



Board of Directors

Article (18) of First Milling Company's Bylaws stipulates that the Company shall be managed by a Board of Directors consisting of seven Members elected by the Ordinary General Assembly of Shareholders for a period not exceeding four years. The membership of the Board shall expire upon the expiry of the Board tenure or upon the expiry of the Member's term in office, in accordance with any law or instructions in force in the Kingdom.

The Board shall assume responsibility for overseeing

the management of the Company and is primarily accountable to the shareholders. The Board shall direct and monitor the Company's business to act in their best interests. The Board shall also undertake to define the overall strategic direction and establish the general policy framework that guides the Company's business.

Powers of the Board of Directors

- **Making Key Decisions** which require the Board's approval, such as decisions concerning the Company's strategy, annual financial statements, operational plans, major capital expenditures and transactions, financial results, and dividend distributions.
- **Formation of the Necessary Committees** deemed essential by the Board to ensure effective governance and oversight of the Company's operational processes or delegating some of its

powers to third parties. The Board Committees are also entitled to engage external consultants and independent professional advisors.

- **The Board of Directors is vested with** the complete powers required to manage the Company's business and oversee its affairs while delegating responsibility for the day-to-day management of the Company to the Executive Management.

Classification of Board Members

Name	Current Position	Type of Membership			
		Executive	Non-Executive	Independent	Non-Independent
Tariq Mutlaq AlMutlaq	Chairman of the Board		√		√
Abdullah Ahmed Al-Shehri	Vice Chairman		√		√
Essa Abdulla Al-Ghurair	Board Member		√		√
Yazeed Abdullah AlOthman	Board Member		√	√	
Rakan Abdullah Abunayyan	Board Member		√		√
Massimo Ambrosio	Board Member		√	√	
Murad Ahmed AlKhatib	Board Member		√	√	

Board Members Biographies

Tariq Mutlaq AlMutlaq

Position	Chairman of the Board
Appointment Date	31/12/2020G
Nationality	Saudi



Academic Qualification

- Bachelor's Degree, Commerce, the American University, Washington, 1986G.

Abdullah Ahmed Al-Shehri

Position	Vice Chairman
Appointment Date	31/12/2020G
Nationality	Saudi

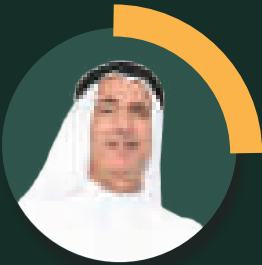


Academic Qualification

- Master's Degree, Professional Accounting, University of Miami, USA, 1990G.
- Bachelor's Degree, Accounting, King Abdulaziz University (KAU), KSA, 1986G.

Essa Abdulla Al-Ghurair

Position	Board Member
Appointment Date	31/12/2020G
Nationality	Emirati



Academic Qualification

- Bachelor's Degree, Business Administration, San Diego State University (SDSU), USA, 1984G.

Yazeed Abdullah AlOthman

Position	Board Member
Appointment Date	31/12/2020G
Nationality	Saudi



Academic Qualification

- Mechanical Engineering Technology Degree, Yanbu Industrial College (YIC), Yanbu, KSA, 2002G.

Rakan Abdullah Abunayyan

Position	Board Member
Appointment Date	31/12/2020G
Nationality	Saudi



Academic Qualification

- Master of Science, Finance, University of Illinois, Urbana, Champaign, 2005G.
- Bachelor's Degree, Accounting, King Saud University (KSU), KSA, 2001G.
- Fellowship, American Institute of Certified Public Accountants (AICPA), California Board of Accountancy, USA, 2006G.

Massimo Ambrosio

Position	Board Member
Appointment Date	31/12/2020G
Nationality	Italian



Academic Qualification

- Bachelor's Degree, Business Administration, International Finance, Georgetown University, USA, 1985G.

Murad Ahmed AlKhatib

Position	Board Member
Appointment Date	31/12/2020G
Nationality	Canadian



Academic Qualification

- Bachelor's Degree, Commerce, University of Saskatchewan, Canada, 1994G.
- Master's Degree, International Management, Thunderbird School of Global Management, Arizona State University, USA, 1995G.
- Honorary Doctorate, Laws, University of Regina, Canada, 2018G.



