preparation for its approval by the General Assembly.</p>	No amendment
2	<p>Objective: This policy aims to set clear criteria for the remuneration of the members of the Board of Directors, its committees and senior executives in light of the requirements of the Companies Law and the regulations and rules of the Capital Market Authority. The policy also aims to attract individuals with a degree of efficiency, ability and talent to work on the Board of Directors, committees and executive management by adopting incentive plans and programs for Remuneration linked to performance, which contributes to improving the company’s performance and achieving the interests of its shareholders.</p>	No amendment
3	<p>Article One: Definitions: The following words and phrases shall have the meanings shown opposite them unless the context requires otherwise: Policy: Policy for the remuneration of the Board of Directors, its committees and the executive management Company: Yamama Cement Company. Board of Directors or Board: Board of Directors of Yamama Cement Company. Senior Executives: CEO and Vice Presidents (Executive Management).</p>	No amendment
4	<p>Article Two: Remuneration Determination Criteria: The Remuneration and Nominations Committee is responsible for recommending to the Board the remuneration of Board members, committee members and senior executives of the company, in accordance</p>	<p>Article Two: Remuneration Determination Criteria: The Remuneration and Nominations Committee is responsible for recommending to the Board the remuneration of Board members, committee members, secretaries and senior executives of the company, in accordance with</p>

	<p>with the approved criteria, as follows:</p> <ol style="list-style-type: none"> 1. The company takes into account the consistency of remuneration with the company's strategy and objectives and with the size, nature and degree of its risks. 2. It aims to encourage members of the Board of Directors and executive management to make the company successful and develop it in the long term. 3. The company takes into account the practices of other companies and what is prevalent in the labor market in determining remuneration, while avoiding any unjustified increase in remuneration and remuneration that may result from this. 4. Remuneration is determined based on the level of the job, the tasks and responsibilities assigned to the occupant, academic qualifications, practical experience, skills and level of performance. 5. The remuneration must be reasonably sufficient to attract, motivate and retain those with appropriate competence and experience. 	<p>the approved criteria, as follows:</p> <ol style="list-style-type: none"> 1. The company shall take into account the consistency of remuneration with the company's strategy and objectives and with the size, nature and degree of its risks. 2. It aims to encourage members of the Board of Directors and executive management to make the company successful and develop it in the long term. 3. The company shall take into account the practices of other companies and what is prevalent in the labor market in determining remuneration, while avoiding any unjustified increase in remuneration and remuneration that may result from this. 4. Remuneration shall be determined based on the level of the job, the tasks and responsibilities assigned to the occupant, academic qualifications, practical experience, skills and level of performance. 5. The remuneration shall be reasonably sufficient to attract, motivate and retain those with appropriate competence and experience.
5	<p>Article Three: Board of Directors' Remuneration:</p> <ol style="list-style-type: none"> 1. The Board of Directors' remuneration in Yamama Cement Company includes a specific amount, an attendance allowance for meetings, an expense allowance, in-kind benefits, or a percentage of profits. It is permissible to combine two or more of these benefits according to the company's bylaws, provided that the total of the financial and in-kind remuneration and benefits received by a single Board of Directors member does not exceed, in all cases, the amount of (500,000) five hundred thousand Saudi riyals annually. 2. This remuneration may vary in amount and in light of the policy issued by the Remuneration and Nominations Committee and approved by the Assembly. The annual report of the Board of 	<p>Article Three: Board of Directors' Remuneration:</p> <ol style="list-style-type: none"> 1. The Board of Directors' remuneration in Yamama Cement Company includes a specific amount or an attendance allowance for meetings, or an expense allowance, or in-kind benefits, or a percentage of profits. It is permissible to combine two or more of these benefits according to the company's bylaws. 2. This remuneration may vary in amount and in light of a policy issued by the Remuneration and Nominations Committee and approved by the Assembly. The annual report of the Board of Directors to the General Assembly of Shareholders must include a comprehensive statement of all the Remuneration, expense allowances, and other benefits received by the Board of Directors during the fiscal year, and must also include a

	<p>Directors to the General Assembly of Shareholders must include a comprehensive statement of all the Remuneration, expense allowances and other benefits received by the members of the Board of Directors during the fiscal year. It must also include a statement of what the members of the Board received in their capacity as employees or administrators or in return for technical or administrative work or consultations (if any), and it must also include a statement of the number of Board sessions and the number of sessions attended by each member from the date of the last meeting of the General Assembly.</p> <p>3. If the remuneration of the members of the Board of Directors is a percentage of the profits, the provisions of the company's articles of association must be taken into account.</p>	<p>statement of what the Board members received in their capacity as employees or administrators or in return for technical, administrative, or consulting work (if any), and must also include a statement of the number of Board meetings and the number of meetings attended by each member from the date of the last General Assembly meeting.</p> <p>3. If the Board of Directors' remuneration is a percentage of profits, the provisions of the company's bylaws must be taken into account.</p>
6	<p>Article Four: Remuneration of Committee Members:</p> <ol style="list-style-type: none"> 1. The Board of Directors shall determine membership fees, attendance allowances, and other entitlements for its committees, based on the recommendation of the Remuneration and Nominations Committee. 2. Attendance allowances and other entitlements shall be disbursed as specified in this policy. 3. When establishing committees emanating from the Board of Directors, the number of committees a Board member can serve on shall be taken into account. 	<p>Article Four: Remuneration of Committee Members:</p> <ol style="list-style-type: none"> 1. The Board of Directors shall determine membership fees, attendance allowances, and other entitlements for its committees, based on the recommendation of the Remuneration and Nominations Committee. 2. When establishing committees emanating from the Board of Directors, the number of committees a Board member can serve on shall be taken into account.
7	<p>Article Five: Executive Management Remuneration:</p> <p>The Remuneration and Nominations Committee reviews and approves the salary scale for all employees and senior executives, as well as the incentive program and plans, on an ongoing basis, based on recommendations from the Executive Management. The executive remuneration includes the following:</p> <ol style="list-style-type: none"> 1. Basic salary (paid monthly at the end 	<p>No amendment</p>

	<p>of each calendar month); and allowances, including, but not limited to, housing allowance, transportation allowance, education allowance for children, and phone allowance; medical insurance benefits for the executive and their family, as per the insurance policy.</p> <ol style="list-style-type: none"> 2. Annual bonus linked to performance indicators, based on the annual evaluation conducted for this purpose. 3. Short-term incentive plans linked to exceptional performance, and long-term incentive plans such as stock option programs (where applicable); other benefits, including, but not limited to, annual leave, annual travel tickets, and end-of-service benefits, as per the company's labor system and human resources policy. 4. The plans and programs for executive remuneration are approved by the Remuneration and Nominations Committee. 5. The Chief Executive Officer implements the remuneration policy for employees and executives in light of the plans, programs, and general guidelines approved by the Committee. 	
8	<p>Article Six: Additional Remuneration Determinants and Payment Method</p> <ol style="list-style-type: none"> 1. Board members may not vote on the item of Board members' remuneration at the General Assembly meeting of shareholders. 2. The company shall disclose the remuneration of Board members, committees and senior executives in the annual report of the Board of Directors in accordance with the controls and directives issued under the Companies Law and the Capital Market Authority's regulations and their implementing regulations. 3. The member shall be entitled to the remuneration as of the date of joining the Board or Committee and according to the term of his membership. 	<p>Article Six: Additional Remuneration Determinants and Method of Disbursement:</p> <ol style="list-style-type: none"> 1. The company shall disclose the remuneration of the members of the Board, committees and senior executives in the annual report of the Board of Directors in accordance with the controls and directives issued under the Companies Law and the regulations of the Capital Market Authority and their implementing regulations. 2. If a member does not attend any of the Board or committee meetings without an acceptable excuse from the Chairman of the Board or the Chairman of the Committee - if he is a member of a committee - an equivalent amount shall be deducted from the remuneration amount and he shall not

