

4-Board of Directors

- The Board of Directors is appointed by the shareholders and is mainly responsible for the management of the Company operations, taking into consideration the interest of shareholders on the long run.

- The Board is composed of 11 Members that are elected by the Company General Assembly via cumulative voting, and based on the recommendation of the Nomination and Remuneration Committee. The Board is elected for no more than three years renewable term.

The majority of Board Members shall be Non-Executive Members, provided that three of them are Independent.

- The Board Members shall elect a Chairman and a Vice Chairman for three years term, and all Board Members, Chairman and Vice Chairman may be re-elected.

- In the event of vacancy in the Board, the Board may appoint a temporary Member, provided such appointment is referred to the shareholders' General Assembly first meeting for approval.

- The Board of Directors was re-elected during the Ordinary General Assembly held on 07/04/2021G via cumulative voting for three years term as from 01/05/2021G and will expire on 30/04/2024G.

The following table shows the names and positions of Board Members as well as their membership classification:

S	Name	Position	Type of Membership		
			Independent	Executive	Non-Executive
1	Sulaiman bin Abdulaziz Nasser Al Majed	Chairman of the Board of Directors			√
2	Abdullah bin Sulaiman Al Amro	Vice Chairman		√	
3	Sulaiman bin Nasser Al Hatlan	Board Member		√	
4	Saud Bin Nasser Al Shathri	Board Member			√
5	Abdullah bin Abdulaziz Al Majed	Board Member			√
6	Abdulaziz bin Ibrahim Al Nowaiser	Board Member	√		
7	Ahmed bin Saleh Al Homaidan	Board Member	√		
8	Khaled bin Abdulrahman Al Khodairi	Board Member	√		
9	Saleh bin Abdullah Al Hanaki	Board Member	√		
10	Ali Faqihi Damati	Board Member	√		
11	Abdullah bin Abdulrahman Al Rebdi	Board Member	√		

Board Responsibilities

▶ The Board

of Directors is responsible for overseeing the Company Executive Management, and supporting its strategic goals to enable the Company to continue its business successfully and sustainably.

▶ The Board

shall protect the interests of shareholders and achieve a maximum benefit for them on the long run. The Board represents all shareholders and performs its duties in managing the Company's affairs and conducting all business in the best interests of the Company and its shareholders.

▶ The Board

is responsible for providing clear directions to the Company Executive Management, and developing a clear strategy and overseeing its implementation by the management.

▶ The Board

is responsible for overseeing the Company governance systems, controls and internal control systems as well as risks management.

▶ The Executive Management

shall be responsible for the management of the Company day-today affairs. However, the Board of Directors shall ensure and verify that the Company internal control systems are efficient, and that the Company activities are aligned with the strategy, business frameworks and internal policies and procedures adopted by the Board, as required by the law, regulations and instructions issued by the competent authorities.

Board Authorities

■ The Board is mandated with full authorities required to manage and oversee the Company business and affairs. The Board delegates the daily management of the Company to the Company Executive Management.

■ The Board may also mandate its authorities to two Committees that are formed from the Board Members and each Committee shall submit a report to the Board on its annual works and activities. These Committees include the Executive Committee and the Nominations and Remunerations Committee (referred to jointly as "Board Committees").

■ The Board has the right to form any number of committees, as it may deem necessary, to realize effective governance, supervise and manage Maharah operational processes, or delegate some of its authorities to third parties.

■ The Board Committees may seek the assistance of external, professional and independent advisors, and may request support from the employees at all functional levels inside the Company to assist them to carry out their duties, in accordance with each Committee regulations.

■ Whenever necessary and subject to an invitation by the Committee Chairman, the External Advisors, some of the Managers and the Senior Management Team Members may attend the Committee meetings together with its Members and the Secretary.

■ The Board has maintained the authority to take important decisions over specific key issues that require the approval of the Board thereon. Such decisions include those related to the Company strategy, annual financial reports, operational plans, expenditures, key capital transactions, financial results, dividend distribution as well as other capital revenue, and approval of the Company appetite of risks and other governance issues.

Board Secretary

The Board Secretary has the following responsibilities:

- **The Board Secretary** is mainly responsible for providing secretarial services to the Board, coordination between Board Members, setting up the schedule of the Board meetings, its notifications, agenda, Board set of procedures and minutes of meeting. In addition to following up decisions and work items resulting from the Board meetings.
- **Documenting the Board meetings** and preparing minutes therefor, which shall include the discussions and deliberations carried during such meetings; and recording the decisions of the Board and voting results and retaining them.
- **Retaining the reports** submitted to the Board and the reports prepared by it.

Conflict of Interest Department

- **All Board Members and Company Directors** have a duty to perform under the internal conflict of interest policy, i.e., avoiding any situation that represents, or may represent, a direct or indirect conflict of interest or a possible conflict with the interests of the Company, save as when obtaining the prior approval of the Ordinary General Assembly, which shall be renewed annually.
- **No Board Member** may have a direct or indirect interest in transactions or contracts that are concluded for the benefit of the Company, unless a prior approval is obtained from the Ordinary General Assembly, which shall be renewed annually.
- **The Board Member** shall disclose to the Board any direct or indirect interest that he may have on transactions and contracts that are concluded for the benefit of the Company. The Member may not have the right to vote on the decision that will be taken in this respect in the meetings of the Board and the shareholders.
- **Businesses and contracts** made with a Board Member to meet his special needs shall not be considered as an interest that requires a permission by the Ordinary General Assembly, provided such businesses and contracts are implemented in line with the same terms and conditions that are followed by the

- **Providing the Board Members** with the agenda of the Board meeting and related worksheets, documents and information.
- **Ensuring that the Board Members** comply with the procedures approved by the Board.
- **Notifying the Board Members** of the dates of the Board meetings within sufficient time prior to the date specified for the meeting.
- **Presenting the draft minutes** to the Board Members to provide their opinions on them before signing the same.
- **Regulating the disclosure register** of the Board and Executive Management as stipulated in Article (92) of the Corporate Governance Regulations issued by the Capital Market Authority.

