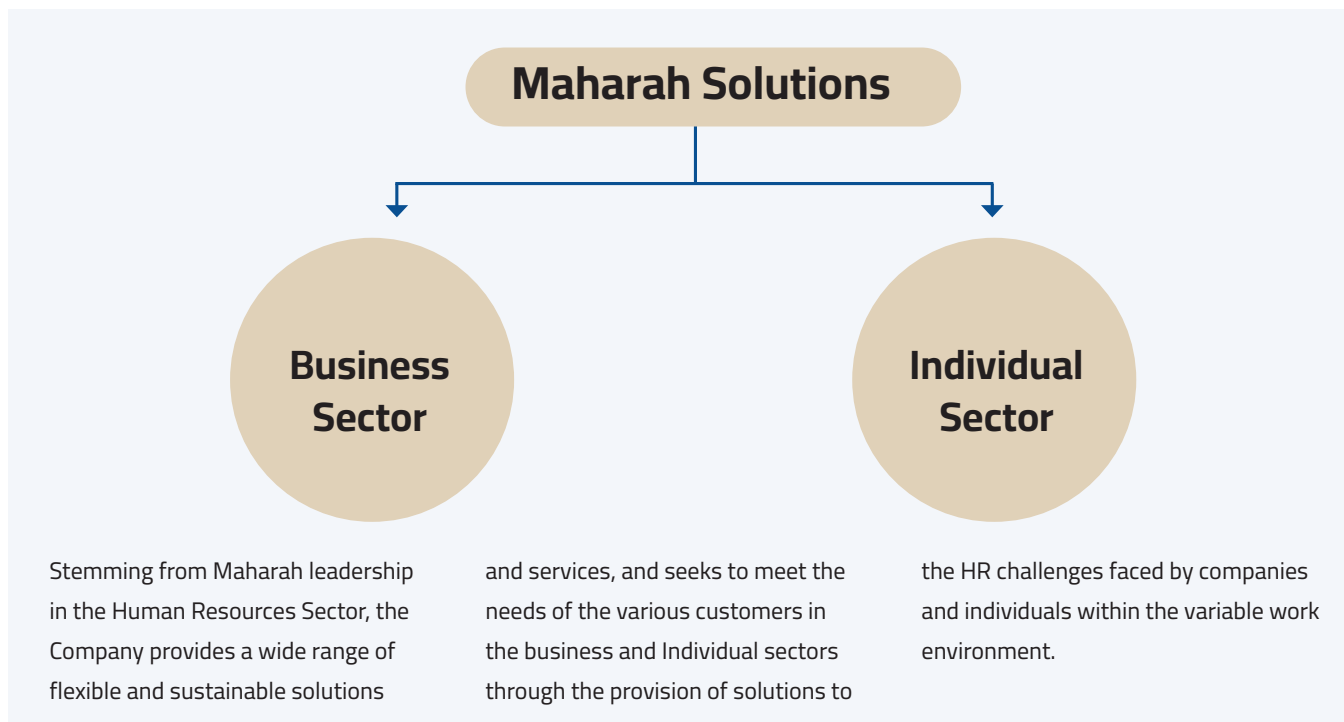
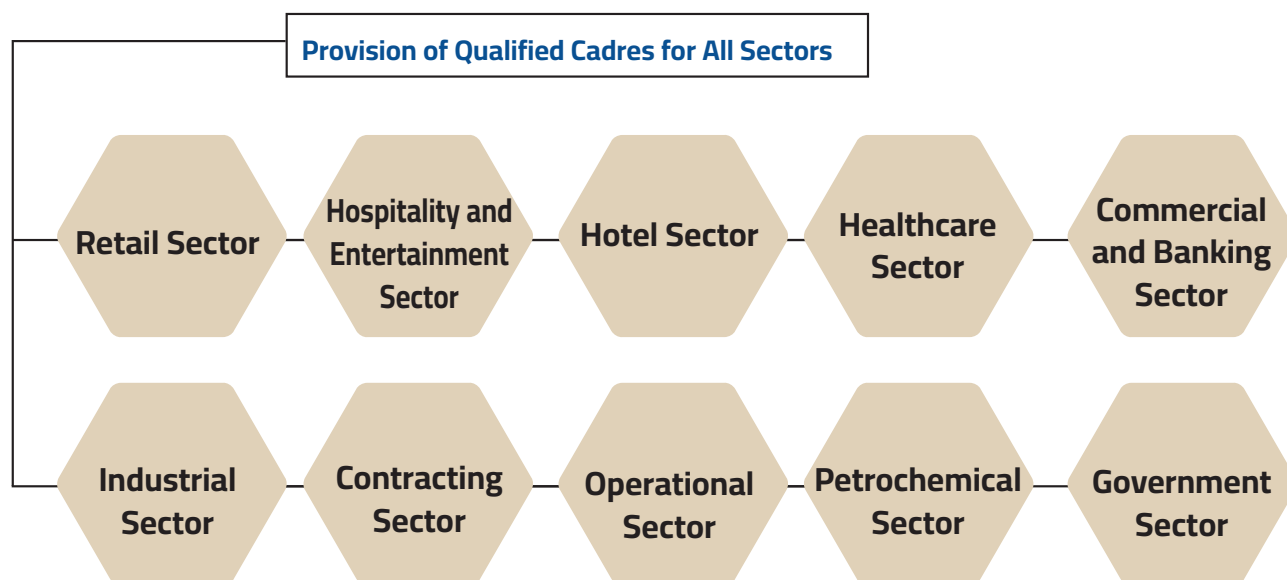