	<ol style="list-style-type: none"> 4. The procedures for disbursing Remuneration for Board members and committees shall be prepared by the Board Secretary, provided that the disbursement order is approved by the CEO. 5. The annual bonus shall be paid to Board members and committees after its approval by the Board of Directors at the end of the fiscal year. 6. It shall be prepared in coordination with the Remuneration and Nominations Committee regarding new appointments. 7. The remuneration shall be suspended or refunded if it is found that it was decided based on inaccurate information provided by a member of the Board of Directors or the Executive Management; this is to prevent exploitation of the job position to obtain undeserved Remunerations. 8. In the event of developing a program to grant shares in the company to members of the Board of Directors, executive management and its employees, whether they are new issues or shares purchased by the company, this shall be done under the supervision of the Remuneration and Nominations Committee and in accordance with the company's articles of association and the relevant regulations and rules of the Capital Market Authority. 	<ol style="list-style-type: none"> 3. The member shall be entitled to the remuneration as of the date of joining the Board or committee and according to the term of his membership. 4. If the member does not complete the fiscal year for any reason, an amount equivalent to the duration of his actual attendance and the number of sessions shall be deducted from the remuneration amount. 5. In the event a member joins the Board of Directors or committees during the term of the Board, he/she shall be granted a bonus equivalent to his/her actual attendance during that year. 6. The remuneration of the Board of Directors shall be disbursed after the end of the fiscal year, based on the recommendation of the Remuneration and Nominations Committee and the approval of the Board of Directors, provided that it is presented to the General Assembly for voting. 7. The remuneration of independent members and members from outside the Board shall not be a percentage of the profits achieved by the Company or be based directly or indirectly on the Company's profitability. 8. The remuneration of members from outside the Board shall be disbursed after the end of the fiscal year. 9. The procedures for disbursing remuneration for members of the Board of Directors and committees shall be prepared by the Board Secretary in accordance with the internal appropriations series. 10. The remuneration of the Board Secretary and committee secretaries shall be disbursed after the end of the fiscal year. 11. The remuneration shall be suspended or refunded if it is found that it was decided based on inaccurate information provided by a member of the Board of Directors or the Executive Management; in order to prevent the exploitation of the job position to obtain undeserved remuneration.
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		12. In the event that a program is developed to grant shares in the company to members of the Board of Directors, executive management and its employees, whether a new issue or shares purchased by the company, this shall be done under the supervision of the Remuneration and Nominations Committee and in accordance with the company’s articles of association and the relevant regulations and bylaws of the Capital Market Authority.																		
9	<p>Article Seven: Statement of details of the remuneration of the members of the Board of Directors and its committees:</p> <p>1. Board membership remuneration: The annual bonus for the members of the Board of Directors shall be disbursed after the end of each fiscal year, based on the recommendation of the Remuneration and Nominations Committee and the approval of the Board of Directors.</p> <p>2. Remuneration for the members of the committees A. Remuneration for the rest of the members of the committees from inside and outside the Board (50 thousand riyals). B. Remuneration for the members of the Audit Committee from inside and outside the Board (150 thousand riyals).</p> <p>3. Meeting attendance allowance: A. Meeting attendance allowance of 3,000 riyals (three thousand riyals) shall be disbursed for each session, within a week of the end of the meeting. B. An additional allowance (travel and transportation) shall be disbursed for those outside the city of the meeting venue (Riyadh) according to the actual expenses.</p>	<table><tr><th colspan="2">Remuneration schedule for members of the Board of Directors, its committees and secretaries</th></tr><tr><th>Remuneration Item</th><th>Value</th></tr><tr><td>Annual bonus for Board members</td><td>300,000 Three hundred thousand riyals.</td></tr><tr><td>Remuneration and Nomination Committee members</td><td>100,000 One hundred thousand riyals.</td></tr><tr><td>Audit Committee members remuneration</td><td>150,000 One hundred and fifty thousand riyals.</td></tr><tr><td>Board Secretary Remuneration</td><td>100,000 One hundred thousand riyals.</td></tr><tr><td>Committee Secretaries Remuneration</td><td>50% of the committee members’ Remuneration.</td></tr><tr><td>Meeting Attendance Allowance (Includes Members and Secretaries)</td><td>3,000 Three thousand riyals.</td></tr><tr><td>Transportation Allowance</td><td>Additional travel and transportation allowance will be paid to those outside the city of Riyadh - the meeting venue - according to the actual expenses.</td></tr></table>	Remuneration schedule for members of the Board of Directors, its committees and secretaries		Remuneration Item	Value	Annual bonus for Board members	300,000 Three hundred thousand riyals.	Remuneration and Nomination Committee members	100,000 One hundred thousand riyals.	Audit Committee members remuneration	150,000 One hundred and fifty thousand riyals.	Board Secretary Remuneration	100,000 One hundred thousand riyals.	Committee Secretaries Remuneration	50% of the committee members’ Remuneration.	Meeting Attendance Allowance (Includes Members and Secretaries)	3,000 Three thousand riyals.	Transportation Allowance	Additional travel and transportation allowance will be paid to those outside the city of Riyadh - the meeting venue - according to the actual expenses.
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Committee Secretaries Remuneration	50% of the committee members’ Remuneration.																			
Meeting Attendance Allowance (Includes Members and Secretaries)	3,000 Three thousand riyals.																			
Transportation Allowance	Additional travel and transportation allowance will be paid to those outside the city of Riyadh - the meeting venue - according to the actual expenses.																			
10	<p>Article Eight: Final Provisions: The provisions of this policy shall be implemented and adhered to by the company as of the date of its approval by the General Assembly of Shareholders. This policy shall be published on the company’s website to</p>	No amendment																		

	<p>enable shareholders, the public and stakeholders to view it. This policy shall be reviewed periodically - when necessary - by the Remuneration and Nominations Committee, and any amendments proposed by the committee shall be presented to the Board of Directors, which shall study and review the proposed amendments and recommend them to the General Assembly of Shareholders for approval.</p>	
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Updating the Board of Directors Membership Policy

SN	Current Policy	Proposed Policy
1	<p>Article (3): Composition of the Board of Directors</p> <ol style="list-style-type: none"> 1. The company is managed by a board of directors consisting of seven members elected by the general assembly of shareholders for a period not exceeding four years, as stipulated in the Articles of Association. 2. The majority of the Board of Directors shall be non-executive members. 3. The number of independent members shall not be less than two members or one-third of the council members, whichever is more. 	<p>Article (3): Composition of the Board of Directors</p> <ol style="list-style-type: none"> 1. The company is managed by a board of directors consisting of the number of members determined by the company's articles of association and elected by the general assembly of shareholders for a period not exceeding four years. 2. The majority of the Board of Directors shall be non-executive members. 3. The number of independent members shall not be less than two members or one-third of the council members, whichever is more.
2	<p>Article (5): Standards and Conditions for Membership in the Board of Directors</p> <ol style="list-style-type: none"> 1. Ability to Lead: This means that he has leadership skills that qualify him to grant powers in a way that leads to stimulating performance and better application in the field of effective management, adherence to professional values and ethics, and the ability to communicate effectively, think and plan strategically. 2. Competence: He shall have academic qualifications, professional and personal leadership skills, an appropriate level of education (preferably a university degree), practical experiences related to the company's current and future activities, and knowledge of management, marketing, engineering, economics, accounting, law, or corporate 	<p>Article (5): Standards and Conditions for Membership in the Board of Directors</p> <ol style="list-style-type: none"> 1. Ability to Lead: This means that he has leadership skills that qualify him to grant powers in a way that leads to stimulating performance and better application in the field of effective management, adherence to professional values and ethics, and the ability to communicate effectively, think and plan strategically. 2. Competence: He shall have academic qualifications, professional and personal leadership skills, an appropriate level of education (preferably a university degree), practical experiences related to the company's current and future activities, and knowledge of management, marketing, engineering,

	<p>governance, risk management, strategy, or key industries in which the company operates and has a constant desire to learn and train.</p> <p>3. Ability to Steer: This means that he has the technical, leadership, and administrative capabilities and speed in decision-making, and he has the ability for strategic direction, long-term planning, and understanding the technical requirements related to the workflow, and he shall be capable of strategic direction, planning, and a clear future vision.</p> <p>4. Financial Knowledge: by being able to read and understand financial statements and reports.</p> <p>5. Health Fitness: This means that he does not have a health problem that prevents him from exercising his duties and specializations.</p> <p>6. Good Conduct: Continuous adherence to policies of professional conduct and work ethics and to the provisions of relevant laws and regulations.</p> <p>7. Good Reputation: The candidate for Council membership shall not have previously been convicted of a crime against honor or trust, and shall not be insolvent, bankrupt, or unfit for Council membership in accordance with any law in the Kingdom of Saudi Arabia.</p> <p>8. The board member shall not hold membership in more than five joint stock companies listed on the financial market at the same time.</p> <p>9. The candidate shall have the ability to communicate effectively and think strategically.</p> <p>10. The member of the Board of Directors shall represent all shareholders, and shall be committed to what is in the interest of the company in general and not what is in the interests of the group that he represents or that voted to appoint him to the Board of Directors.</p> <p>11. The candidate for board membership shall adhere to the principles of honesty,</p>	<p>economics, accounting, law, or corporate governance, risk management, strategy, or key industries in which the company operates and has a constant desire to learn and train.</p> <p>3. Ability to Steer: This means that he has the technical, leadership, and administrative capabilities and speed in decision-making, and he has the ability for strategic direction, long-term planning, and understanding the technical requirements related to the workflow, and he shall be capable of strategic direction, planning, and a clear future vision.</p> <p>4. Financial Knowledge: by being able to read and understand financial statements and reports.</p> <p>5. Health Fitness: This means that he does not have a health problem that prevents him from exercising his duties and specializations.</p> <p>6. Good Conduct: Continuous adherence to policies of professional conduct and work ethics and to the provisions of relevant laws and regulations.</p> <p>7. Good Reputation: The candidate for Council membership shall not have previously been convicted of a crime against honor or trust, and shall not be insolvent, bankrupt, or unfit for Council membership in accordance with any law in the Kingdom of Saudi Arabia.</p> <p>8. The board member shall not hold membership in more than five joint stock companies listed on the financial market at the same time.</p> <p>9. The candidate shall have the ability to communicate effectively and think strategically.</p> <p>10. The member of the Board of Directors shall represent all shareholders, and shall be committed to what is in the interest of the company in general and not what is in the interests of the group that he represents or that voted to appoint him to the Board of Directors.</p> <p>11. The candidate for board membership shall</p>
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	<p>trustworthiness, loyalty, care, and concern for the interests of the company and shareholders and prioritize them over his personal interests. The board member's relationship with the company shall be an honest professional relationship, and he shall disclose to the company any influential information before executing any deal or contract with the company or one of its subsidiaries, and avoid transactions that involve a conflict of interest, ensuring fair dealing, taking into account the provisions on conflicts of interest contained in the Governance Regulations, and performing the duties and responsibilities contained in the Companies Law, the Financial Market Law, the Articles of Association, and other relevant regulations.</p> <p>12. Diversity in academic qualifications and practical experience shall be taken into account, and priority shall be given in nomination to the needs required of those with appropriate skills for membership in the Board of Directors.</p> <p>13. A member of the Board of Directors shall resign before the end of his term on the Board of Directors in the event that he loses his eligibility to work as a member of the Board of Directors, is unable to perform his work, or is unable to allocate the time or effort necessary to perform his duties on the Board. However, in the event of a conflict of interest, the member has the option to obtain a license from the General Assembly, which shall be renewed every year or to submit his resignation.</p>	<p>adhere to the principles of honesty, trustworthiness, loyalty, care, and concern for the interests of the company and shareholders and prioritize them over his personal interests. The board member's relationship with the company shall be an honest professional relationship, and he shall disclose to the company any influential information before executing any deal or contract with the company or one of its subsidiaries, and avoid transactions that involve a conflict of interest, ensuring fair dealing, taking into account the provisions on conflicts of interest contained in the Governance Regulations, and performing the duties and responsibilities contained in the Companies Law, the Financial Market Law, the Articles of Association, and other relevant regulations.</p> <p>12. Diversity in academic qualifications and practical experience shall be taken into account, and priority shall be given in nomination to the needs required of those with appropriate skills for membership in the Board of Directors.</p> <p>13. A member of the Board of Directors shall resign before the end of his term on the Board of Directors in the event that he loses his eligibility to work as a member of the Board of Directors, is unable to perform his work, or is unable to allocate the time or effort necessary to perform his duties on the Board. However, in the event of a conflict of interest, the member has the option to obtain a license from the General Assembly, which shall be renewed every year or to submit his resignation.</p> <p>14. If the candidate is employed by a government entity, the company has the right to request a written approval from their employer confirming no objection.</p>
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نموذج رقم (١)