- Company with all contractors, and shall be within the ordinary course of implementing the Company activities.
- **The Board Chairman** shall notify the Ordinary General Assembly, when convened, of transactions and contracts under which any Board Member will have a direct or indirect interest. Such notification shall be attached with a special report provided by the external auditor of the Company.
 - **Any information related** to the commercial interests of any Board Member, manager, officer, employee or any of their family members shall be dealt with confidentially. Such information shall be made available to the Board Chairman, Chief Executive Officer and any Committee appointed to address the conflict of interest only, unless disclosure of such information is necessary for the implementation of this policy, the requirements of the Companies Law and the relevant laws, including but not limited to, the Governance Regulations requirements, and the market disclosure rules.
 - **In the event a Board Member** has violated the conflict of interest policy, his membership will be frozen until the Board has taken a decision in respect of such violation.



Board Performance Evaluation

- **On November 20, 2019G**, the Board adopted an adequate evaluation policy to evaluate the performance of Maharah Board and its Committee Members to ensure that they are constantly fulfilling the criteria and conditions set out for the Board membership, and the requirements of all the laws, regulations and instructions issued by the Ministry of Commerce and the Capital Market Authority.
- **During its meeting**, the Nomination and Remuneration Committee conduct an evaluation for all Board Members and its Committees and the overall performance of the Board. The evaluation forms approved under this policy are used as a means of evaluation.
- **An external company** has been appointed to carry out the evaluation of the Board Members for the year 2023G.

Expiry of Board Membership

- **The Board membership** shall expire upon expiry of the Board tenure. The membership is terminated also if the Member becomes unfit, in line with the law or relevant regulations applicable in the Kingdom and under a decision issued by the Board. Such decision shall be preceded by a written request to the Chairman by the Member.
- **However, the General Assembly** may, at any time, terminate all or any of the Board Members, even if otherwise stated in the Company Articles of Association. Such termination shall not prejudice the right of the dismissed Member to claim compensation, if the dismissal has occurred for an unacceptable reason or has been made at an improper time.
- **Under a recommendation** of the Board, the General Assembly may terminate the Member who has not attended three consecutive meetings without a legitimate reason.

.Important Structural and Organizational Changes in 2023G

January, 30	Accepting the resignation of Sulaiman Bin Abdulaziz Al Zaben, Board Member, due to special circumstances that prevent the Member from continuing his Board membership.
June, 15	Issuing the Board resolution by circulation to appoint Abdullah bin Abdulrahman Al Rebdi as a Board Member to fill the vacant seat on the Board of Directors to complete his term, which ends on April 30, 2024G, after the Company received no objection from the Ministry of Human Resources and Social Development (HRSD) on June 14, 2023G.
September, 28	Announcing the opening of the nomination for the Company Board membership for the next tenure, which begins on May 01, 2024G and ends on April 30, 2027G, provided that the candidates are elected at the General Assembly meeting.
December, 3	Approving the abolition of the Managing Director position, which was held by Abdullah bin Sulaiman Al Amro, while remaining in the position of Vice Chairman of the Board of Directors and Chairman of the Executive Committee.



Biographies of Board Members



Sulaiman bin Abdulaziz Nasser Al Majed
Chairman of the Board of Directors - Non-Executive



Qualifications

- 1986G: Bachelor of Economics, Imam Muhammad bin Saud Islamic University (IMSIU), KSA.

Current Positions

- 2015G - To Date: Chairman, Board of Directors, Maharah Human Resources Company.
- Partner & General Manager, Al Ahlia International Real Estate Investment Company.
- 2021G - To Date: Board Member, Saudi Center for Commercial Arbitration.
- Chairman, Board of Directors, Rasanah Capital.
- 2012G: Board Member, Mazaya Gulf Commercial Investment Holding, a Saudi limited liability company.
- 2007G: Board Member, Al Ahlia International Real Estate Investment Company, a Saudi limited liability company.
- 2006G - To Date: Board Member, Tanmiyat Commercial Investment Company, a Saudi closed joint stock company, operating in real estate and commerce.

Previous Positions

- 2006G: Board Member, Tanmiyat Real Estate Company.
- 2004G: Chairman, Board of Directors, AD Engineering Company, a Saudi professional company.
- 1992G - 2004G: Manager, Tanmiyat Clothes Trade Company.
- 1993G - 2004G: General Manager, Tanmiyat Real Estate Company.
- 2004G - 2015G: Chairman, Board of Directors, Tanmiyat Commercial Investment Company, a Saudi closed joint stock company, operating in real estate and commerce.





Abdullah bin Sulaiman Al Amro

Vice Chairman - Executive



Current Positions

- Vice Chairman, Board of Directors, Maharah Human Resources Company.
- Manager, Zawaya Investment Company.
- Member, Board of Trustees, Saudi Commission for Health Specialties.
- President, Advisory Council, First Health Forum, Riyadh Region.
- Member, Advisory Council, King Khalid University, Assir Region.
- 2022G - To Date: Board Member, Care Shield Holding Company, Kingdom Hospital.
- 2017G - To Date: Chairman, Board of Directors, Arabian Shifa Medical Company, a Saudi limited liability company.
- 2018G - To Date: Vice Chairman, Sihaty Information Technology Company, a Saudi limited liability company.
- 2019G - To Date: Board Member, Middle East Investment Company, a Saudi limited liability company.
- Member, Board of Trustees, Saudi Commission for Health Specialties.
- Chairman, Board of Directors, Enaya Medical Company.