6- Maharah – Distinguished Solutions and Sustainable Services



First: Business Sector



Marahah business sector is assigned to the provision of cadres and workforce that satisfy the labor market demands across a range of sectors (retail, hospitality, entertainment, hotels, healthcare, industrial and operational, contracting, petrochemicals, commercial

and banking as well as government sector). The business sector is keen to qualify and train the manpower to provide high-end integrated services, and to provide innovative and creative solutions to the HR departments in various companies

and sectors. Since inception, Maharah has provided more than (130,000) employees for various professions in all sectors in the Saudi Arabia.

1- Manpower Services:

Maharah allow customers in the business sector to have the opportunity to access an integrated array of human resources solutions and services, including professional, skillful and ordinary manpower, under long term contracts

that extend to around two years.

Maharah boasts a cohesive team of professionals who comprehend business requirements and offer solutions that boost Company's performance. The team conducts customer and labor force surveys, analyses and studies

the impact of economic and regulatory changes on employment, determines the skills and backgrounds needed for the business sector and holds manpower and customer surveys.

 Retail Sector	<p>Maharah provides the customers with human cadres in suitable professions tot the retail sector companies. The business model provides efficient services to the retail sector companies to achieve growth, expansion potentials and operational efficiency of customers.</p>
 Hospitality and Entertainment Sector	<p>Maharah provides distinct, suitable and skillful human resources for various professions that satisfy the needs of its customers in the fields of hotels, resorts and restaurants, for experienced and efficient capabilities.</p>
 Industrial and Operational Sector	<p>Maharah supports its customers in the industrial and operational facilities with distinct human resources solutions and competencies. The business model allows an efficient service in the industrial facilities to achieve business growth and prosperity.</p>
 Commercial and Banking Sector	<p>Maharah acquisition of experienced human resources and competencies in critical sub-specialties that satisfy the requirements of governmental and banking facilities, such as consultants, engineers, system analysts and others to contribute to the highly effective implementation of projects.</p>
 Petrochemicals Sector	<p>Maharah acquisition of competent and highly experienced human resources including engineers and workers to provide major companies in the sector with qualified calibers in light of the Company's inclination to concentrate on this promising sector.</p>
 Healthcare Sector	<p>Maharah is one of the pioneering companies to provide a range of manpower outsourcing services in the medical field. It has provided manpower solutions and services in all various medical specializations such as highly specialized consultants, physicians, nurses, technicians and all other medical professions, by which it has been able to create a satisfactory value for hospitals and medical centers. Ever since its establishment, the Company has provided its services to more than 80 healthcare facilities and has provided outsourcing services to more than 3000 healthcare practitioners.</p>
 Government Sector	<p>Maharah long experience in the market is utilized to provide the governmental authorities with a wide array of integrated human resources solutions and services in a manner that fulfils their growing needs. This accordingly enhances Maharah leading position and presence in the local and regional markets and provides support for the ambitious development plans in line with the Kingdom's Vision 2030.</p>





2- Esnad Maharah

Maharah provides “Esnad Maharah” service, which is a specialist service for the provision of national qualified cadres, which coincides with “Ajeer” program for Saudis outsourcing services sponsored by the Ministry of Human Resources and Social Development (HRSD). This service contributes to regulating and raising the competence of the labor market by benefitting

from the Saudi cadres and increasing the Saudization percentage in institutions. This initiative has been launched stemming from Maharah belief that the human capital is the most important component of companies and commercial activities. Therefore, Maharah supports its customers as a responsible human resources partner to lessen the burden of talent acquisition and managing manpower.