السيرة الذاتية

Form (1) Resume

1. Personal Information of the Member			
الاسم الرباعي			ابراهيم بن محمد هادي تركي آل دغريير
Full Name			Ibrahim Mohammed Hadi Turki Al Daghrir
الجنسية	سعودي	تاريخ الميلاد	١٣٨٩ / ٠٧ / ٠١ هـ
Nationality	Saudi	Date of Birth	13 / 09 / 1969

2. المؤهلات العلمية للعضو				
Academic Qualifications of the Member				
م	المؤهل	التخصص	تاريخ الحصول على المؤهل	اسم الجهة المانحة
	Qualifications	Specialization	Date of obtaining the qualification	The issuer of the qualification
1.	الماجستير - ادارة اعمال	القيادة التنفيذية	٢٢ ديسمبر ٢٠٠٧م	جامعة نبراسكا - الولايات المتحدة الامريكية
	MBA	Executive Leadership Program	22 Dec. 2007	University of Nebraska, USA
2.	البكالوريوس - هندسة	هندسة ميكانيكية - انتاج	٠٣ سبتمبر ١٩٩٤م	جامعة الملك عبدالعزيز - جدة
	Bachelor's Degree in Mechanical Eng.	Production & Mechanical System Design	03 Sep. 1994	KAU, Jeddah
3.	ممارس كايزن معتمد	طريقة تويوتا	نوفمبر ٢٠٠٢م	اكاديمية تويوتا - اليابان
	Kaizen certified lead practitioner	The TOYOTA WAY	Nov. 2002	Toyota Academy - Japan

3. الخبرات العملية للعضو	
Experiences of the Member	
الفترة	مجالات الخبرة
Period	Experience
١٩ أكتوبر ٢٠٢٠م الى الآن	عضو مجلس الشورى السعودي في دورته التاسعة
19 Oct. 2020 - Present	Member of Saudi Shura Council in the ninth session
من ١٨ أكتوبر ٢٠٢٠م الى ١٨ أكتوبر ٢٠٢٤م	عضو مجلس الشورى السعودي في دورته الثامنة
18 Oct. 2020 – 18 Oct. 2024	Member of Saudi Shura Council in the eighth session
٢٧ يوليو ٢٠٢٤م الى الآن	عضو مجلس ادارة شركة البابطين للطاقة والاتصالات



نموذج رقم (١)

السيرة الذاتية

Form (1) Resume

3. الخبرات العملية للعضو Experiences of the Member	
الفترة Period	مجالات الخبرة Experience
27 July - Present	Member of the Board of Directors of Al-Babtain Power & Telecommunication Co., Riyadh
يوليو ٢٠١٩ إلى أكتوبر ٢٠٢٠ م	نائب رئيس مجلس الادارة - شركة وفرة للصناعة والتنمية
July 2019 – Oct. 2020	Vice Chairman - Wafrah for Industry & Development (Saudi Joints Stock Co), Riyadh
أكتوبر ٢٠٢٠ – سبتمبر ٢٠٢١	عضو لجنة الاقتصاد والطاقة بمجلس الشورى
Oct. 2020 – Sep. 2021	Member of the Economy and Energy Committee of the Shura Council
أكتوبر ٢٠٢١ – سبتمبر ٢٠٢٢	نائب رئيس لجنة الطاقة والصناعة بمجلس الشورى
Oct. 2021 – Sep. 2022	Deputy Chairman of the Energy and Industry Committee of the Shura Council
أكتوبر ٢٠٢٢ – سبتمبر ٢٠٢٣	عضو لجنة النقل والاتصالات وتقنية المعلومات بمجلس الشورى
Oct. 2022 – Sep. 2023	Member of the Transport, Communications and Information Technology Committee of the Shura Council
أكتوبر ٢٠٢٣ – سبتمبر ٢٠٢٤	عضو لجنة الحج والاسكان والخدمات العامة بمجلس الشورى
Oct. 2023 – Sep. 2024	Member of the Hajj, Housing and Public Services Committee of the Shura Council
أكتوبر ٢٠٢٤ – الى الان	نائب رئيس لجنة الطاقة والصناعة بمجلس الشورى
Oct. 2024 - Present	Deputy Chairman of the Energy and Industry Committee of the Shura Council
نوفمبر ٢٠١٩ – أكتوبر ٢٠٢٠ م	عضو مجلس الشركاء - شركة رخاء الزراعية - جمهورية مصر العربية
Nov. 2019 – Oct. 2020	Member of the Partners Council – Rakhaa Agriculture Co. – Egypt
أكتوبر ٢٠١٧ – سبتمبر ٢٠١٩ م	نائب الرئيس التنفيذي - شركة اسمنت نجران
Oct. 2017 – Sep. 2019	Vice President - Najran Cement Company (Saudi Joints Stock Co), Najran
أكتوبر ٢٠١٠ – سبتمبر ٢٠١٧ م	الرئيس التنفيذي - شركة وفرة للصناعة والتنمية
Oct. 2010 – Sep. 2017	Chief Executive Officer - Wafrah for Industry & Development (Saudi Joints Stock Co), Riyadh
٢٠١٢ – ٢٠١٤ م	عضو اللجنة الوطنية للشركات المساهمة

2012 – 2014	Member of the National Committee for Joint Stock Companies
٢٠١٨ – ٢٠١٦ م	نائب رئيس مجلس الاعمال السعودي الجيبوتي
2016 – 2018	Vice Chairman of the Saudi-Djibouti Business Council
٢٠٢٠ – ٢٠١٨ م	عضو مجلس الاعمال السعودي اليمني
2018 – 2020	Member of the Saudi-Yemeni Business Council
يناير ٢٠٠٦ – اغسطس ٢٠١٠ م	مدير عام اول خدمات ما بعد البيع – شركة عبداللطيف جميل
Jan. 2006 – Aug. 2010	Senior General Manager - Spare Parts Sales Operation, Parts Logistics & Customer Service Operation Center, Abdul Latif Jameel Co.
يناير ٢٠٠٤ – ديسمبر ٢٠٠٥ م	مدبر عام مراقبة المخزون ومجموعة التطوير المستمر (كايزن)
Jan. 2004 – Dec. 2005	General Manager - Inventory Control, Business Reform (Kaizen)
بريل ٢٠٠٢ - ديسمبر ٢٠٠٣	مسؤول خدمات ما بعد البيع للموزعين بالشرق الاوسط – شركة تويوتا – اليابان
Apr. 2002 – Dec. 2003	After Sales Service Manager for Middle East Distributors, Toyota Co. - Japan
يناير ٢٠٠٠ - مارس ٢٠٠٢ م	مدير اقليمي لمبيعات المنطقة الوسطى والجنوبية – شركة عبداللطيف جميل
Jan. 2000 – Mar. 2002	Area Sales Manager Central & South Region – Abdul Latif Jameel Co.
يوليو ١٩٩٨ – ديسمبر ١٩٩٩ م	مدير فرع طريق مكة – جدة – شركة عبداللطيف جميل
July 1998 – Dec. 1999	Center Manager – Makkah Road Branch, Jeddah – Abdul Latif Jameel Co.
اغسطس ١٩٩٨ – يونيو ١٩٩٩	مساعد مدير مبيعات عمليات قطع الغيار – فرع ويست بروموش – بالمملكة المتحدة (بريطانيا)
Aug. 1998 – Jun. 1999	Assistant Spare Parts Manager – West Bromwich Branch – Hartwell Plc - UK
يوليو ١٩٩٦ – يوليو ١٩٩٨	برنامج المتدربين الاداريين – شركة عبداللطيف جميل
Jul. 1996 – July 1998	Management Trainee Program – Abdul Latif Jameel Co.
نوفمبر ١٩٩٤ – يونيو ١٩٩٦ م	مساعد مدير مشروع – ادارة النفايات الصلبة – شركة مجموعة العمودي
Nov. 1994 – Jun. 1996	Assistant Project Manager - Solid Waste Recycle Project, Saudi Amoudi Group Co.