Previous Positions

- Executive Director, King Fahad Medical City.
- 2017G - 2021G: Chairman, Board of Directors, Al Tazaj Food Company, a Saudi limited liability company.
- Board Member, Zawaya Investment Company, a Saudi limited liability company.
- Board Member, Spectra Support Services Company, a Saudi limited liability company.
- 2013G: Founder, Chief Executive Officer and Managing Director, Maharah Human Resources Company.
- 2005G - 2015G: Radiation Oncologist, King Fahad Medical City.
- 2005G - 2013G: Board Member, King Fahad Medical City.
- 2004G - 2013G: Executive Director, King Fahad Medical City.
- 2004G: Head, Oncology Center, King Faisal Specialist Hospital and Research Centre (KFSH&RC).

Qualifications

- 1995G: Fellowship of Radiation Surgery, McGill University, Canada.
- 1995G: Fellowship of Close-up Radiation Therapy, Ottawa University, Canada.
- 1995G: American Board of Radiation Oncology, American Board,

USA.

- 1995G: Canadian Fellowship, Royal College of Canada.
- 1988G: Bachelor's Degree, Medical Sciences, King Faisal University, KSA.



Sulaiman bin Nasser Al Hatlan

Board Member - Executive



Current Positions

- Board Member, Maharah Human Resources Company.
- Chief Executive Officer, Growth Path Investment Company, a limited liability single shareholder company - investment arm for Maharah Human Resources Company.
- 2022G - To Date: Board Member, Chairman of Audit Committee, Riyadh Construction Company, a Saudi listed company.
- 2020G - To Date: Board Member, Chairman of Audit Committee, Chairman of the Nomination and Remuneration Committee, Saudi Vitrified Clay Pipe co. (SVCP), a joint stock listed company.
- 2019G - To Date: Vice Chairman, Al Hilal Saudi Club, Vice Chairman, Al Hilal Investment Company, a closed joint stock company.
- 2015G - To Date: Member, Audit Committee, Dr. Sulaiman Al Habib Medical Group, a Saudi listed joint stock company.
- 2011G - To Date: Member, Audit Committee, Al Marai Company, a Saudi listed joint stock company.
- Chairman, Board of Executive Directors, Spectra Support Services Company, a limited liability company.
- 2022G - To Date: Chairman, Board of Directors, Saudi Medical System Company, a closed joint stock company.
- 2022G - To Date: Board Member, Care Shield Holding Company (Kingdom Hospital).
- 2022G - To Date: Vice Chairman, Board of Executive Directors, Arabian Shifaa Medical Company, a limited liability company.
- Member, Board of Directors, Salis Express Co.

Previous Positions

- 2021G: Managing Director, Maharah Human Resources Company.
- 2014G - 2017G: Board Member, Arabian Shield Cooperative Insurance Company, a Saudi public joint stock company.
- 2018G - 2022G: Member, Audit Committee, Bupa Insurance Company, a Saudi joint stock company.
- 2018G - 2019G: Member, Audit Committee, Saudi Research and Marketing Group, a Saudi joint stock company.
- 2016G - 2017G: Board Member, Member of Nomination and Remuneration Committee and Risks Committee, Arabian Shield Cooperative Insurance Company, a Saudi joint stock company.
- 2014G - 2016G: Chairman, Audi Committee, Arabian Shield Cooperative Insurance Company.

Qualifications

- 1998G: Master of Accounting, California State University, USA.
- 1994G: Bachelor's Degree, Accounting, King Saud University, KSA.

- 2011G - 2019G: Member, Audit Committee, Bank Albilad.
- 2007G - 2020G: Chief Executive Officer, National Consultation House, a financial company licensed by the Capital Market Authority.
- 1994G - 2006G: Faculty Member, Financial Programs Sector, Institute of Public Administration.



Abdullah bin Abdulaziz Al Majed

Board Member - Non-Executive



Qualifications

- 2015G: Mater's Degree, Business Administration, London Business College, UK.
- 1997G: Bachelor's Degree, Computer Sciences, King Saud University, KSA.

Current Positions

- 2018G - To Date: Board Member, Maharah Human Resources Company.
- 2009G - To Date: Chief Executive Officer – Tanmiyat Commercial Investment Company.
- 2015G - To Date: Chairman, Board of Directors, Four Winds Saudi Arabia Limited, a Saudi limited liability company.
- 2016G - To Date: Board Member, Al Ahlia International Real Estate Development Company, a Saudi limited liability company.
- 2012G - To Date: Board Member, Mazaya Gulf Commercial Investment Holding Company, a Saudi limited liability company.
- 2016G - To Date: Board Member, Delta International Company, an Emirati limited liability company.

Previous Positions

- 2007G - 2012G: Managing Director, Global Real Estate Company.
- 2011G - 2019G: Member, Audit Committee, Bank Albilad, a Saudi joint stock company.
- 2004G - 2012G: Board Member, Osus Entertainment Company, a Saudi limited liability company.
- 2007G - 2009G: Deputy Chief Executive Officer, Tanmiyat Investment Group.
- 2004G - 2006G: Manager, Marketing and Sales, Tanmiyat Investment Company.



Abdulaziz bin Ibrahim Al Nowaiser

Board Member - Independent



Qualifications

- 2002G: Master's Degree, Accounting, Case Western Reserve University, USA.
- 1995G: Bachelor's Degree, Accounting, King Saud University, KSA.
- 2018G: Diploma, International Financial Reporting Standards (DiplFR), Certified Accountants Authority, UK.
- 2014G: Fellowship, Certified Internal Auditors (CIA), Internal Auditors Institute, USA.
- 2007G: Fellowship, Certificate for Financial Managers (CFM), Management Accountants Institute, USA.
- 2006G: Fellowship, Certificate for Certified Management Accountants (CMA), Management Accountants Institute, USA.
- 2002G: Passed Fellowship Exam, Certified Public Accountants (CPA), Institute of Certified Public Accountant, USA.

