



Annual Report 2022

Years





“ My primary goal is to be an exemplary and leading nation in all aspects, and I will work with you in achieving this endeavour. ”



The Custodian of The Two Holy Mosques

King Salman bin Abdulaziz Al-Saud

may Allah protect him

“ We are confident about the Kingdom’s future. With all the blessings Allah has bestowed on our nation, we cannot help but be optimistic about the decades ahead. ”



His Royal Highness Prince

Mohammed bin Salman bin Abdulaziz Al-Saud

Crown Prince and Prime Minister



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The Board of Directors Members



Eng. Abdulaziz bin Fahd Al Khayyal
Chairman of the Board



Mr. Ali Mohammed Al-Saflan
Vice Chairman



Mr. Ahmed Abdulrahman Al Mohsen
Board Member



Mr. Bakr Abdulrahman Al Muhanna
Board Member



Mr. Turki Abdullah Al Jawini
Board Member



Mr. Raed Abdullah Al Tamimi
Board Member



**Mr. Saad Abdulaziz
Suleiman Al-Hogail**
Board Member



Dr. Mohammed Hamad Al Kathiri
Board Member



**Mr. Ibrahim Hamad Abdullah
Al-Rashed**
Board Member



**Eng. Abdulrahman bin Abdulaziz
bin Sulaiman**
Board Member & CEO



Eng. Abdulaziz bin Fahd Al Khayyal

Chairman of The Board

Chairman's Message

**Honorable, GASCO Shareholders,
Dear Colleagues,**

With the development underwent by Kingdom of Saudi Arabia we are witnessing, the unprecedented advancement in all domains; under the ambitious "Saudi Vision 2030" and the devoted support to the commercial and industrial sectors by our Wise Leadership, we seek to formulate the robust relationships and work in a competitive market that ensures logistics sustainability and operation's efficiency that achieve the highest standards of customers' satisfaction.

In 2022, we witnessed an important transformation in liquid petrol gas due to the issuance of relevant rules and regulations. Also, at the Company's level, when GASCO's plan was released announcing the separation of Transportation and Distribution activities into independent companies in commensuration with relevant rules and regulations, which expected to enable the Company to continue scoring further revenues and profits growth.

Because "Safety First", GASCO has made its investments in safety and security matters by upgrading the early-warning and fire extinguishing systems at the Company's facilities as well as upgrading the Company's transport and distribution fleets. GASCO continues on applying the practical emergency drills with the involvement of relevant authorities.

GASCO has invested all its energies, capabilities and reinforced its comprehensive development plans by launching initiatives, concluding contracts and implementing projects to its various sectors aiming at increasing production, raising both of operational efficiency and the level of services and applying the best international practices.

On human capital regard, Saudization rate within the Company reached 90% at the Senior management and the rate reached 87% at the executive and middle managements levels in a healthy working environment for

GASCO's employees. The Company has also been awarded the "Best Place to Work, 2022 Prize".

In the context of Digital Transformation, the Company is continuing its harnessed efforts on various initiatives which were expected to have positive impact manifested in the level of gas cylinders' and on wholesales customers' services. In addition to that, GASCO has worked on strengthening the cyber-security.

Finally, for myself, on behalf of my -colleagues- members of the Board of Directors and on behalf of GASCO's employees, I extend my thanks and appreciation to the Custodian of the Two Holy Mosques, King Salman bin Abdulaziz Al Saud and to His Royal Highness, Crown Prince, Mohammad bin Salman bin Abdulaziz for their generous care and support for our Country and Citizens as well as to the appreciation be conveyed also for the Ministry of Energy for its tremendous provided support for liquid petrol gas sector in general and for the Company in particular.

Also, Thanks is extended to the shareholders for your valuable trust. I wish to the Company continuous success and the best of luck.



Eng. Abdulrahman bin Abdulaziz bin Sulaiman

Chief Executive Officer

CEO's Message

Dear Shareholders,

I am pleased to submit to you the Annual Report for 2022, in which we present the Financial Performance of the most important work and activities and the Financial Performance of the Company. Whereas revenues of the current financial year 2022 reached 9% of last year. Although the revenue growth is mainly due to the increase in gas selling prices (the company's profits were not affected as a result of the price increase). Despite the decrease in investment returns, the company achieved growth in net profits by approximately 6%.

In 2022, the Company filled more than 105 million cylinders with 21 liters capacity in all its stations with an increase of 5% and has rehabilitated and maintained nearly 1,5 million cylinders of the same capacity. The Company delivered more than 700 million liters of gas to its customers an increase of 13% in 2021. While the total quantity of received gas from Aramco reached 2,465 million liters that were transported to the Company's stations by nearly 600 tanker vehicles prepared for this purpose.

In addition to the growth in its revenues and profits that has achieved, GASCO has translated its efforts to apply the quality concept in its operational activities and its customers' service. Whereas the company was awarded ISO 9001:2015 certification and (Digital Class - Oil & Gas) award in the Middle-East, Technology Excellence Awards for 2022 for Digital Purchase Platform.

The number of wholesale gas customers served during 2022 has reached 350 thousand customers around the Kingdom and the Company was able to meet more than 70% of requests within 72 hours.

GASCO has developed its channels and digital applications as well as was keen to increase the quality of provided services. In addition, it has activated Main Control Room for receiving requests around the Kingdom, which affects on increasing the performance to meet the customers' ambitions.

In Safety and Security domain, there are not been serious injuries or fire accidents have

been reported in 2022 at all locations of the Company. The Company's Integrated Security System Project for Riyadh station has been completed as well as updating the Fire Extinguisher and Fire Protection System in each of Qassim and Khamis Mushait. In addition to the Industrial Security Center was activated, the protective maintenance operations was continued for the production lines and the facilities stations filling and applying security standards on the work site.

In order to enhance the efficiency and capabilities of the company's employees that will ensure the effective and high-quality performance of tasks and responsibilities, GASCO has launched the "GASCO Digital Academy" aiming to train its employees within the approved training and development plan for human cadres. There were 15,626 training hours provided to 1,600 trainees during the year by conducting 56 training courses internally and externally.

GASCO has also continued to pursue the social responsibility aspect by holding various events and implementing several initiatives, including the initiative to support Children with Disability Association, provide financial support as a contribution to the children's drawings as well as support the talented "Mawhiba". In addition to support several of charities organizations across the Kingdom and support dialysis project. GASCO had participated in various conferences and exhibitions, signed cooperation agreements with relevant agencies and activated international days and national occasions.

Finally, I would like to express my appreciation to the Custodian of the Two Holy Mosques, his Crown Prince, and the Minister of Energy. In addition to the Chairman and the Members of the Board of Directors and all relevant government authorities for their support of the sector in general and for

GASCO in particular. Thanks also conveyed to my fellow colleagues and Company's employees for their efforts. I Ask Allah Almighty to preserve and sustain our country's security and prosperity.

Who We Are:

We deliver safe, reliable and high-quality gas solutions to our customers, create sustainable value for our shareholders, take care of the environment and community, contribute to our nation's economy while providing a healthy working environment for our employees.

About GASCO:

National Gas and Industrialization Co. (GASCO) was incorporated in 1963 G (1383 H), via the merger of National Gas Company in Dammam and Saudi Manufacturing and Gas Company in 1975 G (1395H). GASCO has become a leading company in manufacturing Liquefied Petroleum Gas (LPG) all over the Kingdom of Saudi Arabia.

GASCO follows the latest international standards in delivering LPG reliably and safely from its developed and modern facilities to all KSA areas. Furthermore, GASCO seeks to provide distinguished operations and innovations in energy field.