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

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

الشكل القانوني للشركة	عضوية اللجان	طريقة التعيين (مرشح بصفتهمساهماً، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركة الأساس، مرشح من مساهم)	صفة العضوية (تنفيذي، غير تنفيذي، مستقل)	النشاط الرئيس	اسم الشركة	م
Legal form of the company	Committee membership	Appointment method (nominated as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's bylaws, nominated by a shareholder)	Membership type (executive, nonexecutive, independent)	Main activity	Company name	
شركة مساهمة مدرجة	رئيس لجنة الترشيحات والمكافآت	مرشح كمساهم	مستقل	السلع الرأسمالية	شركة البابطين للطاقة والاتصالات	1.
Listed Joint Stock Company	Chairman of the Nominations Committee	Nominee as a Shareholder	Independent Member	Capital Goods	Al-Babtain Power & Telecommunication Co.	



Form No. (1) Resume

A) Personal information of the Nominee				
Full name	Ahmad A. Al-Juraifani			
Nationality	Saudi	Date of birth	28/11/1962	
B) Academic Qualifications of the Nominee				
#	Qualifications	Major	Date of obtaining the Degree	Name of Awarding Entity
1	BSc.	Accounting	1990	KFUPM (King Fahd University of Petroleum and Minerals)
2	CCP (Certified Cost Professional)	Costing	1996	AACE (Association for the Advancement of Cost Engineering), USA
C) Work Experience of the Nominated Member				
Period	Areas of Experience			
April 2022 till now	Chief Working Capital Optimization Officer, Ma'aden			
March 2021 – March 2022	Chief Accounting Officer, Ma'aden			
2015 – 2021	CFO, Vice President, Finance, Ma'aden Phosphate Company, Ma'aden, RAS Al-Khair			
2010 -2015	Sr. Manager, Finance, Arabian Petrochemical Company (Petrokemya, SABIC), Jubail Industrial City			
2004-2010	Sr. Manager, Finance and Production Planning, National Methanol Company (IBN SINA, SABIC), Jubail Industrial City			
March 2004 – Nov 2004	Head of Insurance, Shared Services, SABIC, Jubail Industrial City			
1997-2004	Manager, Finance and Accounting, Eastern Petrochemical Company (SHARQ, SABIC), Jubail Industrial City			
1991-1997	Supervisor, Accounting, Saudi Aramco Shell Refinery Company, SASREF, Jubail Industrial City			
1990-1991	Accountant, Arabian Petrochemical Company (Petrokemya, SABIC), Jubail Industrial City			



Areas of Expertise:

Over 32 years of experience in businesses of Petrochemical and Mining. In depth knowledge in accounting, finance, taxation, project finance, refinance, bonds/Sukuk, ERM, risks register and management, business continuity, Shared Services, Insurance, working capital optimization, business planning, capital projects. Very good knowledge in EHSS, ESG, TQM, Procurement and SCM, General Services, IT, HR and Sales and Marketing. Experienced in Board of Directors General Assembly affairs (Member in General Assembly of Specialty company (SABIC) for several years, was a member of Board of Directors for Ma'aden Gold and Base Metals, Board of Director secretary for IBN SINA (SABIC) company for the period of employment).

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

#	Company Name	Main activity	Membership type (executive, nonexecutive, independent)	Membership Nature (personal capacity, representative of legal person)	Committees Membershi p	Legal form of the company
1						



١. البيانات الشخصية للعضو

Personal Information of the Member

الاسم الرباعي	أسامة بن حاتم بن سعيد أبو راس
Full Name	Osama Hatim Saeed Aburas
الجنسية	سعودي
Nationality	Saudi
تاريخ الميلاد	١٤١٦/٥/٢٤
Date of Birth	18/10/1995

٢. المؤهلات العلمية للعضو

Academic Qualifications of the Member

المؤهل	التخصص	تاريخ الحصول على المؤهل	اسم الجهة المانحة
Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification
١ بكالوريوس	الشريعة	١٤٣٩/٩/١٦	الجامعة الإسلامية
Bachelor	SHARIAH	31/05/2018	Islamic University
٢ ماجستير	القانون الخاص	١٤٤١/٢/٠٣	جامعة المجردة
MASTER'S	Private Law	21/06/2023	Majmaa University
٣			

٣. الخبرات العملية للعضو

Experiences of the Member

الفترة	مجالات الخبرة
Period	Experience
٢٠١٧ - ٢٠٢٣	وظائف متفرقة وأعمال ناشئة
2003-2017	Defferent jobs and various small business
٢٠٢١ - ٢٠٢١	مساعد قانوني ومدير لعدة مكاتب محاماة
2018-2021	Legal Assistant and office manader for various Law Firms
٢٠٢١	مدير الشؤون القانونية لأحدى شركات المساهمة المغلقة
2021	Head of Legal Affairs at a closed-Share Corporate
٢٠٢٤ - ٢٠٢٤	مستشار وباحث قضائي في وزارة العدل
2022-2024	Legal Consultant and Judicial Researcher at MoJ
٢٠٢٤ - الآن	مالك مكتب محاماة
2024-Now	Law Firm Owner



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

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

الشكل القانوني للشركة	عضوية اللجان	طريقة التعيين (مرشح بصفته مساهماً، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركات الأساس، مرشح من مساهم)	صفة العضوية (تنفيذي ، غير تنفيذي، مستقل)	النشاط الرئيس	اسم الشركة	م
Legal form of the company	The name of the Committee in which it is a Member	Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	Membership type in board of directors (executive, nonexecutive, independent)	Main activity	Company name	
						١
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Resume

Personal Information						
Full Name			Asma Talal Hamdan			
Nationality		Saudi	Date of Birth		16/09/1985	
Academic Qualifications						
	Qualifications	Specialization	Date of the Qualifications		Name of Awarding Entity	
1	Master	Business Administration	2011		Prince Sultan University	
2	Bachelor	Business Administration	2007		King Saud University	
3	Program	Leadership	2020		INSEAD	
4	Program	Digital Transformation	2019		University of Virginia	
5	Program	Negotiation	2013		Harvard University	
6	Program	International Business	2008		Geneva Business School	
7	Certificate	CME-1	2023		Capital Market Authority	
8	Certificate	Six Sigma Black Belt	2017		International Association for Six Sigma Certification	
9	Certificate	PMP	2011		Project Management Institute	
10	Certificate	ITIL	2010		EXIN	
11	Certificate	iFsah Professional Certificate	2024		Saudi Stock Exchange	
Work Experience						
Period		Areas of Experience				
2016 - Current		Flynas: Chief of People & Culture Officer – and Corporate Shared Services at flynas - Project Management, Human Resources, Information Technology, Procurement, Facilities Management				
2024 - Current		Prince Sultan University: Member of The Aviation Management Advisory Board				
2016 - 2016		Accenture: Management Consulting Manager				
2011 - 2015		Hewlett-Packard: Sales Planning and Operations, Project Management, Financial Controllershship				
2010 - 2010		Aramco: Planning and Support Analyst - Part of the MBA Program				
2007 - 2011		Paper House Trading Company: Business Planning and Strategy				
Current membership in the board of directors of joint stock companies or any other company or the committees deriving from it						
	Company Name	Main Activity	Membership Type	Nature of the Membership	Committees Membership	Legal Form of the Company
1	Jarir Marketing Company	Office supplies, school tools, publications, books, computers and mobiles	Independent	As a Shareholder	-	Public Listed Company

2	Mobi Industry Company	Detergent, chemical fertilizers, plastics production and manufacturing	Independent	As a Shareholder	Nomination and Remuneration Committee	Public Listed Company
3	Al-Majal Al-Arabi Group	Facilities management, contracting, maintenance and operation, medical maintenance, environmental services, medical equipment and supply	Independent	In personal capacity	Nomination and Remuneration Committee	close joint stock company

نموذج (1)

السيرة الذاتية

١. البيانات الشخصية للعضو

Personal Information of the Member

الاسم الرباعي	أيمن أحمد علي الغامدي		
Full Name	Aiman Ahmed Ali Al Ghamdi		
الجنسية	سعودي	تاريخ الميلاد	1405/11/16
Nationality	Saudi	Date of Birth	1985/08/02

٢. المؤهلات العلمية للعضو

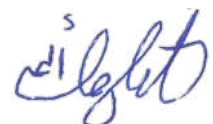
Academic Qualifications of the Member

م	المؤهل	التخصص	تاريخ الحصول على المؤهل	اسم الجهة المانحة
	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification
1	درجة الماجستير	إدارة سلاسل الإمداد والتموين	2015	جامعة ولاية بنسلفانيا - الولايات المتحدة
	Master Degree	Supply Chain Management		Pennsylvania State University
2	درجة البكالوريوس	الهندسة الصناعية والنظم	2009	جامعة الملك فهد للبترول والمعادن
	Bachelor Degree	Industrial & Systems Eng.		King Fahd University of Petroleum and Minerals

٣. الخبرات العملية للعضو

Experiences of the Member

الفترة	مجالات الخبرة
Period	Experience
2021 حتى تاريخه	الرئيس التنفيذي وأمين سر مجلس الإدارة لإحدى شركات الشركة السعودية للكهرباء - المحطة الحادية عشرة
2021 - Present	CEO and Board Secretary of one of Saudi Electricity Companies - Power Plant 11
2019 - 2021	الرئيس التنفيذي لإحدى شركات أرامكو السعودية - مصانع توليد الطاقة
	CEO of one of Saudi Aramco Companies - Power Cogeneration Plants
2016 - 2019	الرئيس التنفيذي التقني ثم الرئيس التنفيذي للعمليات لإحدى شركات أرامكو السعودية - مصانع توليد الطاقة
	CTO then COO of one of Saudi Aramco Companies - Power Cogeneration Plants
2013 - 2016	مناصب ومسؤوليات متعددة بشركة جنرال إلكتريك للنفط والغاز بالسعودية وإيطاليا آخرها مدير الجودة لمشروع نقل النفط والغاز الطبيعي
	Multiple roles at GE Oil & Gas in Saudi and Italy, most recent of Quality Manager
2011 - 2013	مناصب ومسؤوليات متعددة بشركة جنرال إلكتريك للطاقة والمياه بالسعودية وفرنسا آخرها مدير توطين الصناعات ونقل التقنية
	Multiple roles at GE Power & Water in Saudi and France, most recent of Localization Manager
2010 - 2011	مهندس مشاريع بشركة جنرال إلكتريك للخدمات الهندسية بالسعودية والإمارات العربية المتحدة والبحرين
	Projects engineer at General Electric Engineering Services in Saudi, UAE and Bahrain