Current and Previous Positions of Board Members in Companies, Inside or Outside the Kingdom

Tariq Mutlaq AIMutlaq

Company Name	Legal Entity	Company Location		Member Position	Type of Membership	
		Inside the Kingdom	Outside the Kingdom		Current	Previous
First Milling Company	Listed Joint Stock Company	√	-	Chairman of the Board	√	-
AIMutlaq Group Company	Closed Joint Stock Company	√	-	Managing Director, Vice Chairman	√	-
Almutlaq Real Estate Investment Company	Limited Liability Company	√	-	Chairman of the Board	√	-
Daikin KSA	Limited Liability Company	√	-	Chairman of the Board	√	-
Galaxy Company	Limited Liability Company	√	-	Board Member	√	-
Iplast Company	Limited Liability Company	√	-	Board Member	√	-
Takeef Ltd.	Limited Liability Company	√	-	Chairman of the Board	√	-
Masarrah Investment Co.	Limited Liability Company	√	-	Chairman of the Board	√	-
NBK Wealth Management	Closed Joint Stock Company	√	-	Chairman of the Board	√	-
AIMutlaq Group Company	Closed Joint Stock Company	√	-	Chief Investment Officer	-	√
Napco Industrial Company	Closed Joint Stock Company	√	-	Executive Manager	-	√
AlWaha Petrochemical	Limited Liability Company	√	-	Chairman of the Board	-	√
SHUAA Capital Saudi Arabia	Closed Joint Stock Company	√	-	Chairman of the Board	-	√
United Feed Manufacturing Company	Limited Liability Company	√	-	Chairman of the Board	-	√
United Feed Manufacturing Company	Limited Liability Company	√	-	Board Member		√
Arabia Insurance Company	Listed Joint Stock Company	√	-	Vice Chairman	-	√
Ajyad Knowledge Company	Limited Liability Company	√	-	Chairman of the Board	-	√
ACWA Power Company	Listed Joint Stock Company	√	-	Board Member	-	√
Sahara Petrochemicals Company	Listed Joint Stock Company	√	-	Board Member	-	√
Gas Industry Company for Industrial Services	Limited Liability Company	√	-	Board Member	-	√
Arabian Qudra Company	Limited Liability Company	√	-	Vice Chairman	-	√
Gas Integrated Company Ltd	Limited Liability Company	√	-	Chairman of the Board	-	√
Jazan Integrated Gasification and Power Company	Limited Liability Company	√	-	Board Member	-	√



Abdullah Ahmed Al-Shehri

Company Name	Legal Entity	Company Location		Member Position	Type of Membership	
		Inside the Kingdom	Outside the Kingdom		Current	Previous
First Milling Company	Listed Joint Stock Company	√	-	Vice Chairman	√	-
Al Faisaliah Group	Closed Joint Stock Company	√	-	Chief Advisor of De-velopment and Strategic Investment	√	-
Tamkean Company	Closed Joint Stock Company	√	-	Chairman of the Board of Directors	√	-
Al Sulaiman Group	Closed Joint Stock Company	√	-	Board Member	√	-
Al Sulaiman Group	Closed Joint Stock Company	√	-	Audit Committee Chairman	√	-
Al Mozaini Real Estate Company	Closed Joint Stock Company	√	-	Board Member	√	-
Al Mozaini Real Estate Company	Closed Joint Stock Company	√	-	Audit Committee Chairman	√	-
Saudi Indus-trial Investment Group	Listed Joint Stock Company	√	-	Board Member	√	-
Riyad Bank	Listed Public Shareholding Company	√	-	Audit Committee Member	√	-
Accenture Saudi Arabia Limited Company	Limited Liability Company	√	-	Board of Executive Directors Member	-	√
Al Faisaliah Group	Closed Joint Stock Company	√	-	Group Portfolio Officer	-	√
Al Faisaliah Group	Closed Joint Stock Company	√	-	Chairman of the Board	-	√
Al Faisaliah Group	Closed Joint Stock Company	√	-	Corporate Controller	-	√
Al Faisaliah Group	Closed Joint Stock Company	√	-	Credit Committee Chairman	-	√
Saudi National Bank (SAMBA)	Listed Joint Stock Company	√	-	Assistant General Manager	-	√
Pharma International Company (Jordan)	Limited Liability Company	-	√	Audit Committee Member	-	√
Al Safi Danone Company	Limited Liability Company	√	-	Board Member	-	√
Al Safi Danone Company Iraq	Limited Liability Company	√	-	Board of Directors Chairman	-	√
Alfa Co. for Operations Services	Limited Liability Company	√	-	Board Member	-	√
MEFIC	Closed Joint Stock Company	√	-	Board Member	-	√
MEFIC	Closed Joint Stock Company	√	-	Audit Committee Chairman	-	√
Azadea Group	Limited Liability Company	√	-	Board Member	-	√
Ebttikar	Limited Liability Company	√	-	Board Member	-	√