Vision, Mission and Values:



Vision:

Our vision is embedded in our ambition to be the leading company in the area for delivering gas solutions and to contribute to the sector's growth and increase creation therein.



Mission:

We rely on our unique capabilities and resources, effective processes, superior talent and relentless focus on our customers to be at the forefront of our industry. We firmly believe in developing the sector through strong partnerships in a fair competitive environment.



Values:

Safety First:

Our first and foremost product is safety. We do not compromise on the safety of our people, our customers and the environment around us at all times through the vigilance and proper adherence to procedure.

Customer Centricity :

We take pride in focusing on serving our customers by anticipating their needs and acting in their interest. We deliver high quality, reliable service with a smile.

Excellence:

We outperform ourselves in every task. We rely on our processes to deliver high-quality products and services. That is the GASCO way!

Ownership:

We are passionate about what we do. We commit and take full responsibility for the results of our work, and take the initiative to always do the right things.

Innovation:

We continuously find new ways to bring value to those around us, improving the way we serve our customers. We find ways to improve and enhance the quality of our operations efficiently and effectively.

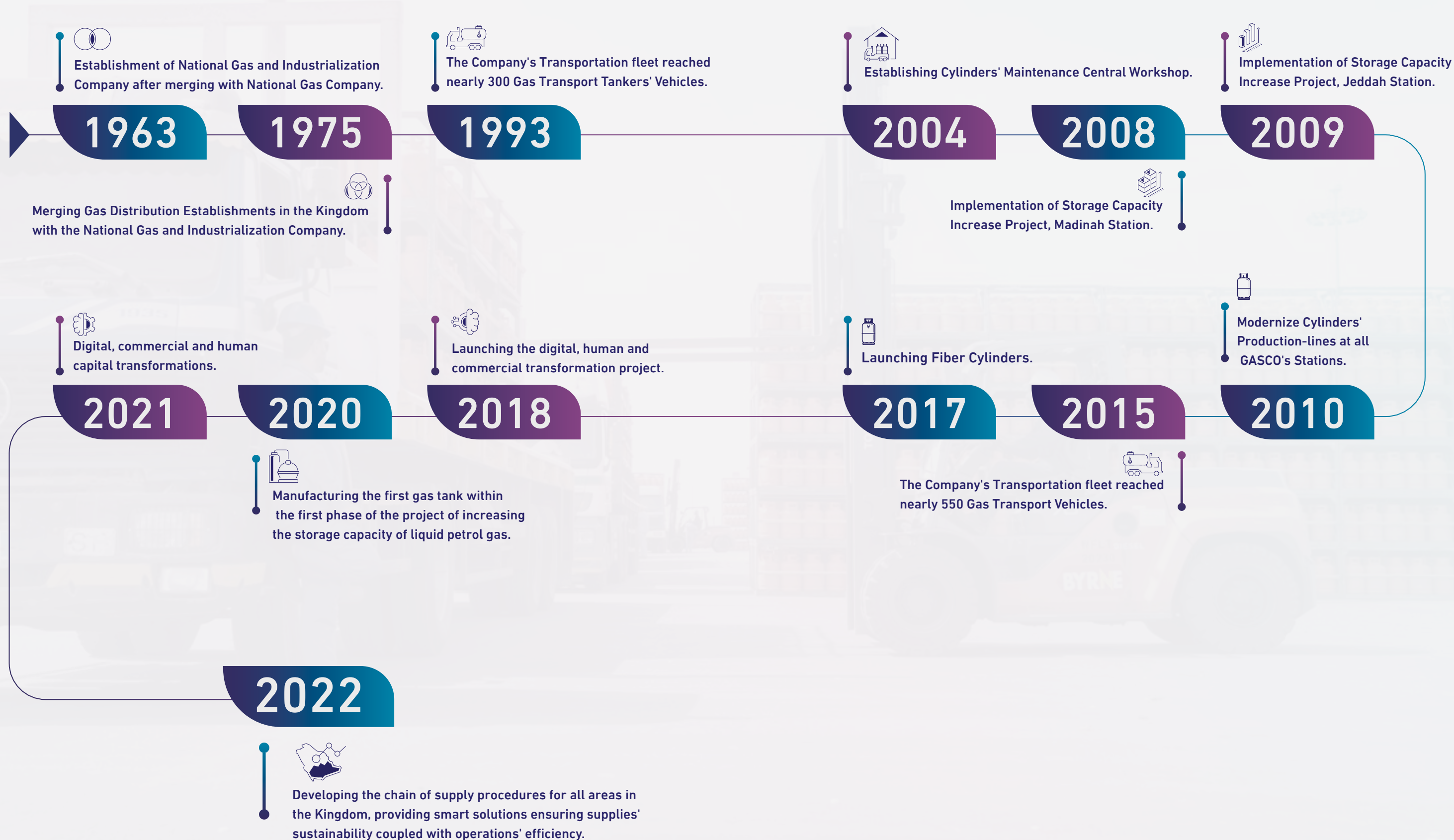
Integrity:

We believe in trust; fair dealings; respect for others; building and nurturing relationships for the long-term; standing up against misconduct.

Teamwork:

We achieve more by collaborating with each other. Through cooperation, every challenge we face will become easier to overcome.

Historical Stations on GASCO March



GASCO's Activity:

GASCO's activity is represented in performing all business related to utilization, industrialization, purchasing, selling, marketing, distributing and transporting gas of all kinds and derivatives, in addition to industrial gas inside and outside the Kingdom, includes the following

- 01 Maintain networks and gas units and accessories.
- 02 Transfer goods and luggage for payment on the Kingdom land roads.
- 03 Manufacture, purchase, sell, transport and market of petroleum, chemicals, petrochemicals, glass, car spare parts and equipment.
- 04 Establish petroleum-services and maintenance of vehicles and equipment centers.
- 05 Participate in energy production, water treatment and environmental services.
- 06 Invest in selling and purchasing real estate.





01.

Financial Performance

The Financial Performance for GASCO during the Financial Year 2022



The increase in net profit by 13 million riyals is mainly due to;

- An increase in the gross profit by 24 million riyals as a result of increasing revenues and decreasing in operating expenses by 10 million riyals. In addition to result of some initiatives the company contributed in to improving operating efficiency and reducing costs, including the early retirement program for workers.
- An increase in other revenues by 29 million riyals, mainly due to the auction of some fixed assets.
- A decrease in financing costs by 3 million riyals as a result of repaying a large part of the Saudi Industrial Development Fund loan.

Despite the decrease in;

- Investments revenues by 42 million riyals represented mainly by re-evaluation of investment funds and distributions of dividends received from the National Industrial Gases Company
- The share in the results of the associate companies' operations is 11 million riyals.