نموذج (1)

السيرة الذاتية

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

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

م	اسم الشركة	النشاط الرئيس	صفة العضوية (تنفيذي، غير تنفيذي، مستقل)	طبيعة العضوية (بصفته الشخصية، ممثّل عن شخصية اعتبارية)	عضوية اللجان	الشكل القانوني للشركة
	Company name	Main activity	Membership type	Membership Nature	Committees Membership	Legal form of the company
1	محطة الفاضلي لتوليد الطاقة المزدوج Fadhili Power Cogen Co.	المرافق العامة - توليد الطاقة والمياه Utilities - Power & Water	غير تنفيذي Non Executive	مرشح من قبل شريك مساهم Shareholder Rep	لا ينطبق NA	شركة مساهمة سعودية مغلقة Saudi Closed Joint Stock Company
2	شركة الجبيل الدولية للمياه AlJubail International Water Co.	المرافق العامة - توليد الطاقة والمياه Utilities - Power & Water	غير تنفيذي Non Executive	مرشح من قبل شريك مساهم Shareholder Rep	لا ينطبق NA	شركة مساهمة سعودية مغلقة Saudi Closed Joint Stock Company
3						

التوقيع



Resume Template(1)

A) Personal Information of the Candidate				
Full Name:	Husamuddin hashim Hamza sadagah			
Date of Birth:	17/11/1954 22/03/1374	Nationality:	Saudi	
B) Academic Qualifications				
No.	Institution	Date	Field	Degree
1.	Ain Shams University, Egypt	1976	Accounting	Bachelor's
2.	King Abdulaziz University	1980	Business	Diploma
3.	King Abdulaziz University	1980	Auditing	Master's
4.	Ministry of Commerce	1980 (1400H)	Accounting & Auditing	Certified Accountant
5.	American Institute of Certified Public Accountants	1985	Auditing	CPA
6.	Ministry of Economy - UAE	1996	Accounting & Auditing	Certified Accountant
7.	Association of Certified Fraud Examiners	1999	Forensic Accounting	Certified Fraud Examiner
8.	American Institute of Certified Public Accountants	2012	Managerial Accounting	CMA
9.	American Institute of Certified Public Accountants	2017	Forensic Accounting & Valuation	Forensic & Valuation
10.	Saudi Authority for Accredited Valuers	2017	Business Valuation	Certified Appraiser
11.	Bankruptcy Committee	2018	Liquidation, Bankruptcy, and Financial Restructuring	Bankruptcy Trustee
12.	Ministry of justice	2024	Judicial Custody	Judicial Custodian
C) Professional Experiences:				
Period	Field of Expertise			
1967-1980	Ministry of Public Works and Housing			
1980-1981	CPA – Partner at Pricewaterhouse			
1980-2005	CPA – Senior Partner at Ernst & Young (Saudi Arabia, UAE)			

Resume Template(1)

2005-2009	CPA – Partner at PKF Sadagah, CPAs					
2009-2014	CPA – Partner at Deloitte & Touch					
2014-present	CPA – WTS Sadagah, CPAs					
D) Current And Previous Board Memberships in Other Companies (Public, Private, or Committees)						
No.	Legal Form	Committee Membership	Appointment Method	Membership Role	Main Activity	Company Name
1.	Public Joint Stock	Audit Committee Member (Current)	Personal Capacity	Independent, Non-Executive	Insurance	Amana Insurance 2019-present
2.	Public Joint Stock	Audit Committee Member (Previous)	Personal Capacity	Independent, Non-Executive	Contracting	Abdullah Abdulmohsen Al-Khodari Sons Company 2020-2021
3.	Public Joint Stock	Chairperson of the Board (Previous) & Audit Committee Chair (Previous)	Personal shareholder	Independent, Non-Executive	Communications	Etihad Atheeb Telecom Co. 2009-2020
4.	Closed Joint Stock	Audit Committee Chair (Previous)	Personal Capacity	Independent, Non-Executive	Healthcare	Dr. Abbas Hospital 2017-2019
5.	Public Joint Stock	Board Member & Audit Committee Chair (Previous)	Personal Capacity	Independent, Non-Executive	Real Estate	Jabal Omar Development Co. 2012-2015
6.	Public Joint Stock	Board Member & Audit Committee Chair (Previous)	Personal Capacity	Independent, Non-Executive	Food Industry	Anaam Holding Group 2012-2015
7.	Public Joint Stock	Audit Committee Chair (Current)	Personal Capacity	Independent, Non-Executive	Insurance	Al Ahli Takaful 2007-2010



السيرة الذاتية
Form (1) Resume

1. البيانات الشخصية للعضو

Personal Information of the Member

الاسم الرباعي	حسين عبدالقادر حسين عبدالقادر		
Full Name	Hussain Abdulkader Hussain Alabdulkader		
الجنسية	سعودي	تاريخ الميلاد	8 سبتمبر 1978
Nationality	Saudi	Date of Birth	8 سبتمبر 1978

2. المؤهلات العلمية للعضو

Academic Qualifications of the Member

م	المؤهل	التخصص	تاريخ الحصول على المؤهل	اسم الجهة المانحة
	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification
1	ماجستير	إدارة عامة	2023	جامعة الملك سعود
	Master	Public Administration		King Saud University
2	بكالوريوس	علم اجتماع	2005	جامعة الملك عبدالعزيز
	Bachelor	Sociology		King Abdulaziz University
3	دورات تدريبية	القيادة والتغيير والمالية	2019 - 2011	معاهد ومراكز تدريبية محلية ودولية
	Training Courses	Leadership, Changing and Finance		Inter. & National Training Cen.

3. الخبرات العملية للعضو

Experiences of the Member

الفترة	مجالات الخبرة
Period	Experience
2024 - حتى الآن	مستشار تطوير واستدامة الأعمال
	Senior Adviser Business Development & Sustainability
2023 - حتى الآن	عضو مجلس إدارة مركز التحكيم التجاري الخليجي
	Board Member of GCC Commercial Arbitration Center
2020 - حتى الآن	نائب رئيس مجلس الإدارة - الحوكمة التعاونية
	Board Vice Chairman - Collaborative Governance
2023 - حتى الآن	رئيس لجنة المراجعة - الحوكمة التعاونية
	Chairman of the Audit Committee - Collaborative Governance
2023 - 2021	عضو مجلس إدارة كل من (مركز الترقيم السعودي GS1) و (غرفة التجارة الدولية ICC) و (شبكة الميثاق العالمي UN)
	Board Member of (Saudi GS1) & (ICC) & (Global Compact Network UN)
2023 - 2021	أمين عام اتحاد الغرف السعودية
	Secretary General at Federation of Saudi Chambers
2021 - 2017	مساعد الأمين العام باتحاد الغرف السعودية
	VP at Federation of Saudi Chambers
2017 - 2011	المدير الإقليمي للمنطقة الوسطى بشركة المجال جروب فور إس
	Regional Director For the Central Regional at Almajal G4S

نموذج رقم 1

السيرة الذاتية

Form (1) Resume

مدير إدارة الموارد البشرية باتحاد الغرف السعودية

2011 – 2003

HR Director at Federation of Saudi Chambers



السيرة الذاتية
Form (1) Resume

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

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

الشكل القانوني للشركة	عضوية اللجان	طريقة التعيين (مرشح بصفته مساهماً، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركة الأساس، مرشح من مساهم)	صفة العضوية (تنفيذي، غير تنفيذي، مستقل)	النشاط الرئيس	اسم الشركة	م
The legal form of the company	The name of the committee in which it is a Member	Appointment method(a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	Membership type in board of directors (executive, non-executive, independent)	Main Activity	Company name	
ذات مسؤولية محدودة		شريك مؤسس	غير تنفيذي	الرعاية النهارية	الندائية	1
Limited Liability		Founding Partner	Independent	Day Care	Nedaeiah	
						2
						3



A. Personal Information of the Candidate:

B. Educational Qualifications of the Candidate:

C. Professional Experience of the Candidate:				
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[illegible]

D. Current Membership in Boards of Directors of Other Joint-Stock Companies (Listed or Non-Listed) or Any Other Company, Regardless of Its Legal Form or Committees Derived from Them:

NO	Company Name	Activity/Business	Nature of Membership (Executive, Non-Executive, Independent)	Method of Appointment (Appointed as a Representative of a Shareholder Before Listing or Elected by Shareholders)	Committee Membership	Legal form of the company
1	Not applicable					
2	Not applicable					
3	Not applicable					
4						
5						
6						

نموذج رقم (١)
السيرة الذاتية
Form (1) Resume



1. البيانات الشخصية للعضو Personal Information of the Member				
الاسم الرباعي سامي بن أحمد بن سليمان الباطين Sami Ahmed Sulaiman Al-Babtain				Full Name
06/04/1408	تاريخ الميلاد Date of Birth	سعودي Saudi	الجنسية Nationality	
27/11/1987				
2. المؤهلات العلمية للعضو Academic Qualifications of the Member				
اسم الجهة المانحة The issuer of the qualification	تاريخ الحصول على المؤهل Date of obtaining the qualifications	التخصص Specialization	المؤهل Qualifications	م
جامعة الأمير سلطان Prince Sultan University	2013	إدارة مالية Finance	بكالوريوس Bachelor	1
ISACA - USA	2024	المراجعة الداخلية / أمن المعلومات Internal Audit / Information Security	شهادة مراجع امن المعلومات المعتمد (CISA) Certified Information System Auditor (CISA)	2
ISACA - USA	2024	المراجعة الداخلية / أمن المعلومات Internal Audit / Information Security	شهادة مدير امن المعلومات المعتمد (CISM) Certified Information Security Manager (CISM)	3