Essa Abdulla Al-Ghurair

Company Name	Legal Entity	Company Location		Member Position	Type of Membership	
		Inside the Kingdom	Outside the Kingdom		Current	Previous
First Milling Company	Listed Joint Stock Company	√	-	Board Member	√	-
AWQAF Dubai, Government of Dubai	Government Body	-	√	Chairman of the Board of Directors	√	-
Essa Al Ghurair Investment	Limited Liability Company	-	√	Chairman of the Board of Directors	√	-
Advisory Board, Tharawat Family Business Forum	Limited Liability Company	-	√	Chairman of the Board of Directors	√	-
Binladin Con-tracting Group	Limited Liability Company	-	√	Chairman of the Board of Directors	√	-

Yazeed Abdullah AlOthman

Company Name	Legal Entity	Company Location		Member Position	Type of Membership	
		Inside the Kingdom	Outside the Kingdom		Current	Previous
First Milling Company	Listed Joint Stock Company	√	-	Board Member	√	-
Alansoon Trading Company	Closed Joint Stock Company	√	-	CEO	-	√
Rabi AlMarifah for Trading	Limited Liability Company	√	-	Board Member	√	-
Emdad Al khebrat Ltd.	Limited Liability Company	√	-	Advisor	-	√
Al Khumasia for Feed and Animal Products	Limited Liability Company	√	-	CEO	-	√
Al Khumasia for Feed and Animal Products	Limited Liability Company	√	-	General Manager	-	√
Al Khumasia for Feed and Animal Products	Limited Liability Company	√	-	Deputy General Manager	-	√
General Food Security Authority (GFSA)	Government Authority	√	-	Head of Administrative Development and Training Department	-	√
Riyadh Chamber of Commerce	Government Institution	√	-	Poultry Producers National Committee Member	-	√
Federation of Saudi Chambers	Government Institution	√	-	Member of the National Committee for Feed Manufacturers	-	√
Al-Raha Al-Safi Food Company	Limited Liability Company	√	-	Board Member	-	√
Al Khomasia for Food Industries	Limited Liability Company	√	-	Board Member	-	√
Agricultural Gulf Layer Breeder Company (GLBCO)	Limited Liability Company	√	-	Board Member	-	√
Tarhal Al Gharb Trading Company	Limited Liability Company	√	-	Board Member	-	√