Current Positions

- Board Member - Chairman of Audit Committee, Maharah Human Resources Company.
- Chief Executive Officer & Board Member, Tahakkom Investments Company.
- Chairman, Board of Directors - Chairman of Executive Committee, Cooperative Insurance Company.
- Board Member - Chairman of Audit Committee, Saudi Entertainment Projects Company.
- Chairman, Board of Directors - Chairman of Executive Committee, United Insurance Company (UIC), Bahrain
- Chairman, Audit Committee, Etihad Etisalat Company (Mobily).
- Member, Audit Committee, National Water Company.
- Member, Audit Committee, Saudi Arabian Airlines.
- Member, Audit Committee, Flyadeal Airlines.

Previous Positions

- Deputy CEO, Financial Affairs, Arabian Internet and Telecommunications Services Company.
- Deputy CEO, Finance, Al Othaim Real Estate Investment and Development Company.
- Executive Partner, then, Chief Executive Officer, House of National Consulting Company.
- Teaching Assistant, then, Lecturer, Accounting Department, King Saud University, Riyadh.
- Chief Financial Officer, Elm Information Security Company.
- Chairman, Board of Directors, Saudi Tourism Development Company.
- Member, Audit Committee, Umm Al Qura Cement Company.
- Member, Audit Committee, Al Issa Telecommunications Company.
- Member, Audit Committee, Abdullah Al Othaim Markets Company.
- Member, Audit Committee, then, Chairman, Audit Committee, Tawuniya Insurance Company.
- Member, Audit Committee, Elm Information Security Company.
- Member, Audit Committee, Saudi Fisheries Company.





Saud Bin Nasser Al Shathri
Board Member - Non-Executive



Qualifications

- 1430H: Ph.D., Division of Laws, High Judicial Institute, KSA.
- 1421H: Master's Degree, Shariah Policy, Higher Judicial Institute, KSA.
- 1414H: Bachelor's Degree, Shariah, Imam Mohammed bin Saud University, KSA.

Current Positions

- 2013G - To Date: Board Member, Maharah Human Resources Company.

Previous Positions

- 1414H - 1426H: Notary Public, Ministry of Justice.



Ali Faqihi Damati
Board Member - Independent



Qualifications

- 1988G: Master's Degree, Electrical Engineering, King Fahad University of Petroleum and Minerals, KSA.
- 1986G: Bachelor's Degree, Electrical Engineering, King Fahad University of Petroleum and Minerals, KSA.

Current Positions

- 2016G - To Date: Board Member, Maharah Human Resources Company.
- 2018G - To Date: Managing Director, Mazaya Investment Company.
- 2022G - To Date: Board Member, iHub CHI, Riyadh, KSA.
- 2021G - To Date: Board Member, NeoRx, Riyadh, KSA.
- 2020G - To Date: Chairman, Board of Directors, Mayar Al Aseel Company, an Emirati joint stock company.
- 2018G - To Date: Board Member, Sihaty Information Technology Services.
- 2018G - To Date: Board Member, Al Tazaj Food Services Company, a Saudi limited liability company.
- 2018G - To Date: Member, Executive Committee, Zawaya Capital Company.
- 2021G - To Date: Member, Executive Committee, Sihaty for Information Technology.

Previous Positions

- 2013G - 2015G: Chairman, Board of Directors, Philips Saudi Arabian Healthcare Company, a Saudi limited liability company.
- 2017G - 2021G: Board Member, TPH, Dubai, UAE.
- 2016G - 2020G: Board Member, Spectra Support Services, Riyadh, KSA.
- 2018G - 2020G: Managing Director, Zawaya Capital, Riyadh, KSA.
- 2016G - 2018G: Chief Executive Officer, Strategy and Projects, Dr. Sulaiman Al Habib Medical Group.
- 2015G - 2016G: Senior Executive, Healthcare Investment and Projects, Al Faisaliah Group.
- 2005G - 2015G: Chief Executive Officer, Al Faisaliah Medical Systems (FMS) Company.
- 2001G - 2005G: Regional Manager, Middle East and Africa, Philips Company, Dubai and Geneva.
- 1998G - 2001G: Regional Manager, Middle East and North Africa, HPV Geneva.
- 1995G - 1997G: Business Development Manager, Kodak Near East Company, Dubai.





Khaled bin Abdulrahman Al Khodairi
Board Member - Independent



Qualifications

- Master's Degree, Public Administration, University of IF, Madrid, Spain.
- Bachelor's Degree, Business Administration, King Abdulaziz University, KSA.
- Diploma, Human Resources Development, Chartered Institute of Personnel and Development (CIPD).
- 2019G: Completion of the Executive Program for Human Resources, Stephen M Ross College for Business Administration, USA.

Current Positions

- 2021G - To Date: Board Member - Chairman of Nomination and Remuneration Committee, Maharah Human Resources Company.
- 2020G - To Date: Board Member - Chairman of Nomination and Remuneration Committee, Etihad Atheeb Telecommunications Co.
- Member, Nomination and Remuneration Committee, Care Shield Holding Company.
- October 2021G - To Date: Member, Nomination and Remuneration Committee, Mawten Real Estate Company.
- 2009G - To Date: Board Member, Gulf Elite Consultancy Company.

Previous Positions

- 2019G - 2022G: Deputy CEO, Joint Services, National Center for Privatization (NCP).
- January 2020G - December 2021G: Chairman, Nomination and Remuneration Committee, GlobeMed Saudi.
- 2020G - 2021G: Board Member, Tabuk Agricultural Development Company (TADCO).
- General Manager, Human Resources Department, National Housing Company.
- General Manager, Human Resources and Support Services Department - Board Chairman Advisor, Volkswagen Group Limited.
- 2011G - 2014G: Head of Talents Management, Development and Organizational Development, Al Safi Danon Company (one of Al Faisaliah Group Companies, and Manager of Human Resources, Modern Electronics Company - Sony (one of Al Faisaliah Group Companies).
- Member, Saudi Business Group Committee, Saudi Institute of Electronics and Home Appliances (Sihai), a representative of Sony Company - Al Faisaliah Group.
- Non-Executive Member and Partner, Tahalof Al Ofoq Company (Business Incubator).