Esnad Maharah provides a diversified set of services as follows:

- Provision of national cadres to employers and companies in various fields, while linking the employees to the customer Ajeer account (Saudis outsourcing services), thus allowing such companies to benefit from increasing the Saudization rate within the Company.
- Acquisition of efficient and talented employees, in addition to the provision of training and development.
- Seasonal employment to cover urgent manpower needs for 90 days or less.
- The appointment of a liaison manager for each project to meet the needs of employers and employees, to provide all HR services including wages, social insurances, end of service gratuity, wage protection systems, to complete all procedures related to employment and legal compliance and to deal with all HR issues.
- Being flexible in the provision of an alternative nominee, as necessary.
- Outsource the HR services, so that “Esnad Maharah” shall be liable for the appointment of employees, their wages, wages in leaves, social insurance, end of service gratuity, wages protection system (WPS), medical insurance and any other HR requests expressed by the employees during their work
- Providing a huge base of CVs for various jobs and professions.



Through this service, our customers are provided with a set of benefits, the most important of which are speed and quality in completing employment procedures, following up with all departments and

upgrading manpower skill level and productivity. Moreover, Maharah assigns a specialized supervisor to each project to satisfy the needs of customers and employees, to ensure legal compliance

and handle human resource issues. Moreover, once a position becomes vacant, such supervisor guarantees providing the customer with an alternative within a short period of time.

The Contracting Employee shall obtain following benefits:

Healthcare for employees

and their families through contracting with the best insurance companies

Banking facilities

as Maharah contracts with Saudi banks to facilitate personal loans procedures for the seconded employees

Exclusive discounts

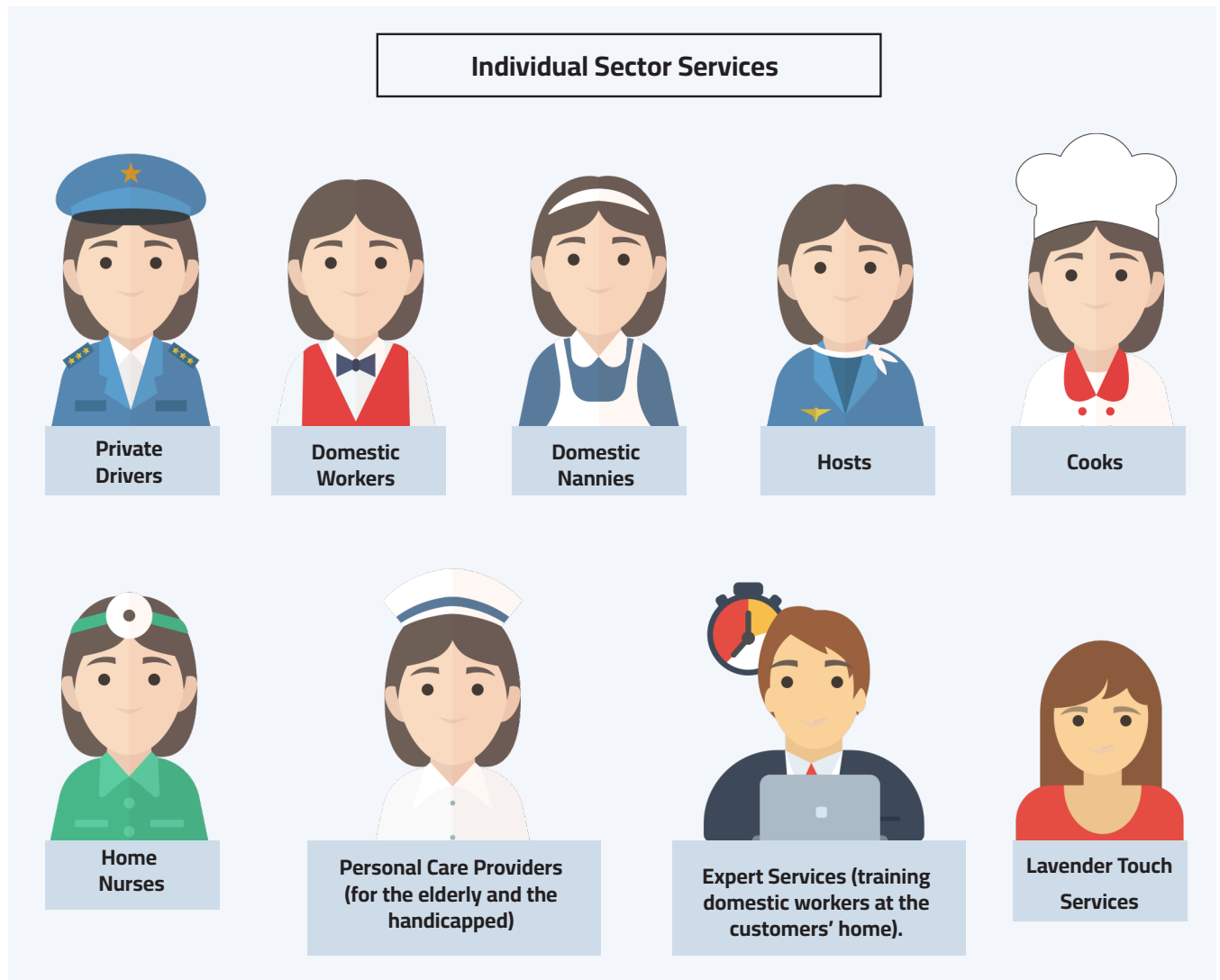
on products via contracting with the biggest stores in the Kingdom.