The Company's Financial Performance for the last Five Years:




Working Capital (in million Riyals):

Statement	2022	2021	2020	2019	2018
A) Current Assets	593	616	709	573	295
B) Current Liabilities	465	348	395	344	248
Working Capital (A) – (B)	128	268	314	229	47

Statement of Financial Position (in thousand Riyals)

Items	2022	2021	2020	2019	2018
Assets					
None Current Assets					
Properties, machines and equipment	787,307	717,545	633,970	605,271	615,918
Intangible Assets	36,479	31,919	33,148	32,290	23,829
Real Estate Investments	33,442	34,342	34,353	34,494	34,494
Right to Use Assets	19,723	1,495	3,402	5,461	-
Investments in Affiliate Companies	89,760	87,899	80,270	79,289	78,946
Investments in Shareholders' Equity Tools held at Fair Value thru Comprehensive Income	654,996	701,835	678,074	787,538	1,017,286
Investment in Property Rights Title Devices at amortized Cost	184,016	146,500	129,995	-	-
Total None Current Assets	1,805,723	1,721,535	1,593,212	1,544,343	1,770,473
Current Assets					
Investments in Shareholders' Equity Tools held at Fair Value thru Profit and Loss Statement	132,357	199,154	179,498	169,115	-
Investments in property rights title devices at amortized costs	30,000	101,067	-	-	-
Net Inventories	163,393	162,046	157,749	166,697	202,709
Receivables, Net	30,775	31,149	45,482	38,594	15,276
Advanced Expenses and other Assets	60,405	59,664	49,078	40,967	38,461
Cash and Quasi-Money	175,852	63,368	277,111	157,610	38,436
Total Current Assets	592,782	616,448	708,918	572,982	294,881
Total Assets	2,398,505	2,337,984	2,302,129	2,117,325	2,065,354

Items	2022	2021	2020	2019	2018
Liabilities and Shareholders					
Shareholders' Equities					
Paid-Up Capital	750,000	750,000	750,000	295	295
Statutory Reserves	225,000	225,000	225,000	248	248
Contractual Reserve	-	-	-	47	47
Retained Earnings (accumulated losses)	295,832	250,183	143,041	(124,216)	(9,780)
Unrealized Profits(losses)	464,131	510,971	487,209	668,339	637,969
Total Shareholders' Equity	1,734,963	1,736,154	1,605,250	1,564,674	1,648,740
None Current Liabilities					
Loans from the Saudi Industrial Development Fund (SIDF)	72,725	112,344	143,642	-	-
Lease Liabilities	14,957	659	2,242	4,699	-
Specific Employees' Benefits Commitments	110,957	140,601	156,481	203,602	188,400
Total None Current Liabilities	198,639	253,604	302,365	208,301	188,400
Current Liabilities					
Trade PayablesTrade Receivables	215,973	133,783	111,758	96,232	147,793
Rent Liabilities	5,251	1,781	2,309	2,271	-
Expenses due and other Current Liabilities	153,370	124,966	162,688	161,266	70,068
Financing the Saudi Industrial Development Fund (SIDF)	-	-	32,000	-	-
Legal Zakat Provisions	90,308	87,695	85,760	82,981	11,020
Total Current Liabilities	464,902	348,226	394,515	334,350	228,881
Total Liabilities	663,541	601,830	696,880	552,651	417,281
Total Shareholders Equities and Liabilities	2,398,505	2,337,984	2,302,129	2,117,325	2,066,021

	2022	2021	2020	2019	2018
 Total Assets	2,398,505	2,337,984	2,302,129	2,117,325	2,065,354
 Total Liabilities	663,541	601,830	696,880	552,651	436,593
 Total Liabilities and Shareholders' Equity	2,397,605	2,337,984	2,302,129	2,117,325	2,065,354

Statement of Comprehensive Income (in thousand Riyals):

Items	2022	2021	2020	2019	2018
Revenues	2,080,209	1,904,226	1,963,042	1,922,558	1,901,941
Revenues Cost	(1,801,580)	(1,649,469)	(1,740,534)	(1,679,636)	(1,667,637)
Total Activity Profit	278,629	254,757	222,508	242,922	234,304
Selling and Distribution Expenses	(76,617)	(88,081)	(87,528)	(90,035)	(56,743)
Managerial Expenses	(98,306)	(94,483)	(93,019)	(117,934)	(91,738)
Credit Loss Allocation	4,260	1,338	(2,108)	(7,582)	(1,175)
Operational Profit	107,966	73,531	39,853	27,371	84,648
Investments' Revenues – Associate Companies	2,875	13,430	6,516	5,484	4,180
Net, other Investments' Revenues	87,669	129,589	92,177	105,470	28,545
Financial Costs	(6,201)	(9,034)	(6,045)	(249)	(32,977)
Other Revenues	36,805	8,111	17,091	6,941	9,607
Reduction in Real Estate Investments Values	-	(11)	(141)	-	-
Net Profit before Legal Zakat	229,114	215,616	149,451	145,018	94,004
Legal Zakat Provisions	(15,050)	(14,252)	(12,559)	(35,575)	(4,110)
Net profit per year	214,064	201,364	136,892	109,785	89,893
Comprehensive Income at the end of the Year					
Items that will not be re-classified as Profit or Loss at later periods;					
Profits from Re-Quantification of Specific Employee Benefit	26,586	(472)	(13,779)	(12,374)	13,022
Net Change in Fair Value of Investments in Shareholders' Equity Tools held at Fair Value through other Comprehensive Income	(46,840)	23,762	(122,380)	33,844	129,838
Comprehensive Income at the end of the Year	(20,254)	23,290	(136,159)	21,470	142,860
Total Comprehensive Income of the Year	193,810	224,654	733	130,913	232,754

	2022	2021	2020	2019	2018
Revenues	2,080,209	1,904,226	1,963,042	1,922,558	1,901,941
Revenues Costs	(1,801,580)	(1,649,469)	(1,740,534)	(1,679,636)	(1,667,637)
Sales and Distribution Expenses	(76,617)	(88,081)	(87,528)	(90,035)	(56,743)
Managerial Expenses	(98,306)	(94,483)	(93,019)	(117,934)	(91,738)
Credit Loss Allocation	4,260	1,338	(2,108)	(7,582)	(1,175)
Legal Zakat	(15,050)	(14,252)	(12,559)	(35,575)	(4,110)

Statement of Cash Flows (in thousands of Riyals)

Items	2022	2021	2020	2019	2018
Net Operational Cash Flow	380,661	126,043	111,397	209,741	157,712
Net Investment Cash Flow	(27,468)	(174,763)	(159,575)	101,931	(110,860)
Net Financial Cash Flow	(240,710)	(165,022)	167,179	(192,499)	(118,410)
Net Change in Cash Flow	112,483	(213,743)	119,001	119,174	(71,559)
Cash and Equivalent at the Beginning of the Year	63,368	277,111	157,610	38,436	109,995
Cash and Equivalent at the End of the Year	175,852	63,368	276,611	157,610	38,436
	2022	2021	2022	2019	2018
Marginal Total Profit	%13	%13	%11	%13	%12
Marginal Net Profit	%10	%11	%7	%6	%5

Year	Share's Net Book Value	Price-Earnings Ratio
2022	23.13	18
2021	23.14	20
2020	21.40	17
2019	20.86	21
2018	21.98	23

Revenues:

GASCO and affiliates Companies' Main activities Revenues, the geographical analysis and its effect on the Company's business and its contribution to results:

Product	Activity Revenues	Percentage
Gas Sales	1,934,987	93.0 %
Cylinders Sales	58,879	2.8 %
Tanks Sales	35,840	1.7 %
Sales of Installation Tools and other Activities	10,131	0.5 %
Other Revenues	27,273	1.3 %
Revenues from Cages	5,741	0.3 %
Commercial Projects	8,261	0.4 %
Sales Returns	(903)	0.0 %
Total	2,080,209	100.0 %

Revenues for 2021-2022 years after deduction of sales returns as per the following geographic distribution (in thousands of Riyals)

Branch	2022	2021
Riyadh	517,440	566,374
Jeddah	448,067	161,014
Dammam	327,245	165,992
Abha	255,517	109,332
Qassim	224,028	670,502
Al Madinah	202,344	622,581
Taif	91,658	409,38
Riyadh Transport	10,520	036,9
Public Administration	3,389	201,3
Total	2,080,209	1,904,226

Subsidiary Company:

A subsidiary company owned by 100% (one person company) under the name of Gas Solutions Company.