Saleh bin Abdullah Al Hanaki
Board Member - Independent



Qualifications

- 2002G: Master's Degree, Financial Mathematics, University of Michigan, USA.
- 1998G: Master's Degree, Economics, University of Colorado, USA.
- 1995G: Bachelor's Degree, Economics, King Saud University, KSA.

Current Positions

- Board Member - Chairman of Investment Committee, Maharah Human Resources Company.
- Chief Executive Officer, Nitaq Capital.
- Board Member, Jazi Arabia Company.
- Board Member - Member of Audit Committee, Rou'a Al Haram Company.
- Chairman, Board of Directors - Member of Investment Committee and Executive Committee, The Saudi Egyptian Construction Company (SECON).
- Board Member - Member of Audit Committee, Mohammad Al Habib Holding Company.
- Chairman, Board of Directors, National Finance Services Company.
- Board Member - Member of Audit Committee, Flynas Airlines.
- Board Member - Managing Director, Rafal Real Estate Development Company.

Previous Positions

- 2022 - Member, Audit Committee and Investment Committee, SPIMACO ADDWAEIH.
- 2022 - Member, Executive Committee and Audit Committee, National Housing Company (NHC).
- 2021- Member, Executive Committee, Thakher Investment & Real Estate Development.
- 2019G - 2020G: Chief Executive Officer, MASIC Company.
- 2014G - 2019G: Chief Executive Officer, Al Inma Investment Company.
- 2007G - 2014G: Head, Asset Management, Falcom Investment Company.
- 2006G - 2007G: Fund Manager, Al Rajhi Bank.
- 1995G - 2006G: Bank Inspector, Saudi Arabian Monetary Authority (SAMA).





Ahmed bin Saleh Al Homaidan
Board Member - Independent



Current Positions

- Board Member, Maharah Human Resources Company.
- Member, Advisory Commission, Supreme Council of the Gulf Cooperation Council.

Qualifications

- 1982G: Master's Degree, Public Administration, University of Pittsburgh, USA.
- 1979G: Bachelor's Degree, Economics, King Saud University, KSA.

Previous Positions

- Assistant Director General, Training Programs, Institute of Public Administration.
- Director General, Trainees Affairs, Institute of Public Administration.
- Director General, HR, Saudi Medicare Company, Private Sector.
- Director General, Administrative Programs and Regulations, Institute of Public Administration.
- Director General, Consultations, Institute of Public Administration.
- Deputy Minister of Labor, Ministry of Human Resources and Social Development (HRSD).
- Assistant Deputy Minister, Inspection, Ministry of Labor.
- Assistant Deputy Minister, Employment, Ministry of Labor.
- Deputy Minister, Laborers' Affairs, Ministry of Labor.
- Board Member, Technical and Vocational Training Corporation.
- Board Member, Saudi Arabian Airlines.
- Board Member, General Investment Authority.
- Member, Board of Executives Directors, Takamul Business Services Holding Company.
- Board Member, Management of Medical Cities and Specialized Hospitals, Ministry of Health.
- Board Member, Cooperative Health Insurance.
- Board Member, Hasanah Company.
- Member, Economic Balance Committee.
- Member, Nationalization of the Operation and Maintenance Contracts Jobs.
- Board Member, Saudi Skills Standards (Hadaf Company).
- Board Member, Colleges of Excellence (Hadaf Company).
- Member, Supervisory Committee, National Program for Crafts and Handicrafts.
- 2009G - 2018G: Assistant Deputy Minister of Labor, Inspection and Employment - Acting Minister of Labor, Ministry of Labor.
- 1978G - 2009G: Assistant General Manager, Training Programs, Trainees Affairs Manager, General Manager of Administrative Programs and Systems, General Manager of Investment, Institute of Public Administration.
- 1997G - 1999G: Secondment from Institute of Public Administration to the Medical Services in the Armed Forces, Saudi Medical Care Company.
- Chairman, Executive Council for Nitaqat Program.



Abdullah bin Abdulrahman Al Rebdi
Board Member - Independent



Qualifications

- 2019G: Master's Degree, International Management, Salford University, UK.
- 2017G: Diploma of Higher Studies, Administrative Studies, University of Cumbria, UK.
- 1996G: Diploma, Electronic Engineering, Riyadh College of Technology, KSA.
- 2009G: Capital Market Examination (CME-1), Capital Market Authority, KSA.

Current Positions

- Board Member, Maharah Human Resources Company.
- Chief Executive Officer, Managing Director, Rassanah Capital Company.
- Board Member, Naqi Water Company.
- Founder Board Member, Bunat Ventures.
- Founder Board Member, Saudi Financial Association (SAFA).
- Founder Board Member, Awad Platform.

Previous Positions

- March 2020G - June 2022G: Board Member, Allied Cooperative Insurance Group (ACIG).
- Board Member, Care International Company.
- 2018G - 2019G: Chief Executive Officer, Al Othaim Holding Company.
- 2015G - 2017G: Deputy CEO, Saudi Scope Consulting Company.
- 2015G - 2017G: General Manager, Saudi Paper Manufacturing Company (SPMC).
- 2010G - 2012G: Chief of Funds, MEFIC Capital.
- 2006G - 2010G: Research Analyst & Senior Fund Manager, National Arab Investment Company.
- 1998G - 2005G: Supervisor & Trader, in the Treasury of the Arab National Bank.