Training and development

as Maharah works on training and developing employees to motivate them and get them more involved at worksite.

Second: Individual Sector

We provide the domestic workers services, as per the customers' needs and desires, through the Company's branches and e-application in the Kingdom.



The service packages provided for individuals are diversified and include monthly system service that includes stay in the customer's home and hourly system service without stay in

the customer's home. The Company provides residential services through its centers that are spread across most of the regions in the Kingdom and back them with distinct logistic support by

the Company fleet to ensure smooth transportation of workers.

In the next year, the Company aspires to adding new hourly system service.



Types of Services Provided in the Individual sector:

Hourly System Service:

Maharah provides domestic manpower services within the framework of the hourly services program, for customers who require cleaning services for specific hours without stay at the customer's home. Domestic and personal care

manpower is provided according to pre-set Company packages or according to flexible packages tailored by the customer according to its needs, in terms of the time of visit, number of hours and number of service providers.

Such manpower are logistically serviced through the accommodations in various cities in Saudi Arabia, with support from the Company's transport fleet.

Monthly System Service:

Maharah provides domestic workers, drivers, cooks, house workers and personal services providers for its customers on a full time basis with stay at the customer's home, according to various packages including:

- ▶ The resident package (one month)
- ▶ The resident package (two months)
- ▶ The resident package (three months)
- ▶ The resident package (six months)
- ▶ The resident package (one year)
- ▶ The resident package (two years)

Elite Services:

A group of elite and upscale services that meet the needs of major customers, including royal princes and ministers, highly ranking customers, deputy ministers, businessmen and Companies CEOs, by mediating in the employment of efficient skillful experienced service providers, who can perform their jobs professionally with high efficiency including:

- ▶ Butlers
- ▶ Master Chefs
- ▶ Personal Escorts
- ▶ Nannies

"Maharah Services" Application

Maharah is keen to expand its services via the home service delivery, through the e-application which offers a set of solutions and services and provides trained domestic workers of different nationalities and professions.

The application allows submitting the request, selecting the worker, payment and signing the contract. The worker is then delivered to the customer's home and support is provided by an integrated work team trained to provide the best services professionally. Maharah also provides specialized services as per the customer's needs and requirements.



Monthly System Service

(+1.7 mln)
beneficiary customers

Application

that supports all smart phones operating systems in addition to the website

Workers Accommodation

Maharah is committed to provide its manpower, including manpower of (Hourly System Service) program and other manpower, with a safe environment including equipped accommodation facilities before they

are recruited in the business sector. Maharah provides 21 accommodation facilities for its manpower, that are distributed across the regions of the Kingdom. All bedrooms are fully equipped, and each apartment has

attached kitchen and internet access service. The facilities are also provided with equipped training halls with all necessary amenities.



Transport Fleet

Maharah manages a fleet comprised of vehicles dedicated to transport of manpower working on hourly basis (part-time manpower staying at the Company accommodation), and vehicles dedicated for the manpower working on monthly basis (full-time manpower staying at the customer's home).

All vehicles allotted for the

transportation of manpower are equipped with real-time tracking system that provides immediate information to the Company. The system calculates the road length and identifies the ideal traffic route as per the locations of relevant customers. The system also serves as an effective tool for the Company to control vehicles, drivers and costs.

To ensure continuity of service and the provision of required services to customers according to their expectations, we have emergency vehicles ready for use in case of any traffic accidents, or in the event of any circumstances that may hinder service provision to customers.