LPG, developing products and GAS Solutions Company with 5,000,000 Riyals Capital, specialized in constructing, building, and maintaining networks and LPG tanks.

Investment in Associate Companies:

Companies into which GASCO owns 30% or more of its Capital as follows:

1. The Saudi Gas Cylinder Factory (ENAGAS) – Closed Joint Stock Company



863,995 Shares

the number of shares owned by GASCO

The Saudi Gas Cylinder Factory (ENAGAS) – Closed Joint Stock Company

The Saudi Gas Cylinder Factory was established in the Kingdom of Saudi Arabia in accordance with companies' law under the commercial registration number 1010029561 dated 30/04/1400 H.

The Factory undertakes the manufacturing of gas cylinders according to industrial permit number 682/S dated 15/05/1418 H. Financing for the manufacture of cylinders, tanks and dry powder fire extinguishers totals to 92.13 million with less than 25% paid-up.

The Company's form was changed from Limited Liability into closed Joint Stock based on ministerial decision number 239/K dated 14/07/1430 H.

The share capital adds up to SR: 23 million, consisting of 2,300,000 ordinary shares with the nominal value of 10 Saudi Riyals each. Total shares owned by GASCO are equal to 863,995, which constitutes 37,57% of the Company's share capital. The Company has not issued any debt instruments.

No.	Activity's Description	Activities' Revenues (in thousand Riyals)	Percentage	Head Office
1	Gas, cylinders production	19,733	51 %	Riyadh
2	Gas, tankers production	19,255	49%	
Total		38,988	100%	

2. National Gas Distribution in Riyadh – Listed Joint Stock Company



1,750,000 Shares

the number of shares owned by GASCO

The National Gas Distribution Company was established in the Kingdom of Saudi Arabia in Riyadh in accordance with commercial registration number 1010160762, dated 02/05/1421 H, i.e. 20/08/2000.

The Company's activities comprise purchasing of natural gas from Saudi Aramco and establishing a distribution network to deliver the gas to current and future industries in the Second Industrial City of Riyadh.

The Company operates and maintains the gas pipeline distribution network to customers as per permit number (1), 1423 H issued by the Ministry of Energy, Industry and Mineral Resources, and industrial permit number 5358/S dated 23/7/1432 H. In May 2022, the company was listed in the growth market.

The Company's declared and subscribed share capital is equivalent to SR 50 million, divided into 5 million ordinary shares with a nominal value of 10 SR each. Total paid up capital totals to 2,500,000 shares, equivalent to SR 25 million. GASCO owns 1,750,000 shares in the National Gas Distribution Company, which is equivalent to 35% of total shares capital of SR 50 million. The Company has not issued any debt instruments.

No.	Activity's description	Activities' Revenues (in thousand Riyals))	Percentage	Head Office
1	Natural gas selling	91,004	100%	Riyadh

3. East Gas Company-Limited Liability Saudi Company



East Gas Company was established in the Kingdom of Saudi Arabia in Dammam as a closed joint stock company "with limited liability" under commercial registration No. 2050048153 issued in Dammam on 2 Rabi AlThani 1426H (i.e 10/5/2005). The company has a branch operating under commercial registration No. 2050104225 dated on 26 Safar 1436H (i.e 18 December 2014). During 2022, the shareholders decided to transfer the company from a limited liability company into a closed joint stock company and were granted ministerial approval for the official announcement of the transformation on 14 Rajab 1443H(i.e 15 February 2022).

The Company's share capital consists of 40 million Saudi Riyals divided into 4 million shares with 1,400,000 shares owned by GASCO are 35% of the Company's share capital.

The company's activity is engaged in the activities of extension of oil and gas pipelines, manufacture of electricity, gas, or water meters, distribution of gas fuels by pipes, and operation of dry gas distribution network under license No. (5S-T-) dated on 9 Sha 'ban 1436H (i.e 13 September 2005) issued by the Ministry of Petroleum and Mineral Resources, currently known as "Ministry of Energy ". The company is also engaged in the maintenance and operation of industrial facilities, the purchase of dry gas from Saudi Aramco or other suppliers, and the wholesale trade of gas tools and equipment. The Company had two agreements for 20 years with Aramco under them to Supply dry gas networks in the Second Industrial City of Dammam and operate and maintain the Gas Transfer Counter Facility, as per the terms and conditions of the two agreements.

The Company's operations for the production of liquid fuel (refinery products) are operated under license No. 411102104884 dated on 27 Shawwal 1441H (i.e 19 June 2020) issued by the Ministry of Industry and Mineral Resources.

The registered address of the Company is M.B 15662, 2nd industrial city, Dammam, 31454, Kingdom of Saudi Arabia.

1,400,000 Shares

The number of shares owned by GASCO

Activity description	Activity returns (thousand Riyals)	Percentage	Head Office
Maintenance and operation of dry-gas distribution network	100,534	100%	Dammam

GASCO's Investments:

1. National Industrial Gas Company (Gas):

A limited liability Saudi Company established in the Kingdom of Saudi Arabia in accordance with commercial register number 2055001171 dated 24 Rajab, 1403 H (i.e 07/05/1983). The Company has become operational on 1st of August, 1985.

The Company's main activities consist of production of industrial gases and distribution for gases to various major industries. The Company share capital consists of 248,000 shares totaling 248 million Riyals and it is subsidiary to the Saudi Basic Industries Corporation (SABIC) that owns 70%, while GASCO owns 9% of the Company capital.



9%

The owned percentage for GASCO

2. Arabian United Float Glass Company:

Registered as a Saudi Closed Joint Stock as per ministerial decision number 157 on 02/06/1427 H (28/06/2006) and under Saudi commercial register number 1010221369 issued in Riyadh on 20/06/1427 H (i.e 16/07/2006).

The Company is engaged in the activities of wholesale and retail of the Company's products, in addition to import, export and acquisition of constructions and properties as well as construction of buildings, manufacturing of float glass and conducting of research and development in glass manufacturing requisites.

The Company's share capital is equivalent to 243 SR million, comprised of 24,325,147 ordinary shares of which GASCO owns 2,677,819 shares that is equivalent to 11.01% of share capital.



11.01%

The owned percentage for GASCO

Invested Properties:

Property	City	Space in sq meters	Net Book Value as in 31 Dec. 2022
King Fahad Road, intersection with Mousa bin Nasir Street Crossroad - Property	Riyadh	14912	25,164,160
King Fahd Road, Imam Faisal bin Turki Street Crossroad-Property	Riyadh	789	2,021,692
Sulaimaniya, Abu Bakar Al Razi Street-Property	Riyadh	6750	3,510,000
Al Marba Street-Property	Riyadh	684	1,427,320
Al Marba Street-Property	Riyadh	800	668,000
Al Dahi Street- Buraidah - Land	Qassim	20000	441,000
Hai'l / South to Al Dab'a - Land	Hai'l	90000	210,000
TOTAL			33,442,172

Other investments:

The Company's other investments are focused on income bond, money funds, structured financial instruments and investment funds in initial public offerings of shares and others.





02.