نموذج رقم (١)
السيرة الذاتية
Form (1) Resume

3. الخبرات العملية للعضو

Experiences of the Member

م	الفترة	مجالات الخبرة
م	Period	Experience
1	يوليو 2024 – حاليا	شركة تبوك للتنمية الزراعية – عضو مجلس إدارة (رئيس لجنة المراجعة الداخلية وعضو في لجنة الاستثمار والاستراتيجية)
	July 2024 – Current	Board Member (Chairman of the Audit Committee & Member of Strategy & Investment Committee) – Tabuk Agricultural Development Co.
2	نوفمبر 2023 – حاليا	شركة الصقر للتأمين التعاوني – عضو مجلس إدارة ورئيس لجنة المراجعة الداخلية
	Nov 2023 – Current	Board Member & Chairman of the Audit Committee – AISagr Cooperative Insurance Co.
3	ديسمبر 2021 – حاليا	الشركة العربية للتعهدات الفنية – رئيس إدارة المراجعة الداخلية
	Dec 2021 – Current	Head of Internal Audit – Arabian Contracting Services Company
4	يونيو 2021 – ديسمبر 2021	الخير كابيتال – مدير إدارة المراجعة الداخلية
	Jun 2021 – Dec 2021	Internal Audit Manager – Al-Khair Capital
5	نوفمبر 2018 – يونيو 2021	مصرف الراجحي – مشرف فريق المراجعة الداخلية
	Nov 2018 – Jun 2021	Internal Audit Team Leader – AlRajhi Bank
6	سبتمبر 2013 – أكتوبر 2018	مجموعة سامبا المالية – مراجع داخلي
	Sep 2013 – Oct 2018	Internal Auditor – SAMBA Financial Group
7		



Form (1) Resume

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

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

الشكل القانوني للشركة	عضوية اللجان	طريقة التعيين (مرشح بصفته مساهماً، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركة الأساسي، مرشح من مساهم)	صفة العضوية (تنفيذي، غير تنفيذي، مستقل)	النشاط الرئيسي	اسم الشركة	م
Legal form of the company	The name of the Committee in which it is a member	Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	Membership type in board of directors (executive, nonexecutive, independent)	Main activity	Company name	
شركة مدرجة مساهمة	رئيس لجنة المراجعة الداخلية	بصفته الشخصية	مستقل	التأمين	الصقر للتأمين التعاوني	1
Listed Company	Chairman of the Audit Committee	In Personal Capacity	Independent	Insurance	AlSagr Cooperative Insurance Co.	
شركة مدرجة مساهمة	رئيس لجنة المراجعة الداخلية / عضو في لجنة الاستثمار والاستراتيجية	بصفته الشخصية	مستقل	إنتاج الأغذية	تبوك للتنمية الزراعية	2
Listed Company	Chairman of the Audit Committee / Member of Strategy & Investment Committee	In Personal Capacity	Independent	Food & Beverages	Tabuk Agricultural Development Co.	
						3



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

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

م	اسم الشركة	النشاط الرئيس	صفة العضوية (تنفيذي ، غير تنفيذي ، مستقل)	طريقة التعيين (مرشح بصفته مساهماً، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركات الأساس، مرشح من مساهم)	عضوية اللجان	الشكل القانوني للشركة
	Company name	Main activity	Membership type in board of directors (executive, nonexecutive, independent)	Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	The name of the Committee in which it is a Member	Legal form of the company
١	لا يوجد N/A					
٢						
٣						
٤						
٥						

السيرة الذاتية
Form (1) Resume

1. البيانات الشخصية للعضو

Personal Information of the Member

اسم الرباعي	سلمان بن عبدالمحسن بن محمد السديري
Full Name	Salman Bin Abdulmuhsin Bin Mohammed Alsudeary
الجنسية	سعودي
Nationality	Saudi Arabian
تاريخ الميلاد	1393/09/10 هـ
Date of Birth	08 October 1973

2. المؤهلات العلمية للعضو

Academic Qualifications of the Member

م	المؤهل	التخصص	تاريخ الحصول على المؤهل	اسم الجهة المانحة
	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification
1	بكالوريوس العلوم في إدارة الأعمال	إدارة الأعمال	2000/11/22م	جامعة دنفر، كولورادو، الولايات المتحدة الأمريكية
	Bachelor of Science in Business Administration	Business Administration	22 Nov 2000	The University of Denver, Colorado, USA
2	ماجستير العلوم في المالية	المالية	2002/08/16م	جامعة دنفر، كولورادو، الولايات المتحدة الأمريكية
	Master of Science in Finance	Finance	16 Aug 2002	The University of Denver, Colorado, USA
3	برنامج ستانفورد التنفيذي		2018/08/04م	كلية الدراسات العليا من جامعة ستانفورد الأعمال، كاليفورنيا، الولايات المتحدة الأمريكية
	Stanford Executive Program		04 Aug 2018	Stanford University - Graduate School of Business, California, USA

3. الخبرات العملية للعضو

Experiences of the Member

الفترة	مجالات الخبرة
Period	Experience
2007م - حتى الآن	العضو المنتدب في شركة تجوري، وهي شركة مساهمة سعودية مغلقة
2007 to date	Managing Director at TEJOURY, a Saudi Closed Joint Stock Company
2024م - حتى الآن	عضو مجلس الإدارة ورئيس لجنة الترشيحات والمكافآت في شركة جاهز الدولية
2024 to date	Board of Directors Member and Chairman of the Nomination & Remuneration Committee at Jahez International Company
2022م - حتى الآن	عضو مجلس الإدارة ولجنة المراجعة في شركة المراعي
2022 to Date	Board of Directors and Audit Committee Member at Almarai Company
2019م - حتى الآن	عضو اللجنة الاستثمارية والتنفيذية في شركة الدرع العربي للتأمين التعاوني
2019 to date	Member of the Investment and Executive Committee at Arabian Shield Cooperative Insurance Company
2018م - 2020م	عضو مجلس إدارة في بريزم إنترناشيونال الرابطة العالمية إدارة السجلات التجارية

نموذج رقم (1)

السيرة الذاتية

Form (1) Resume

Board Director at PRISM INTERNATIONAL, Global Association of Records Management Companies	2018 to 2020
مصرفي استثماري في إنتش إس بي سي الشرق الأوسط	2005م – 2007م
Investment Banker at HSBC MIDDLE EAST	2005 to 2007
نائب الرئيس للشؤون المالية في نورث ستار للصرافة	2003م – 2004م
Vice President Finance at NORTH STAR EXCHANGE	2003 to 2004
مساعد تمويل الشركات في سي أي أم	2000م – 2003م
Corporate Finance Associate at CIM	2000 to 2003

نموذج رقم (1)

السيرة الذاتية

Form (1) Resume

Saudi listed Company	Board of Directors Member Chairman of the Nomination & Remuneration Committee	Nominated by shareholder	Independent	Information Systems Technology	Jahez International Company	٤
شركة مدرجة في المملكة العربية السعودية	عضو مجلس إدارة رئيس لجنة المكافآت والترشيحات	مرشح من المساهمين	عضو مستقل	تقنية نظم المعلومات	شركة جاهز الدولية	5



1. البيانات الشخصية للمعضو

Personal Information of the Member

عبدالله بن عبدالرحمن بن عبدالله آل الشيخ

الاسم الرباعي

Abdullah Alshaikh

Full Name

1964/11/5

تاريخ الميلاد

سعودي

الجنسية

5/11/1964

Date of Birth

Saudi

Nationality

2. المؤهلات العلمية للمعضو

Academic Qualifications of the Member

اسم الجهة المانحة	تاريخ الحصول على المؤهل	التخصص	المؤهل	م
The issuer of the qualification	Date of obtaining the qualifications	Specialization	Qualifications	
جامعة الملك سعود، السعودية	1984	محاسبة	بكالوريوس	1
King Saud University	1984	Accounting	Bachelor	
جامعة أبردين المملكة المتحدة	1992	محاسبة وإدارة	ماجستير	2
Aberdeen University	1992	Business & Accounting	Master	
معهد المستشارين الماليين بكندا	2007	مالية	شهادة	3
Canadian Institute for Financial Consultants	2007	Finance	Certificate	

3. الخبرات العملية للمعضو

Experiences of the Member

مجالات الخبرة	الفترة
Experience	Period
عضو مجلس إدارة بعدد من الشركات المدرجة	2022 - الان
مدير عام الشؤون المالية - وقف عبدالله بن عبدالعزيز الراجحي	2024 - 2021
مدير عام الشؤون المالية - المجموعة السعودية للرعاية الطبية	2019 - 2021
مدير عام الشؤون المالية - مستشفى الملك فيصل التخصصي ومركز الأبحاث	2008 - 2019
مدير المراجعة الداخلية - السوق المالية السعودية (تداول)	2008 - 2006
المدير التنفيذي للمراجعة الداخلية - شركة أي أم أي / جاما برنامج تشغيل مستشفيات الشؤون الصحية بالحرس الوطني	2006 - 1996
Board member in some listed companies	2022 - now
CFO at Waqf Abdullah Alrajhi	2021 - 2024
CFO at Saudi Medical Care Group	2019 - 2021
CFO at King Faisal Specialist Hospital & Research Centre	2008 - 2019
Chief Audit Executive Saudi Stock Exchange (Tadawul)	2006 - 2008
Executive Director Internal Audit at AMI - GAMA for King Fahad National Guard Hospital Program	1996 - 2008



