

## 5-Infrastructure

In Maharah, we are keen on the establishment of a solid and developed infrastructure, that would help enhance cost-effectiveness, quality of services and customer experience. This has been achieved through the provision of the latest technologies and means to achieve such objectives. We may say that the Company's infrastructure is its vehicle to get to the widest base of customers in the business and individual sector all over the Kingdom.

For 11 years, the Company has established a huge infrastructure, through 22 branches spread all over the Kingdom, including operational service establishments, residential complexes and facilities for its manpower, in addition to a fleet of vehicles for the transport

of its manpower. All of the above factors help the Company to be the ideal platform for attracting customers, and further enabling it to provide the best HR services to all its customers.

Through its administrative services executive department, the Company provides a number of solutions and services that would help and contribute to the enhancement and development of the Company infrastructure in general. The Department takes part in planning and implementing the real estate engineering projects, and in the provision of all support services in the field of procurement and contracts to the Company departments. Moreover, the Department directly contributes to the strategic planning of future plans,

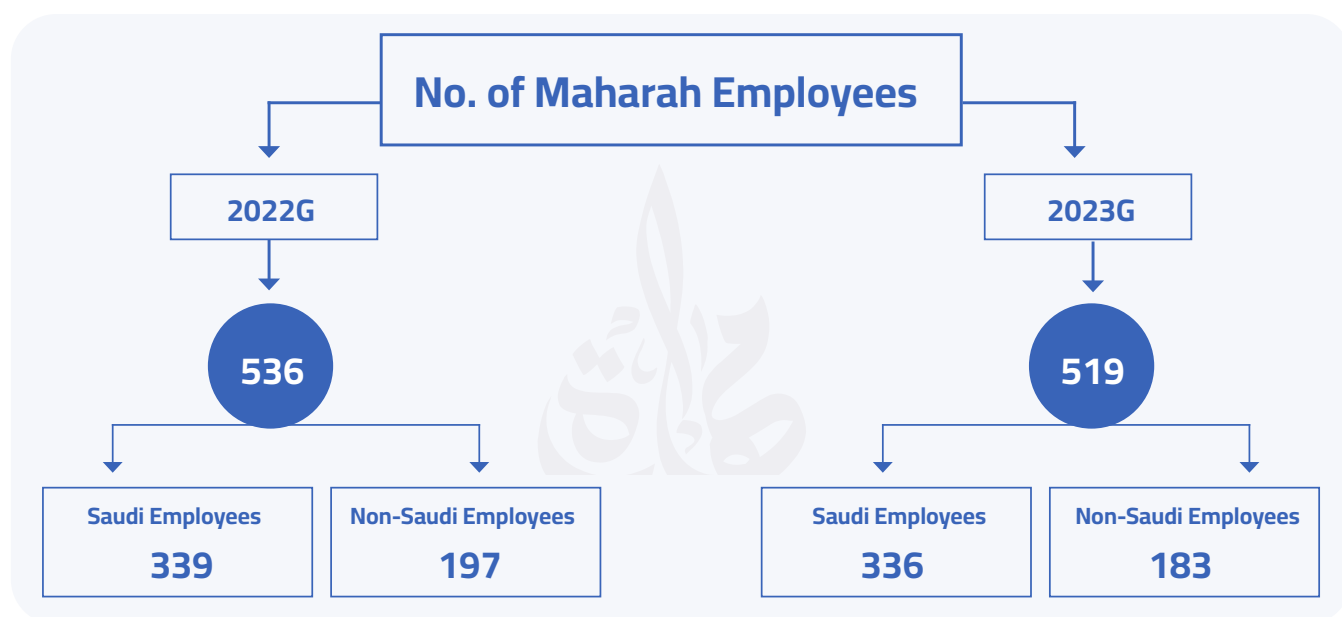
according to the Company Management requirements and objectives, in order to achieve the Company objectives.

The Administrative Services Executive Department has provided all capacities and logistic support necessary to all the Company sectors, in order to ensure the progress of its works, in addition to reducing the properties and lease expenses by re-negotiating on the current contracts. Furthermore, the Department has worked to ensure that the new requirements of the Company social housing are met, that the necessary licenses are obtained according to the new legislations, and that all the lease contracts are e-authenticated.

## 6-Human Resources and Employment

Marahah gives special care to its human resources, being the Company's real capital. Therefore, Maharah is keen on providing a motivating positive work environment, that features stability and

career safety, to contribute to raising productivity and enhancing performance quality, and thus the Company achieves its strategic objectives and increases business growth.









#### Percentage of Male and Female Employees of the Company's Total Employees in the last 4 Years

Year	Percentage of Males	Percentage of Females
2020G	81%	19%
2021G	78%	22%
2022G	71%	29%
2023G	70%	30%

#### Percentage of Saudis of the Company's Total Employees in the Last 4 Years