Operations Sector

the productivity
of filling stations is
400 thousand
cylinders daily

1. Stations Operation's Management:

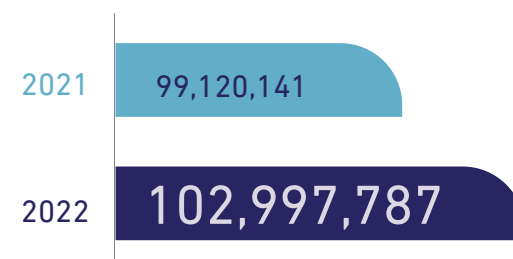
Operations' sector undertakes management and operation of filling stations spread in the Kingdom (7 stations in: Riyadh, Jeddah, Dammam, Khamis Mushatt, Qassim, Madinah and Taif. In addition to cylinders' rehabilitation station in Riyadh. Class 11 Kgs capacity cylinders will be re-filled at filling stations with the productivity that reaches more than 400 thousand cylinders daily as per the highest standards of quality and performance. Also, at the filling stations there are tanks for storage of liquid gas of 39,900 cubic meters, total capacity. Liquid Petrol Gas is available via ARAMCO refineries in the Kingdom by transporting gas onboard specific tankers for this purpose where filling stations were provided with areas for handling gas through which the liquid petrol gas will be received in addition to loading gas distribution tanker-trucks for this purpose.

The operations' sector devotes topmost importance for conducting protective maintenance of production lines and filling stations, applying safety procedures on the job-site.

2. Operation:

In 2022, more than 100 million, 11 Kgs, capacity cylinders were filled in all its seven stations.

Number of filled cylinders



3. Maintenance and Rehabilitation of Cylinders:

With a view to preserve the quality of service and continuously adhere to safety measures, GASCO works on rehabilitating and conducting maintenance for gas cylinders at the Company's central workshop. Since its establishment in 2004, the Company has successfully rehabilitated and maintained more than 19 million cylinders. In 2022, GASCO rehabilitated and maintained 1.4 million, 11 Kgs – capacity cylinders. The workshop has maintained Hythar fiber cylinders and rehabilitated more than 70,000 fiber cylinders.

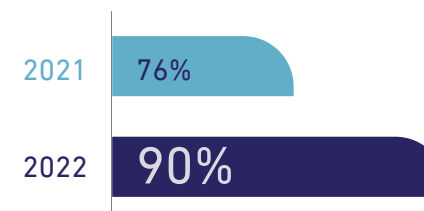
rehabilitated
and maintained
19 +
million cylinders

4. Customers' gas-filling service:

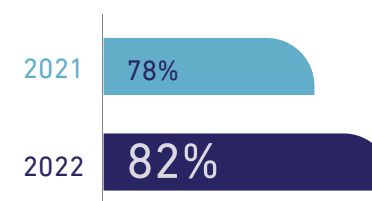
The Company has delivered more than 650 million gas cylinders to its customers during the year 2022 as the Company was keen on elevating service quality delivered, where orders percentage delivered in two days of the total orders in the cities in 2022 were 90%. The main reception control room was activated to receive customers' requests in all areas of the Kingdom and for enhancing scheduling and operations' processes which have had their effect in increasing operational performance.

Year	Number of orders by tanker-vehicles' distribution	Percentages of orders implemented in two days within 50 Kilometers range	Percentages of orders implemented in four days of 50 Kilometers range
2021	339,000	76 %	78 %
2022	352,000	90 %	82 %

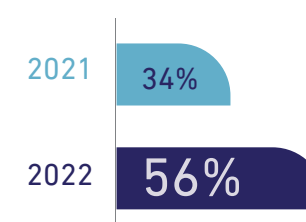
Percentages of orders implemented
in two days within 50 Kilometers range



Percentages of orders implemented
in four days off 50 Kilometers range



Percentages of orders implemented
in one day within 50 Kilometers range



Deliver
+620
million liters
to its customers
during 2022

5. Gas Distributors' Relations Sector:

- 18 new retail outlets in 2022 were added in a number of the Kingdom cities.
- Availing of fiber cylinders in 72 new retail outlets.
- Increase in fiber cylinders sales with 15% than in 2021.
- An increase in retail sales with 84% than in 2021.
- Achieving revenues of 4.7 million Riyals in the National Day's offers of fiber cylinders.

6. VIP Customers' Relations Sector:

- Requote (re-pricing) of propane, butane and mix-materials' products project, which made financial effect of 5,634,953 Riyals during one year.
- Expanding of VIP segment and VIP class by adding new customers to the section, 280 accounts.
- Establish and launching of scheduling of VIP requests accounts automatically activated, average of 48,000 requests during the year.
- Reduction of VIP customers' complaints with 60% compared with the year 2021.
- Continuous communication with customers and conducting more than 250 visits during the year.
- Restoring (return of) 3 customer-contractors to deal directly with GASCO.

7. Projects implemented thru the year 2022 :

a) Viewing customer's location Project via the application:

Whereas the number of remote viewings has reached 9,531 views with 1,429,650 Riyals return and with reduction in service's duration to one day, in contrast with former viewing where some of those viewings took more than 8 days.

b) Launching fast-filling Project:

c) Activation of SCADA System on all filling lines at the Company's stations to increase operational efficiency.

d) Installation of cylinders-washing equipment on all Company's stations and cleaning of more than 70.000.000 cylinders during the year 2022.

8. Future Plans:

- Preparation of handling areas for the entering of a third party.





03.

Institutional Development sector

A) Strategy Management Office;

In order to achieve integration between effective investment in gas sector and preserve the environment as well as to achieve GASCO's vision to be the leading company in gas solutions in the Middle East that led the sector growth toward excellence and innovation. In addition to its mission to provide safe, reliable and high-quality gas solutions to its customers, provide sustainable value to its shareholders, care for the environment and society, active contributor to the Kingdom's economy, a healthy work environment for its employees and firm belief in continuous development by forming strong partnerships in a fair competitive environment. Therefore, in 2017 GASCO launched its comprehensive development strategy that contains four strategic transformation programs to support the pillars of the strategy and achieve its vision. They are as the following;

First; Operational Excellence Program;

It aims to make GASCO a center in the area that supports development and innovation as well as provides smart solutions that ensure the sustainability of supplies and operational efficiency.

Second; Commercial Transformation Program;

It aims to provide the best services and solutions required by the gas market in the Kingdom as well as works in a competitive market that achieves the highest levels of customer satisfaction.

Third; Digital Transformation Program (Afaq);

It aims to automate all procedures and processes of all the company's sectors.

Fourth; Human Capital Transformation Program;

It aims to raise the efficiency and capabilities of the company's employees to ensure the performance of tasks and responsibilities effectively and with high quality. Also, the program aims to attract national competencies that are able to contribute to the development process by following the best professional practices.

Moreover, GASCO worked on a package of projects that aimed to develop and improve its facilities. Whereas the budget of those projects exceeded half a billion riyals through developing the security and safety systems according to the latest standards approved by the Higher Commission for Industrial Security and under its direct supervision as well as by working with the best specialized international and local companies. Another project package aimed to improve and develop the infrastructure and raise the storage capacity in addition to modernizing and developing the fleet of transport and distribution trucks. The company has implemented a set of initiatives and procedures aimed at raising the service level and customer satisfaction by providing high-value products and technical solutions that provide service easily and quickly and achieve direct contact with our customers to improve our products and services.



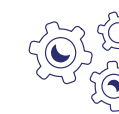
Strategic Pillars

1. Exploiting the available opportunities in the field of liquefied gas.
2. Developing services and associated work with the distribution of liquefied natural gas.
3. Maintaining core business.



Strategic Themes

1. Partnerships and alliances.
2. Investing in assets.
3. Operational excellence.
4. Maximize customers' value-added.



Foundations and Enabling Factors

1. Health, safety, environment and quality.
2. Active participation in shaping the market.
3. Human capacity building.
4. Technology utilizing.



GASCO's Strategic Initiatives

1. Operational excellence.
2. Commercial transformation.
3. Digital transformation (Afaq).
4. Human capital transformation.

B) Data Management and Business Intelligence;

It aims to enhance the importance and the independence of data availability and information to contribute to decision-making to ensure the achievement of GASCO's strategic objectives through;

First; Availability of Data;

This is by automating access to the used databases securely and smoothly.