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

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

م	اسم الشركة	النشاط الرئيس	صفة العضوية (تنفيذي ، غير تنفيذي ، مستقل)	طريقة التعيين (مرشح بصفته مساهما ، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركات الأساس ، مرشح من مساهم)	عضوية اللجان	الشكل القانوني للشركة
	Company name	Main activity	Membership type in board of directors (executive, nonexecutive, independent)	Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	The name of the Committee in which it is a Member	Legal form of the company
1	آل منيف للتجارة والزراعة	السلع الرأسمالية	مستقل	معين من مساهم	المجلس	مساهمة
	Almuneef Co for Trade	Capital Goods	Independent	Nominated by a shareholder	Board	Joint-Stock
٢	الكثيري القابضة	المواد الأساسية	مستقل	معين من مساهم	المجلس	مساهمة
	Alkathiri Holding Co	Materials	Independent	Nominated by a shareholder	Board	Joint-Stock
3	اسيخ	تأمين	مستقل	معين من مساهم	المجلس / المراجعة	مساهمة
	Allied Cooperative Insurance ACIG	Insurance	Independent	Nominated by a shareholder	Board/Audit	Joint-Stock
٤	انماء الروابي	عقاري	مستقل	معين من مساهم	المجلس	مساهمة
	Enma Alrawabi Co	Real Estate	Independent	Nominated by a shareholder	Board	Joint-Stock
5	سمنان لحلول المياه	تجاري	مستقل	معين من مساهم	المراجعة	مساهمة مغلقة
	Samnan Water Solutions	Trading	Independent	Nominated by a shareholder	Audit	Closed Joint Stock



1. البيانات الشخصية للمعضو

Personal Information of the Member

الاسم الرباعي	فايز بن عبدالله عايش الزايد
Full Name	Fayez Abdullah ALZiedi
الجنسية	سعودي
Nationality	Saudi
تاريخ الميلاد	1402/01/13
Date of Birth	1981/11/09

2. المؤهلات العلمية للمعضو

Academic Qualifications of the Member

م	المؤهل	التخصص	تاريخ الحصول على المؤهل	اسم الجهة المانحة
	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification
1	ماجستير تنفيذي	ادارة الأعمال	2015	جامعة الملك فهد للبترول و المعادن
	Executive MBA	Business Administration	2015	KFUPM
2	بكالوريوس	محاسبة	2006	جامعة الملك فهد للبترول و المعادن
	Bachelor	Accounting	2006	KFUPM
3	شهادة المدقق الداخلي المعتمد	مراجعة داخلية	2024	المعهد الدولي للمراجعين
	CIA	Internal Audit	2024	IIA
4	برنامج القيادة في المراجعة الداخلية	القيادة	2023	جامعة هارفرد
	Leadership in Internal Audit	Leadership	2023	Harvard Business school
5				

3. الخبرات العملية للمعضو

Experiences of the Member

الفترة	مجالات الخبرة
Period	Experience
2018-لآن	الرئيس التنفيذي للمراجعة الداخلية -شركة بنبع السعودية للبترولوكيماويات
2018-2015	المدير المالي CFO- الشركة السعودية للميثانول
2015-2009	رئيس قسم الميزانية و التخطيط -الشركة السعودية للميثانول
2005-2006	مراجع خارجي-برايس ووتر هاوس كوبرز
2013-2018	عضو لجنة سابك الدولية للتأمين
2020	عضو مجلس الادارة و لجنة الترشيحات و المكافآت-شركة ثمار القابضة
2022	عضو لجنة المراجعة- شركة ساب تكافل للتأمين التعاوني



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

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

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



Form No. (1) Resume

1) Personal Information of the Nominated Member						
Full Name	Fahad Abdullah Ali Alsemaih					
Nationality	SAUDI	Date of Birth	01/07/1384H			
2) Academic Qualifications of the Nominated Member						
No.	Qualification	Specialization	Date of the awarded degree	The Name of the awarding entity		
1	Bachelor	Chemistry	1989	King Saud University		
2						
3) Experiences of the Nominated Member						
Period		Experience				
April 2024 - present		Part-time consultant				
April 2019 – April 2024		CEO – Tabuk Agricultural Development Co. and the member of Executive committee.				
Jan 2016-May 2018		CEO - Saudi Fisheries Co.				
Jan 1995- March 2014		Many of the leadership positions at SABIC, the most recent of which is: General Director of Development and Research for Special Projects				
4) Current membership in the board of directors of other joint stock companies (listed or un-listed) or any other company of any legal form or its committees:						
No.	Company Name	Main Activity	Membership Type (Executive, non executive, Independent)	Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	Membership of Committees	Legal form of the Company
1	Tabuk Agricultural Development Co.	Food & Beverages	Non-Executive,	As a shareholder	Nomination & remuneration committee Strategic and Investment committee	Listed joint stock company
2	Saudi Chemical Co.	Health Care Equipment & Svc	Independent	As a shareholder	Auditing committee & Risk committee	Listed joint stock company
3						

* Disclaimer: This form represents a translation of the Arabic original version, therefore, in case of any misinterpretation, the Arabic version will prevail.

Form No. (1) - Resume

1. Personal data about the Nominated/Appointed Member

Full Name	Fahad Mohammed Fahad Alajmi		
Nationality	Saudi	Date of Birth	05-04-1977
Membership Type	Independent	Nature of Membership	Personal

2. Academic Qualifications of the Nominated/Appointed Member

	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification
1	Bachelor	Sociology	2009	King Abdulaziz University
2	ACAMS	Certified Anti-Money Laundering Specialist	2019	ACAMS- USA
3	CME1	Securities Certificate	2011	Financial Academy- CMA
4	CME3	Financial Brokerage Certificate	2013	Financial Academy- CMA
5	CME2	Certificate of Compliance	2015	Financial Academy- CMA

3. Experience of the Nominated/Appointed Member

Period	Area of expertise
2019- Until now	Head of Shareholder Affairs - ANB
2008-2019	VIP desk senior dealer – ANB Capital
2004-2008	Head of central unit of local shares – Aljazeera Bank
1998-2004	VIP service of branches - BSF

4. Current Experience of the Nominated/Appointed Member in other companies

	Company Name	Main Activity	Membership type (executive, non-executive, independent)	Nature of membership (in personal capacity, representative of legal person)	Membership of committees	Legal form of the Company
1	Nothing					



Form No. (1) Resume

a) Personal information of the Nominated Member				
Full Name	Mohammed Siddiq Abdulrahman Mohammed Siddiq Qassab			
Nationality	Saudi	Date of Birth	2 nd September 1970	
b) Academic Qualifications of the Nominated Member				
No.	Qualification	Specialization	Date of obtaining the qualification	The issuer of the qualification
1	Bachelor of Administrative Science (B. Sc)	Accounting	1993	King Saud University
2	Developing Digital Transformation Strategies	Strategy	2024	Institute for Management Development (IMD)
3	Organizational Design for Digital Transformation	Strategy	2023	Sloan School of Management (MIT), USA
4	Digital Business Strategy: Harnessing Our Digital Future	Strategy	2023	Sloan School of Management (MIT), USA
5	Strategic Change Management	Strategy and Management	2021	Kellogg School of Management, USA
6	Fintech	Financial Technology	2020	Harvard X (Harvard), USA
7	Artificial Intelligence: Implications for Business Strategy	Strategy	2019	Sloan School of Management (MIT), USA
c) Experiences of the Nominated Member				
Period		Experience		
2024 - Present		Raya Financing Company – Chairman of Credit and Risk Management committee		
2010 - Present		Rayat Consultation (Part of Rayat Group) - Chairman		
2016 - Present		Rayat Marketing (Part of Rayat Group) - Chairman		
2017 - Present		Rayat Technology (Part of Rayat Group) – Board Member		
2019 - 2020		Al Rajhi Bank - AGM - Operational Risk & organization resilience		
2017 - 2019		AlYusr Leasing and Financing Company - Chief Risk Officer		
2014 - 2017		Abdul Lateef Jameel United Real Estate Finance Co. Ltd. - Audit Committee Member		
2010 - Present		Rayat Group, KSA, Egypt - Founder & Chief Executive Officer		
2008 - 2010		Saudi Credit Bureau - Chief Operating Officer		
2005 - 2008		The Saudi British Bank – HSBC - Chief Risk Officer		
2003 - 2005		The Arab National Bank - Head of Credit Portfolio Management		
1997 - 2003		The National Commercial Bank- Head of Credit Portfolio Management		
1995 - 1997		Saudi Fransi Bank - Asst. Manager – Corporate Planning		
1993 - 1995		WM & Co. Ernst & Young - Asst. Auditor – Audit Dept.		