Current and Previous Positions of Board Members in Companies, inside or outside the Kingdom

The following table shows the names of Companies, inside and outside the Kingdom, in which the Board Members of Maharah Human Resources Company are Members or Managers:

(1) Sulaiman bin Abdulaziz Nasser Al Majed					
Company Name	Company Location		Member Position	Type of Membership	
	Inside the Kingdom	Outside the Kingdom		Current	Previous
Maharah Human Resources Company	√		Chairman of the Board of Directors	√	
Saudi Center For Commercial Arbitration	√		Board Member	√	
Rassanah Capital Company	√		Chairman of the Board of Directors	√	
Mazaya Gulf Commercial Investment Holding	√		Board Member	√	
Al Ahlia International Real Estate Investment Company	√		Board Member	√	
Tanmiyat Real Estate Company	√		Board Member		√
Tanmiyat Commercial Investment Company	√		Board Chairman		√

(2) Abdullah bin Sulaiman Al Amro					
Company Name	Company Location		Member Position	Type of Membership	
	Inside the Kingdom	Outside the Kingdom		Current	Previous
Maharah Human Resources Company	√		Vice Chairman	√	
Saudi Commission for Health specialties	√		Member of the Board of Trustees	√	
King Khalid University, Assir Region	√		Member of Advisory Council	√	
Care Shield Holding Company (Kingdom Hospital)	√		Board Member	√	
Arabian Shifa Medical Company	√		Chairman of the Board of Directors	√	
Sihaty Information Technology Company	√		Vice Chairman	√	
Middle East Investment Company	√		Board Member	√	
Saudi Commission for Health Specialties	√		Member of the Board of Trustees	√	
King Fahad Medical City	√		Executive Director		√
Al Tazaj Food Company	√		Chairman of the Board of Directors		√
Zawaya Investment Company	√		Board Member		√
Spectra Support Services Company	√		Board Member		√
King Faisal Specialist Hospital and Research Center (KFSH&RC)	√		Head of Oncology Center		√
Saudi Cancer Society	√		Chairman of the Board of Directors		√
Saudi Students Club, Ottawa, Canada		√	Head of the Club		√

(3) Sulaiman bin Nasser Al Hatlan					
Company Name	Company Location		Member Position	Type of Membership	
	Inside the Kingdom	Outside the Kingdom		Current	Previous
Maharah Human Resources Company	√		Board Member	√	
Growth Path Investment Company	√		Chief Executive Officer	√	
Riyadh Development Company	√		Board Member	√	
Saudi Vitirified Clay Pipe co. (SVCP)	√		Board Member	√	
Al Hilal Saudi Club	√		Vice Chairman	√	
Al Hilal Investment Company	√		Vice Chairman	√	
Dr. Sulaiman Al Habib Medical Group	√		Audit Committee Member	√	
Al Marai Company	√		Audit Committee Member	√	
Spectra Support Services Company	√		Chairman of the Board of Executive Directors	√	
Saudi Medical System Company	√		Chairman of the Board of Directors	√	
Care Shield Holding Company (Kingdom Hospital)	√		Board Member	√	
Arabian Shifa Medical Company	√		Vice Chairman of the Board of Executive Directors	√	
House of National Consulting Company	√		Chief Executive Officer		√
Institute of Public Administration			Faculty Member		√
Arabian Shield Cooperative Insurance Company	√		Board Member		√
Bupa Insurance Company	√		Audit Committee Member		√
Saudi Research and Marketing Group	√		Audit Committee Member		√
Bank Albilad	√		Audit Committee Member		√

(4) Abdullah bin Abdulaziz Al Majed					
Company Name	Company Location		Member Position	Type of Membership	
	Inside the Kingdom	Outside the Kingdom		Current	Previous
Maharah Human Resources Company	√		Board Member	√	
Tanmiyat Investment Company			Chief Executive Officer	√	
Four Winds Saudi Arabia Company	√		Chairman of the Board of Directors	√	
Al Ahlia International Real Estate Investment Company	√		Board Member	√	
Mazaya Gulf Commercial Investment Holding	√		Board Member	√	
Delta International Company (UAE)		√	Board Member	√	
Global Real Estate Company		√	Managing Director		√
Bank Albilad	√		Audit Committee Member		√
Osus Entertainment Company	√		Board Member		√



(5) Abdulaziz bin Ibrahim Al Nowaiser					
Company Name	Company Location		Member Position	Type of Membership	
	Inside the Kingdom	Outside the Kingdom		Current	Previous
Maharah Human Resources Company	√		Board Member	√	
Tahakkom Investments Company	√		CEO & Board Member		√
Tawuniya Insurance Company	√		Chairman of the Board of Directors	√	
Saudi Entertainment Ventures (SEVEN)	√		Board Member		√
Etihad Etisalat Company (Mobily)	√		Audit Committee Chairman	√	
National Water Company	√		Audit Committee Member	√	
Saudi Arabian Airlines	√		Audit Committee Member	√	
Flyadeal Airlines	√		Audit Committee Member	√	
King Khaled Eye Specialist Hospital (KKESH)	√		Audit Committee Member	√	
Arabian Internet and Telecommunications Services Company	√		Deputy CEO for Financial Affairs		√
Al Othaim Real Estate Investment and Development Company	√		Deputy CEO for Financial Affairs		√
House of National Consulting Company	√		Chief Executive Officer		√
Elm Information Security Company	√		Chief Financial Officer		√
Umm Al Qura Cement Company	√		Audit Committee Member		√
Abdullah Al Othaim Markets Company	√		Audit Committee Member		√
Tawuniya Insurance Company	√		Audit Committee Chairman		√
Saudi Fisheries Company	√		Audit Committee Member		√

(6) Saud Bin Nasser Al Shathri					
Company Name	Company Location		Member Position	Type of Membership	
	Inside the Kingdom	Outside the Kingdom		Current	Previous
Maharah Human Resources Company	√		Board Member	√	
Ministry of Justice	√		Notary Public		√