Second; Data Structure;

This is by processing and collecting data from operational systems and benefiting from them according to the needs of the stakeholders.

Third; Production of executive and periodic reports;

This is by producing related periodic reports to raise operational and financial efficiency and customer satisfaction.

Executive data board

4



Data structure

400



Periodic information board

110



Assess performance

8/10



Used licenses

87



C) Project Management Office;

To achieve the company's strategic objectives and compliance with the legislative authorities' requirements, the company has implemented several projects aimed at developing, improving and protecting its facilities. Whereas the budget of those projects exceeded half a billion riyals. The most important of these projects are;

- 01 Developing security, safety and firefighting systems according to the latest standards approved by the Higher Commission for Industrial Security and under its direct supervision.
- 02 Projects to increase the strategic storage capacity which aims to ensure supply according to international standards and best practices for buried storage.
- 03 Establishing two stations to manage and maintain a fleet of transport and distribution trucks in Jeddah and Madinah.
- 04 Inspecting the company's tanks and issuing the required certificates according to international standards.
- 05 Several projects to improve the internal work environment of the company to raise the efficiency of the employees.

D) Business Development Management;

The management aims to ensure the achievement of the planned strategic objectives and contribute to the continuity of its development as well as discover market sales and service opportunities that are in the interest of providing benefit to GASCO customers and achieving higher profitability for the company through;

- 01 Developing various products of the company and supervising on the implementation of related plans and projects.
- 02 Generating new customers for new products identify potential customers and qualify them for the purchase completion phase.
- 03 Producing ideas, initiatives and activities that help improve business, including raising revenues and growth in terms of expanding business and increasing profitability through building strategic partnerships and making strategic business decisions.
- 04 Preparing and supervising the preparation of market studies and feasibility studies and following-up the relevant recommendations.

Some of the most important initiatives that the management implemented during 2022;

Continuity of work to improve performance and expand the scope of work in the key customers' department after its establishment in 2021 then handing it over to the operations sector. Such a department is concerned with developing the relationship with the company's key customers by establishing a long-term strong relationship that achieves work stability for both parties as well as raises the loyalty and satisfaction of key customers.

Developing additional products for GASCO. Such as; vending machines for LPG cylinders with multiple varieties, including semi-automatic and fully automatic machines, and manual cages.

Managing a project to launch and install electronic systems to monitor remotely LPG tanks in a selected segment of key customers.

Signing agreements and memorandums of understanding with several of local and international companies are in the interest of GASCO and its strategic objectives, such as;

- An exclusive agreement for manufacturing and supply for GASCO with a Saudi company for the manufacture of vending machines for LPG cylinders.
- A memorandum of understanding with Front End Limited Company and Aburi Group to discuss ways of cooperation to partner in develop and operate a modern factory for the manufacture of composite LPG cylinders (fiberglass cylinders).
- A memorandum of understanding with a Saudi company to prepare an economic feasibility study for establishing a factory for producing disposable butane containers.
- A memorandum of understanding with Bahri National Shipping Company to discuss ways of cooperation to partner in establishing a company engaged in land transport and logistics services.
- Signing a memorandum of understanding with Saudi Hot Air Ballooning Club that supports efforts for development and nationalization Hot Air Ballooning in the Kingdom.

The most prominent achievements in this sector;

GASCO was awarded ISO-9001-2015 Certificate which presents the efforts made for applying the concept of quality in its operations and customers' services.



04.

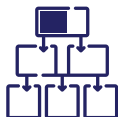

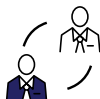
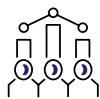





Human Capital



The Human Capital:

The human capital sector plays an important and key role. Whereas it is concerned with human cadres that accomplish tasks, activities and projects which «GASCO» seeks to achieve its goals by following the best professional practices. It also aims to raise the efficiency and capabilities of GASCO employees to ensure performing tasks and responsibilities effectively and with high quality.

The most prominent initiatives and achievements in this sector during 2022 are the following:

	Adjust the organizational structure to achieve "GASCO" strategy, comply with the transformation to keep up its practical needs, face future challenges and seek its goals and raise operational efficiency.
	Designing and implementing a comprehensive talent management framework.
	Design and implement a succession planning project for "GASCO" employees.
	Design and implement incentive policies for operations, sales and customer service employees to improve their productivity and raise operational efficiency.
	Activate SAP System -SAP Success Factors- to automate all human capital operations and provide a distinguished experience for employees.
	Partnership with Knowledge City to operate the "GASCO" Academy.
	Launch the recruitment portal on the website to provide the opportunity for "GASCO" employees to advance their careers as well as attract qualified applicants to apply for suitable jobs.
	Localize several of technical and engineering jobs related to the distribution and transportation of liquid petroleum gas.
	The company won the award for the best working environment for 2022 from Best Place To Work Company, as well as achieved second place in the Kingdom and fourth in the Middle East.

On the side of jobs localization, the percentage reached in the senior management 90% and the executive and middle management was 87%, while the percentage of jobs localization in the company reached 59%. Whereas the number of Saudi employees reached 1055 male and female employees.

On the side of the training and development, «GASCO» allocated this year a budget of seven million Riyals aiming to train its employees on special programs that are concerned with the field of work and general programs that aim to develop their practical skills within the approved training and development plan for human cadres. As «GASCO» provided 15,626 training hours during the year through 56 internal and external training courses.

In addition to the continue benefiting from «Tamheer» program. Whereas it enables the trainees to apply for vacant job opportunities at «GASCO» to hone their skills and provide them with the concepts of work in an educational practical environment that qualify them to excel in «GASCO» or to compete in the labor market.

On the other hand, «GASCO» provided training for many male and female students through the cooperative training program in cooperation with educational institutions to train its students to practice the tasks and specialization subjects during study periods in an actual work environment according to specific rules.

The localization in the company reached

59%

whereas the number of Saudi employees reached

1055

male and female employees

The most important training programs held during 2022:

- Senior Management Team Development Program in a partnership with INSEAD, Stanford and IMD
- Executive Management Development Program in partnership with MIT, Colombia and Tuck Universities
- Project Management Professional(PMP)
- International certificate of Hazardous Materials Transportation
- NFPA program

Social programs for employees:



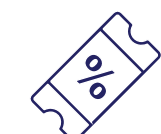
Social Encounters Program:

«GASCO» holds meetings periodically on occasions and holidays in all its branches in the Kingdom aiming to strengthen links between employees and company leaders.



Employee Subsidies Program;

"GASCO" has allocated a program to provide subsidies to its Saudi employees who are prospective marriage, as the subsidies amount reached about 300 thousand Riyals by the end of 2022.



Employee Discount Program:

"GASCO" has provided a package of discounts and offers to employees and their families in partnership with "Wala'a Plus".

05.

Transport Sector



A brief on the Role of Transport Sector:

Transportation sector represents one of the most vital sectors in GASCO. The Company has devoted this sector great concern and worked for its development by increasing and modernizing transportation fleet for increasing the sector's efficiency due to the huge role in supplying the Company's branches with their needs of liquid gas from ARAMCO's gas sources. Also, the Company devotes care and commitments the materials transportation (tanks and cylinders) between the company's branches, distributors and customers. GASCO commits by maintaining it's fleet of tracks and tankers.

Transport sector's achievements up to the end of 2022:

01

Total of the trips reached 135 thousand trips with a decrease of 10% than 2021.

02

Total of the distances covered reached 69 million Kilometers with a decrease of 5% than 2021.