D) Current membership in the board of directors of other joint-stock companies (listed on 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)	Method of Appointment (Nominee as a Shareholder, Appointed by a Shareholder with Appointment Rights under the Company's By-laws, Nominated by a Shareholder)	Committees' Membership	Legal form of the company
1	Raya Financing Company	Financing	Not applicable	Not applicable	Credit and Risk Management committee	Closed Joint Stock
2	Rayat Consultation company	Strategic Consultations	Nonexecutive	Nominee as a shareholder	Not applicable	Limited Liability
3	Rayat Marketing Company	Marketing Solutions	Nonexecutive	Nominee as a shareholder	Not applicable	Limited Liability
4	Rayat Technology company	Technology Solutions	Nonexecutive	Nominee as a shareholder	Not applicable	Limited Liability



1. البيانات الشخصية للمعضو

Personal Information of the Member

الاسم الرباعي	مسعود رحيل منادي العنزي
Full Name	Musaed Rahael M. Alanazi
الجنسية	سعودي
Nationality	Saudi
تاريخ الميلاد	26 يناير 1979
Date of Birth	26 Jan 1979

2. المؤهلات العلمية للمعضو

Academic Qualifications of the Member

م	المؤهل	التخصص	تاريخ الحصول على المؤهل	اسم الجهة المانحة
	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification
1	بكالوريوس	علوم جيولوجيا	2002	جامعة الكويت
	Bachelor degree	Science of Geology		Kuwait University
2	ماجستير	علوم جيولوجيا البترول	2014	جامعة هيروات وات - المملكة المتحدة
	Master degree	Petroleum Geoscience		Heriot - Watt University - UK
3	ماجستير	إدارة الأعمال للمدراء التنفيذيين	2022	كلية الأعمال - جامعة الملك فهد للبترول والمعادن
	Master degree	Executive MBA		Business School - KFUPM - KSA
4	دورات تدريبية	العديد من الدورات الفنية والإدارية والقيادية	2003 - الان	معاهد ومراكز تدريبية محلية ودولية
	Training courses	Many Technical, Management and leadership Courses	2003 - present	International and National Training Centers and Institutes

3. الخبرات العملية للمعضو

Experiences of the Member

الفترة	مجالات الخبرة
Period	Experience
2003 - 2002	مدرس لمادة العلوم والجيولوجيا في مدارس المرحلة الثانوية - وزارة التربية والتعليم / دولة الكويت Teacher for Science of Geology and general Sciences (Chemistry, physics and Biology) in high school. Ministry of Education - Kuwait
2011 - 2003	جيولوجي بترول مبتدئ - شركة ارامكو لأعمال الخليج Petroleum Geologist at Aramco Gulf Operations Company
2015 - 2011	كبير جيولوجي البترول - شركة ارامكو لأعمال الخليج Senior Petroleum Geologist at Aramco Gulf Operations Company
2015 - الان 2015 - Present	مشرف في قسم الاستكشاف وتشخيص المكامن البترولية - شركة ارامكو لأعمال الخليج Supervisor in Exploration and Reservoir Characterization division at Aramco Gulf Operations Company



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

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

الشكل القانوني للشركة	عضوية اللجان	طريقة التعيين (مرشح بصفته مساهماً، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركات الأساس، مرشح من مساهم)	صفة العضوية (تنفيذي ، غير تنفيذي ، مستقل)	النشاط الرئيس	اسم الشركة	م
Legal form of the company	The name of the Committee in which it is a Member	Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	Membership type in board of directors (executive, nonexecutive, independent)	Main activity	Company name	
					لا ينطبق Not applicable	1
						2
						3
						4
						5

نموذج السيرة الذاتية (1) Form No. (1) Resume

A) Personal information of the Nominated Member				أ) البيانات الشخصية للمعضو المرشح
الدكتور / معاذ بن خالد بن عبدالله الزامل Dr. Muath Khalid Abdullah Alzamil			الاسم الرباعي Full name	
1406/4/5 18/12/1985	تاريخ الميلاد Date of Birth	سعودي Saudi	الجنسية Nationality	

B) Academic Qualifications of the Nominated Member					ب) المؤهلات العلمية للمعضو المرشح
اسم الجهة المانحة The issuer of the qualifications	تاريخ الحصول على المؤهل Date of obtaining the qualifications	التخصص Specialization	المؤهل Qualifications	م #	
جامعة بيبرداين Pepperdine University	٢٠١٦ م 2016	استراتيجية المنظمات Organizational Strategy	دكتوراه Doctorate	1	
إنسياد INSEAD	٢٠٢٢ م 2022	مالية Finance	ماجستير Master	2	
جامعة لافيرن University of LA verne	٢٠١٠ م 2010	إدارة Management	ماجستير Master	3	
جامعة بورتلاند ستيت Portland State University	٢٠٠٨ م 2008	إدارة أعمال Business Administration	بكالوريوس Bachelor	4	
كلية هارفارد للأعمال Harvard Business School	٢٠١٥ م 2015	الإدارة الاستراتيجية العالمية Global Strategic Management	تنفيذي Executive Edu.	5	
كلية لندن للأعمال London Business School	٢٠٢٤ م 2024	الاندماج والاستحواذ Mergers & Acquisitions (M&A)	تنفيذي Executive Edu.	6	

C) Experiences of the Nominate Member		ج) الخبرات العملية للمعضو المرشح
مجالات الخبرة Experience	الفترة Period	
المدير التنفيذي للاستراتيجية - شركة ثقة لخدمات الأعمال Executive Director of Corporate Strategy - THIQAH Business Services	٢٠٢٣ م - حتى الآن 2023 - Present	
مستشار استراتيجي - شركة أرامكو السعودية Sr. Corporate Strategy Advisor - Saudi Aramco	٢٠١٧ م - ٢٠٢٣ م 2017 - 2023	
مستشار استراتيجي وإستثمار - الهيئة العامة للمنشآت الصغيرة والمتوسطة (منشآت) - دوام جزئي Strategy & Investment Advisor at Monsha'at - part time	٢٠١٩ م - ٢٠٢٣ م 2019 - 2023	
عضة هيئة تدريس لبرنامج الماجستير إدارة الأعمال - جامعة الملك فهد للبترول والمعادن - دوام جزئي Adjunct Professor of MBA at KFUPM - part time	٢٠١٨ م - ٢٠٢٢ م 2018 - 2022	
مدير إدارة استراتيجية الأعمال - شركة بارسونز Head of Business Strategy - PARSONS	٢٠٠٨ م - ٢٠١٧ م 2008 - 2017	

نموذج السيرة الذاتية (1)

Form No. (1) Resume

د) العضوية الحالية في مجالس إدارات شركات مساهمة أخرى (مدرجة أو غير مدرجة) أو أي شركة أخرى أياً كان شكلها القانوني أو اللجان المنبثقة منها:

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:

م #	اسم الشركة Company name	النشاط الرئيس Main activity	صفة العضوية (تنفيذي، غير تنفيذي، مستقل) Membership type (executive, non- executive, independent)	طريقة التعيين (مرشح بصفته مساهماً، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركة الأساس، مرشح من مساهم) Nature of the membership (in personal capacity, representative of legal person)	عضوية اللجان Membership of the committees	الشكل القانوني للشركة Legal form of the company
1	لا يوجد None					
2						
3						
4						
5						
6						



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

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

الشكل القانوني للشركة	عضوية اللجان	طريقة التعيين (مرشح بصفته مساهماً، معين من قبل مساهم يتمتع بحق التعيين بموجب نظام الشركات الأساس، مرشح من مساهم)	صفة العضوية (تنفيذي ، غير تنفيذي، مستقل)	النشاط الرئيس	اسم الشركة	م
Legal form of the company	The name of the Committee in which it is a Member	Appointment method (a nominee as a shareholder, appointed by a shareholder who enjoys the right of appointment under the company's articles of association, nominated by a shareholder)	Membership type in board of directors (executive, nonexecutive, independent)	Main activity	Company name	
Limited Liability Co	Excom- Board of Director	Nominate from a shareholder	Non Executive	Insurance	Najm Company	١
Closed Shareholding Co.	Excom- Board of Director	Nominee from a shareholder	Non- Executive	Insurance	UIC -Bahrain	٢
Limited liability Company	No	Nominee from a shareholder	Non- Executive	Insurance	Tree Company	٣
Closed Shareholding Co.	Technology Committee	Nominee from a shareholder	Independent	Assets Management	Mefic Capital	٤
Limit Liability Co	No	Nomiate as stakholder	Executive	Computer Programing	Sky Solution for information	٥

Form No. (1) Resume

a) Personal information of the Nominated Member

Full Name	Hashim Osama Hashim Alnabulsi		
Nationality	Saudi	Date of Birth	18/07/1981

b) Academic Qualifications of the Nominated Member

#	Qualification	Specialization	Date of obtaining the qualifications	The issuer of the qualification
1	Bachelor	Systems Engineering	June 2003	King Fahd University of Petroleum and Minerals University
2	Master	Financial Sciences	January 2007	George Washington University
3				
4				
5				

c) Experiences of the Nominated Member

Period	Experience
July 2003 - August 2005	Kuwait Finance House - Bahrain (Managed the "Durrat Al Bahrain" resort project and held leadership roles in debt and equity issuances)
January 2007 - December 2008	SEDCO Capital - Saudi Arabia (Reviewed and approved investments worth \$60 million in global funds)
December 2008 - December 2010	Emaar - Saudi Arabia (Led investments and project structuring, securing SR4 billion in equity placements)
January 2011 - April 2012	The National Commercial Bank (NCB) - Saudi Arabia (Arranged and financed major real estate projects, including the Jabal Omar project)
May 2012 - December 2013	Venture Capital - Saudi Arabia (Led investments and deal structuring, including London real estate, managed teams, and enhanced governance and investment committee standards.)
December 2013 - Present	Cordoba Partners Limited - Saudi Arabia (Restructured a 40-year-old company, achieving significant operational and financial improvements. Managed the launch of a venture capital program to support startups)
October 2019 - May 2024	NEOM - Saudi Arabia (Held the position of Investment Manager, leading the launch of a major investment fund to develop 15 key sectors in support of Vision 2030. Planned a financing strategy worth SAR 6 billion for a mixed-use project)

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

#	Company name	Main activity	Membership type (executive, non-executive, independent)	Nature of the membership (in personal capacity, representative of legal person)	Membership of the committees	Legal form of the company
1	N/A	N/A	N/A	N/A	N/A	N/A
2						

Hashim O Nabulsi