(7) Ali Faqihi Damati					
Company Name	Company Location		Member Position	Type of Membership	
	Inside the Kingdom	Outside the Kingdom		Current	Previous
Maharah Human Resources Company	√		Board Member	√	
Mazaya Investment Company		√	Managing Director	√	
iHub CHI-Riyadh	√		Board Member	√	
NeoRx - Riyadh	√		Board Member	√	
Mayar Al Aseel Company (UAE)		√	Chairman of the Board of Directors	√	
Al Tazaj Food Company	√		Board Member	√	
Sihaty Information Technology Company	√		Board Member	√	
Zawaya Capital Company	√		Executive Committee Member	√	
Philips Saudi Arabian Healthcare Company	√		Chairman of the Board of Directors		√
TPH, Dubai, UAE		√	Board Member		√
Spectra Support Services, Riyadh	√		Board Member		√
Zawaya Capital, Riyadh	√		Managing Director		√
Dr. Sulaiman Al Habib Medical Group	√		Chief Executive Officer, Strategy and Projects		√
Al Faisaliah Group	√		Senior Executive, Healthcare Investment and Projects		√
Al Faisaliah Medical Systems (FMS)	√		Chief Executive Officer		√
Philips Company, Dubai and Geneva		√	Regional Manager, Middle East and Africa		√
HPV Geneva		√	Regional Manager, Middle East and Africa		√
Kodak Near East Company, Dubai		√	Business Development Manager		√

(8) Khaled bin Abdulrahman Al Khodairi					
Company Name	Company Location		Member Position	Type of Membership	
	Inside the Kingdom	Outside the Kingdom		Current	Previous
Maharah Human Resources Company	√		Board Member	√	
Care Shield Holding Company	√		Nomination and Remuneration Committee Member	√	
Mawten Real Estate Company	√		Nomination and Remuneration Committee Member	√	
Gulf Elite Consultancy	√		Board Member	√	

Etihad Atheeb Telecommunications Co.	√		Board Member		√
National Center For Privatization (NCP)	√		Deputy CEO, Joint Services		√
GlobeMed Saudi	√		Nomination and Remuneration Committee Chairman		√
Tabuk Agricultural Development Company (TADCO)	√		Board Member		√
National Housing Company (NHC)	√		General Manager, Human Resources		√
Volkswagen Group Limited	√		General Manager, Human Resources and Support Services		√
Al Safi Danon Company (one of Al Faisaliah Group Companies)	√		Head of Talents Management, Development and Organizational Development		√
Modern Electronics Company – Sony (one of Al Faisaliah Group Companies)	√		Human Resources Manager		√

(9) Saleh bin Abdullah Al Hanaki					
Company Name	Company Location		Member Position	Type of Membership	
	Inside the Kingdom	Outside the Kingdom		Current	Previous
Maharah Human Resources Company	√		Board Member	√	
Nitaq Capital	√		Chief Executive Officer	√	
Jazl Arabia Company	√		Board Member	√	
Rou'a Al Haram Company	√		Board Member	√	
The Saudi Egyptian Construction Company (SECON)		√	Board Member	√	
Mohammad Al Habib Holding	√		Board Member	√	
National Finance Services Company	√		Board Member	√	
Flynas Airlines	√		Board Member	√	
Rafal Real Estate Development Company	√		Board Member	√	
SPIMACO ADDWAEIH	√		Audit Committee and Investment Committee Member		√
National Housing Company (NHC)	√		Executive Committee and Audit Committee Member		√
Thakher Real Estate Development Company	√		Executive Committee Member		√
MASIC Logistics	√		Chief Executive Officer		√
Al Inma Investment Company	√		Chief Executive Officer		√
Falcom Investment Company	√		Head of Asset Management		√
Al Rajhi Bank	√		Fund Manager		√
Saudi Arabian Monetary Authority (SAMA)	√		Bank Inspector		√

(10) Ahmed bin Saleh Al Homaidan					
Company Name	Company Location		Member Position	Type of Membership	
	Inside the Kingdom	Outside the Kingdom		Current	Previous
Maharah Human Resources Company	√		Board Member	√	
Supreme Council of the Gulf Cooperation Council		√	Advisory Commission Member	√	
Ministry of Human Resources and Social Development (HRSD)	√		Deputy Minister of Labor		√
Ministry of Labor	√		Deputy Minister		√
Institute of Public Administration	√		General Manager		√
Technical and Vocational Training Corporation	√		Board Member		√
Saudi Arabian Airlines	√		Board Member		√
General Investment Authority	√		Board Member		√
Medical Cities and Specialized Hospitals, Ministry of Health	√		Board Member		√
Cooperative Health Insurance	√		Board Member		√
Saudi Skills Standards (Hadaq Company)	√		Board Member		√
Takamul Business Services Holding Company	√		Board of Executive Directors Member		√
Hasanah Company	√		Board Member		√
Colleges of Excellence (Hadaq Company)			Board Member		√
Nitaqat Program	√		Executive Board Chairman		√

(11) Abdullah bin Abdulrahman Al Rebdi					
Company Name	Company Location		Member Position	Type of Membership	
	Inside the Kingdom	Outside the Kingdom		Current	Previous
Maharah Human Resources Company	√		Board Member	√	
Rassanah Capital Company	√		CEO & Managing Director	√	
Naqi Water Company	√		Board Member	√	
Bunat Ventures			Board Member	√	
Saudi Financial Association (SAFA)	√		Board Member	√	
Awad Platform	√		Board Member	√	
Allied Cooperative Insurance Group (ACIG)	√		Board Member		√
Care International Company	√		Board Member		√
Al Othaim Holding Company	√		Chief Executive Officer		√
Saudi Scope Consulting Company	√		Deputy CEO		√
Saudi Paper Manufacturing Company (SPMC)	√		General Manager		√
MEFIC Capital	√		Chief of Funds		√
National Arab Investment Company	√		Research Analyst & Senior Fund Manager		√