03

Total of the transported gas quantity reached 1233 thousand tons with an increase of 1% than that of 2021, with less trips and less distance total covered compared to 2021.

04

Providing cylinders' transportation and delivery services for distributors in Riyadh, Dammam, Jeddah and Qassim and achieving revenue that exceeded 2.8 million Riyals.

05

Providing delivery of tanks to the Gas Solutions Company customers and achieving revenue of 1.2 million Riyals.

06

Increasing the average tanks of liquefied petroleum gas filling from ARAMC by 10% than 2021.

The most important initiatives during 2022;

- Supplying 81 LPG tanks with a value exceeding 20 million riyals.



An abstract graphic on the left side of the page, composed of several overlapping, curved, purple shapes. These shapes contain white geometric patterns, including lines and squares. Three of these shapes feature a white icon of a person's head and shoulders, suggesting a focus on individuals or a network. The overall aesthetic is modern and corporate.

06.

Corporate Communication Sector

First: Brand and Digital Marketing

Brand and Digital Marketing Achievements:

01

The Company has developed its channels and digital applications on the part of reflecting the commercial identity and content to cope with quality services provided to the Company customers at the various segments and to retailers.

02

The Company has introduced the strongest light weight, fiber cylinders' discount campaigns which cover all areas of the Kingdom.

03

The Company launched diversified, creative, marketing campaigns for introducing and identifying the Company, its services, products and the provided value by the brand in enhancing the awareness of customers.

04

The Company launched a host of interactive and marking competitions during Ramadan and the International Day for Liquid Petrol Gas (LPGday). In addition to launching other competitions during the exhibitions conducted by the Company for which valuable prizes were allocated.

05

The Company launched safety awareness campaigns regarding the use of gas and the proper ways to deal with gas and liquid petrol gas and their subsidiaries. In addition to assuring users that all the products are designed according to the highest standards of quality and safety and as they are certified by the Saudi Standards, Metrology and Quality Organization (SASO).

Second: Communication and Media Sector

Communication and Media Sector Achievements:

First: Participations

GASCO participated in several of conferences and exhibition. They are as follows;

- GCC conference and exhibition for maintenance reliability of laborites, held in Dubai.
- MODON exhibition.
- Qassim Investment Forum.
- Safety and Occupational Health Conference.
- The International Day of Civil Defense Exhibition.
- Safety and Security Exhibition.

In its endeavors to cope with the various national occasions and international days, GASCO was keen to activate these occasions and by participating in them and holding several events. The most important of which are National Day, Foundation Day, International Women's Day and Teacher's Day. In addition to the international days that are associated with health awareness aspects such as; World Health International Day, Children's Cancer International Day and First Aid International Day.



Second; Social Responsibilities:

- Provide winter-clothing with related authority.
- Blood donation campaign.
- Holding an autism awareness workshop.
- Support of King Abdulaziz & his Companions Foundation for Giftedness & Creativity (Mawhiba).
- Offering food for a fasting person campaign.
- GASCO Initiative during Ramadan (prepare several food baskets and distribute them for needy families).
- Visiting DSCA Association and presenting gifts.
- Supporting Soldiers` Clinic Magazine that is under the Medical Services at Ministry of Defense.
- Supporting Charitable Association for Rheumatic Diseases (Huraymila).
- Supporting King Fahd Charitable Foundation for Women (Jazan).
- Supporting Noor Najran Women's Association to serve people with disabilities (Najran).
- Supporting Charity Orphans Care Foundation Ekhaa (Aseer).
- Supporting the Supportive Services Unit under Ministry of Human Resources and Social Development (Makkah).
- Supporting Prince Sultan Rehabilitation Complex/Efaa Association (Eastern province).
- Supporting Social Care House for Elderly (Taif).
- Supporting Social Care House for Elderly (Al Qassim).
- Supporting Social Care House (Al Bahah).
- Supporting Children with Disability Association drawings and signing a cooperation agreement.
- Supporting Renal Dialysis Project in Madinah.
- Supporting Al Birr Association – Joodeskan.
- Involving employees in volunteer work through the National Volunteer Work Platform.
- Supporting DSCA Association and establishing an awareness workshop on Dawn syndrome.
- Supporting Sanad Association Children's Cancer,
- Visiting Children with Disability Association and presenting gifts.
- Supporting Ehsan platform and hosting a honoring ceremony for platform`s supporters.
- Supporting Al Birr Association – Joodeskan.
- GASCO honors student Eilaf Abdullah bin Muaqil, the winner of creativity award 2022 in National Olympiad for Scientific Creativity in Energy filed in hydrogen production.
- Cooperation agreement between GASCO and Children with Disability Association.

Newspapers and Advertisement:

Via Newspapers and Advertisement, GASCO coped with National Occasions and Congratulation to the Wise Leadership. In addition to that GASCO's participation was covered in Exhibition of Projects of Distinguished Cities in the Custodian of the Two Holy Mosques era and displayed through (Nabd- Nabd Al Khaleej) cylinder vending machine Selling Machine..





07.

Technology and Digital Transformation Sector

Summary

The Technology and Digital Transformation division completed a successful year filled with achievements. The division launched many new services, systems, and features during this period, which provide innovation to GASCO in digital transformation as per GASCO's multi-year strategic plan. The digital journey is progressing ahead to fulfill GASCO's vision to increase automation of business processes and offer multiple service options to customers, distributors, suppliers, and employees. The goal of these initiatives is to enhance Customer Experience (CX). As new technologies continue to emerge, GASCO wants to be in the forefront of using these technologies to create benefits for GASCO.



A number of systems were modernized to address defects caused by lack of latest technology and to increase their availability and performance. IT infrastructure was progressively expanded which ensure the supply of required capacity in order to fulfill the increasing demand for new applications and services.

The multiple IT strategy of GASCO, which uses both onpremise and cloud environments is leading to above expectation business outcomes. The IT division has reinforced its infrastructure and platform provisioning capability based on business demand, service level requirements and user experience. This represents solid results in terms of business agility, service level fulfillment, and reduced risk.

Digital experiences are bringing an engaging approach to customer interactions that intelligently addresses their new or replenishment needs at the point of consumption, while providing multiple options for ordering and payment, and smart fulfillment. Buoyed by the tremendous orders, an omnichannel was deployed to facilitate the ordering, delivery, and payment process by innovating multiple systems, which are integrated and harmonized to enable seamless processing and differentiated customer experience.

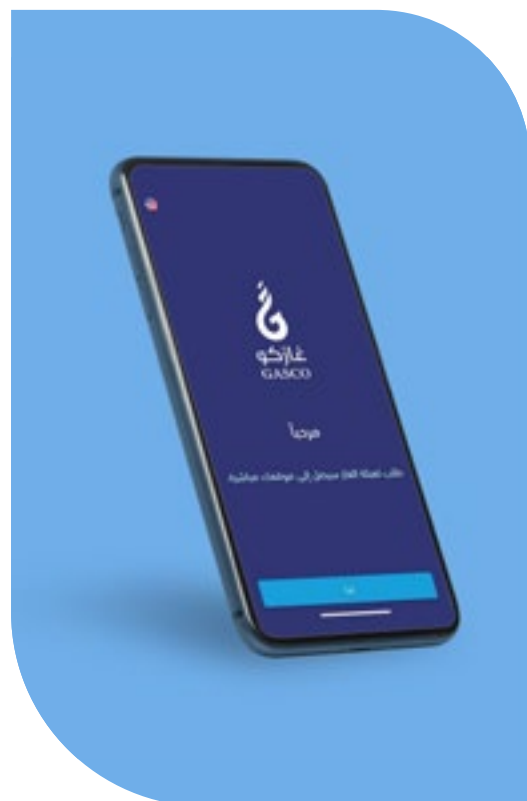
In the midst of customer-facing transformation, the IT and Digital Transformation division continues to invest in employee experience. A number of Human Resources services were launched to enable productivity, facilitate user experience, and compliance to monitor the user's anomalies. A new state-of-the-art learning management platform was deployed to boost learning and development in all areas. All this offers GASCO the ability to hire and retain great talent by modernizing employee engagement and vitalizing it with rich employee experiences and self-services for employees, everything that's related to employees whether orders or other things were added in an integrated system to improve and enhance the employee's performance.