Rakan Abdullah Abunayyan

Company Name	Legal Entity	Company Location		Member Position	Type of Membership	
		Inside the Kingdom	Outside the Kingdom		Current	Previous
First Milling Company	Listed Joint Stock Company	√	-	Board Member	√	-
Abdullah Abunayyan Investment Holding Company	Limited Liability Company	√	-	CEO	√	-
Alistithmar for Fi-nancial Securities and Brokerage Company (Alistithmar Capital)	Closed Joint Stock Company	√	-	Chairman of the Board of Directors	√	-
Mediterranean and Gulf Cooperative Insurance and Reinsurance Company	Listed Joint Stock Company	√	-	Chairman of the Board of Directors	√	-
Venture Capital Company	Limited Liability Company	√	-	Board Member	-	√
Abdullah Abunayyan Trading Corp.	Limited Liability Company	√	-	Board Member	-	√
Abdullah Abunayyan Electric Company	Limited Liability Company	√	-	Board Member	-	√
Jobar International Contracting Company	Limited Liability Company	√	-	Board Member	-	√
Electronic & Electrical Industries Corporation (EE-IC)	Limited Liability Company	√	-	Board Member	-	√
Water and Environment Technologies Company	Limited Liability Company	√	-	Board Member	-	√
Middle East Agriculture Company	Limited Liability Company	√	-	Board Member	-	√
Saudi Meters Company	Limited Liability Company	√	-	Board Member	-	√
Industrial Instrumentation & Control Systems Company	Limited Liability Company	√	-	Board Member	-	√
Arabian Qudra Company	Limited Liability Company	√	-	Board Member	-	√
Abdullah Abunayyan Investment Holding Company	Limited Liability Company	√	-	Board Member	-	√
American Express Saudi Arabia Company	Closed Joint Stock Company	√	-	Board Member	-	√
AlRaha AlSafi Food Company	Limited Liability Company	√	-	Board Member	-	√
Ashmore Investment Saudi Ara-bia Company	Closed Joint Stock Company	√	-	Board Member	-	√
International Vision Investment Company (Holding)	Holding Company	√	-	Board Member	-	√



Massimo Ambrosio

Company Name	Legal Entity	Company Location		Member Position	Type of Membership	
		Inside the Kingdom	Outside the Kingdom		Current	Previous
First Milling Company	Listed Joint Stock Company	√	-	Board Member	√	-
Italgrani USA	Limited Liability Company	-	√	Board Member	-	√

Murad Ahmed AlKhatib

Company Name	Legal Entity	Company Location		Member Position	Type of Membership	
		Inside the Kingdom	Outside the Kingdom		Current	Previous
First Milling Company	Listed Joint Stock Company	√	-	Board Member	√	-
AGT Food and Ingredients	Closed Joint Stock Company	-	√	President and CEO	√	-
Canadian Special Crops Association	Industrial Association of Agricultural Manufacturers and Processors	-	√	Chairman	√	-
Canadian Special Crops Association	Industrial Association of Agricultural Manufacturers and Processors	-	√	Board Member	√	-
Protein Industries Canada	Limited Liability Company	-	√	Board Member	√	-
Saskatchewan Trade & Export Partnership (STEP)	Government Company	-	√	Senior Manager	-	√
Canada's Strategic National Agriculture Service, Canadian Government	Government Initiative	-	√	Chairman	-	√
Canada's Strategic National Agriculture Service, Canadian Government	Government Initiative	-	√	Chairman of the Board	-	√

Board Meetings and Attendance Record 2024G

Name	First Meeting	Second Meeting	Third Meeting	Fourth Meeting	Attendance Rate
	27/ 03 / 2024	22/ 07 / 2024	21/ 10 / 2024	23/ 12 / 2024	
Tariq Mutlaq AlMutlaq	√	√	√	√	100%
Abdullah Ahmed AlShehri	√	√	√	√	100%
Essa Abdulla AlGhurair	√	√	√	Absent	75%
Yazeed Abdullah AlOthman	√	√	√	√	100%
Rakan Abdullah Abunayyan	√	√	√	√	100%
Massimo Ambrosio	√	√	√	√	100%
Murad Ahmed AlKhatib	√	√	√	√	100%

Board Performance Assessment

The Board of First Milling Company shall prepare an appropriate assessment policy for the performance of the Members of the Board and the Board Committees. The aim is to ensure that the Members of the Board and its Committees shall continue to meet the criteria and conditions set forth in the procedures specified for membership in the Board and continue to meet all requirements of laws, regulations, and instructions issued by the Ministry

of Commerce and CMA. This policy is part of the important guidelines that the Company seeks to activate in the coming period. This is because the Board has not set any performance indicators or individual assessments for this year.