Board Meetings and Attendance Record

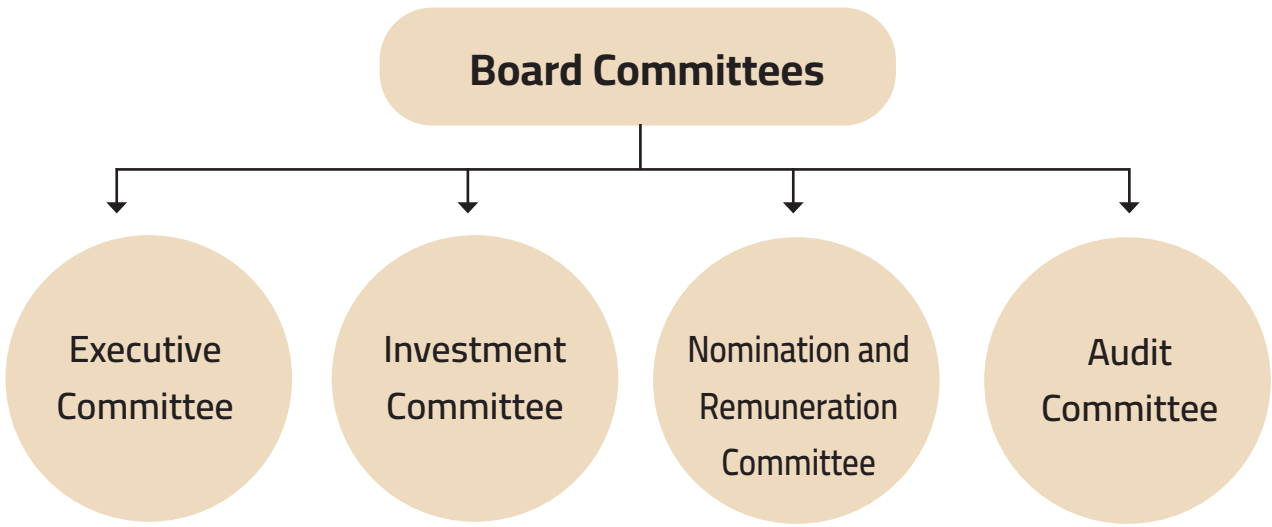
Maharah Board of Directors held four meetings during the fiscal year 2023G. The table below shows the number of meetings and Board attendance record during the year:

S	Name	Position	First Meeting	Second Meeting	Third Meeting	Fourth Meeting
			Meeting Date 6/3/2023G	Meeting Date 22/5/2023G	Meeting Date 27/8/2023G	Meeting Date 3/12/2023G
1	Sulaiman bin Abdulaziz Nasser Al Majed	Chairman of the Board of Directors	Attended	Attended	Attended	Attended
2	Abdullah bin Sulaiman Al Amro	Vice Chairman	Attended	Attended	Attended	Attended
3	Sulaiman bin Nasser Al Hatlan	Board Member	Attended	Attended	Attended	Attended
4	Saud Bin Nasser Al Shathri	Board Member	Attended	Attended	Did Not Attend	Attended
5	Abdullah bin Abdulaziz Al Majed	Board Member	Attended	Attended	Attended	Attended
6	Abdulaziz bin Ibrahim Al Nowaiser	Board Member	Attended	Attended	Attended	Attended
7	Ahmed bin Saleh Al Homaidan	Board Member	Attended	Attended	Attended	Attended
8	Khaled bin Abdulrahman Al Khodairi	Board Member	Attended	Attended	Attended	Attended
9	Saleh bin Abdullah Al Hanaki	Board Member	Attended	Attended	Attended	Attended
10	Ali Faqihi Damati	Board Member	Attended	Attended	Attended	Attended
11	Abdullah bin Abdulrahman Al Rebdi*	Board Member	N/A	N/A	Attended	Attended

* Membership started on 15/6/2023G

5-Board Committees

It is a group of Committees formed by the Board of Directors, or elected by the General Assembly, for the purpose of assisting the Board to perform its duties, where the following Committees are the Committees of the Board of Directors of Maharah:



The following are some of the general principles and rules related to Board Committees:

- The Board of Directors has the right to establish any number of committees that it deems necessary to achieve effective governance and supervise the Company's operational processes, while specifying their powers, objectives, and reporting mechanisms.
 - The number of each Committee Members ranges between 3-5 Members.
 - The Board Committees shall include a sufficient number of Executive, Non-Executive, and Independent Board Members. The Chairman of the Board of Directors may be a Member of Board Committees, except for the Audit Committee, and may not be the Chairman of the Nomination and Remuneration Committee.
 - Each of the Board Committees shall be responsible before the Board in relation to its activities. However, such responsibilities shall not exempt the Board from its liability for such activities,
- duties, and authorities which it delegates to its Committees.
 - The Board shall follow up the work of the Committees periodically, and the Committees shall periodically inform the Board of their work and decisions (quarterly report).
 - The Board annually reviews, approves, or amends the powers of its Subcommittees, to ensure that such powers conform continuously to the objectives for which they have been established.
 - Furthermore, the Board Committees shall submit annual reports to the Board, which shall include the Company activities, results of operation, decisions, and recommendations.
 - The Board Committees may seek the assistance of external, professional and independent advisors, and may request support from the employees at all functional levels inside the Company to
- assist the Committees to carry out their duties.
 - Whenever necessary and subject to an invitation by the Committee Chairman, the External Advisors, some of the Managers and the Senior Management Team Members may attend the Committee meetings together with its Members and the Secretary.
 - The Board Committees shall have the right to full access to all employees, work locations, records, systems, and legal advisors in order to carry out their responsibilities.
 - In addition, the Audit Committee shall be liable for the implementation of its roles and responsibilities before the General Assembly. The Audit Committee shall also prepare and submit an annual report on its activities to the General Assembly.