Employee experience comes not only from HR services but is also dependent on how GASCO staff are helped to get their work done. The Technology and Digital Transformation division continued to progress in this area with the rollout of improved services and tools for both office-based and field staff across the organization. The field staff is the LPG truck drivers, and they are provided with a 'Driver App', which automates error-prone manual processes and relieves drivers from stress-inducing paperwork. The app notifies drivers just-in-time and provides information about their multi-stop route plan. Self-service empowers focusing on efficiency, safety, and customer relationship.

The Technology and Digital Transformation division also launched a new service line whereby it is providing implementation and management services to GASCO.

2022 Key Services Indicators





GASCO's distributors for customers who need gas cylinders utilizes a large network of 1200 distributors located country-wide in the Kingdom. To transform the way of doing business with the distributors, which previously relied on manual paper and semi-automated processes, the company launched a Distributors Portal (Makhdoom) that provides a full range of individualized supply chain management services besides onboarding and main data management of network members. The portal is a one-stop platform for GASCO distributors to conduct digital transactions and enhance collaboration. As distributors are important for GASCO's revenues performance, the distributors portal will effectively serve as the trading hub for LPG in the Kingdom. It will provide plans, strategies, and governance of business, pipeline management, market share planning, distributor performance, which will transform decision-making for both GASCO and the distributors.

GASCO is leveraging Artificial Intelligence (AI) in multiple ways to ensure security of LPG supply. The digital core platform delivers built-in AI, machine learning, and transformative intelligence across business applications. This includes embedded predictive analytics algorithms and machine learning use cases across different products such as Financial, Procurement, Manufacturing, Sales and Distribution products, etc. AI-powered GASCO's Chatbot is consider as an important element in information, transaction, and support channel that is fully integrated with GASCO's existing website, mobile app channels, and back-end ERP.

Some information security systems employ Machine Learning and Deep Security to achieve low false positivity rate, strong correlation, in addition to benefit from other security features. These systems are also used in behavioral detection to uncover user-based anomalies and also enables analysts to prioritize findings for investigation and response related to discovered anomalies.



In fulfilment, LPG truck drivers are central to distribution. Supply chains logistics requires the delivery of transportation management, asset maintenance, mobile productivity, and health and safety management. This functionality is executed by a host of packaged and custom applications. The transportation planning is performed in the backend ERP system, which constitutes vehicle scheduling and routing whose central goal is to minimize transportation costs through optimized shipment planning and replanning. The optimizer engine processes data such as planning period, location information, transportation network, delivery schedules, shipments, and resources to recommend transportation routes based on lowest cost.



'GasBot' was launched as a self-service information, transaction, and support channel, fully integrated with GASCO's existing website:



GasBoT



Understand

Understand the natural language of customers and turn it into predefined intents and entities that can be questions to answer or functions to execute



See

Allows the bot to recognize items, validate IDs, passports or process documents or recognize people using biometric data.



Reason

Using that in order to communicate with important matters.



Remember

Ability to remember all previous interactions with customers and use that to converse with relevance



Feel

Feel the user's sentiment, positive or negative and drive the proper course of action accordingly.



GASCO continued to strengthen Business-to-Business integration with its suppliers. It reached another significant milestone by enhancing the Integration with Aramco through the introduction of new functions to automate partner processes. The integration accelerated supply chain operations and provided accurate information on gas levels, which positively impacted costs reduction. It also enabled effective tracking of direct Industrial sales.



The Technology and Digital Transformation division implemented and operated ERP system for Gas Solutions, which is a subsidiary of GASCO. By leveraging its own ERP system and related best practices, where an industry ERP solution was built and rolled out. This has enabled Gas Solutions to achieve digital transformation of their core business processes.

GASCO deployed an Access Control solution to streamline the process of managing and validating user access. The system automatically enables users to submit orders, obtain service, and easily pay. The system will identify and remediate access risk violations automatically across various applications. Furthermore, it can immediately detect access violations. It can be used to embed compliance checks and mandatory risk mitigation into business processes. User access review, which is a regulatory mandate, can be automated in the Access Control system. The Technology and Digital Transformation division has deployed the GRC Access Control system at a time when governance, risk management, and compliance have become a top management priority.

Software engineering based advanced management, monitoring, and remediation tools are needed to ensure high availability, performance, reliability, and capacity, which the Technology and Digital Transformation division carries out for onpremise systems. For its core systems, it has outsourced this work to its strategic partners to implement SRE practices.

The Technology and Digital Transformation division completed the construction of the Disaster Recovery Datacenter site in different cities. Subsequently, deployment of the IT infrastructure was completed to achieve full readiness in the case of, God forbid, calamitous incidents that require failover and recovery. It must be noted that GASCO already has disaster recovery services since its establishment. These services are offered by the service provider. Regular Disaster Recovery drills are conducted and related reports are shared with GASCO.



The Technology and Digital Transformation Achievements:



Agreements:

Singing a memorandum of understanding with SAP Company.



Awards:

GASCO was awarded the (Digital Class – Oil & Gas) for the Middle-East Awards Distribution for Technical Excellence, 2022 for Digital Purchase Platform (from Request-to-Cash payment).



Projects:

The experimental launch of Distributors' Gate "Makhdoom" where nearly 30% of distributors were registered.





08. **Industrial Security and Joint Services Sector**

The sector prioritizes its highest priorities to apply the best security, occupational health, and operational and personal standards to protect assets and resources as well as establish the concept of safety first from the principle of supporting awareness with a clear vision to identify and manage risks and encourage the company's employees and contractors to cooperate in avoid material and human losses and preserve the environment. In addition to that it is concerned with the implementation of various emergency plans some of which are internal and master with the participation of Higher Commission for Industrial Security, General Directorate of Civil Defense, Facilities Security Forces, and Saudi Red Crescent Authority. In addition to Saudi Electricity and National Water companies in order to implement fictitious hypotheses annually, assess elements and training for an emergency response to achieve the company's policy in protecting the company's assets and the surrounding environment with care and responsibility, in all the company's sites. The sector is results-oriented in the best practices for managing supply chains professionally and technically in compliance with the policies and procedures followed by the company to achieve the highest level of transparency and quality. It also ensures inventory availability and develops a relationship with partners to ensure business continuity as well as provides and develops a supportive and motivating work environment for employees and provides administrative support to departments such as; export and import letters, provide hospitality and stationery and maintain records and archive electronic files and documents. In addition to the completion of all licenses, commercial records, certificates for the establishment, construction and restoration, commercial, operational, environmental, and industrial licenses.

The achievements of Industrial Security Sector and Joint Services 2022

Industrial Security Department;

1. Maintaining that no recorded fire accidents in 2022 at all of the company's sites.
2. Issuing all environmental permits for the operation of the National Canter for Environmental Compliance.
3. Completing the project of the modernization of extinguishing and protection systems at the stations of Qassim and Khamis Mushayt.
4. Completing the project of the integrated security system for the Riyadh branch.
5. Two courses of gas supply in homes and other buildings and LPG code requirements approved by the National Fire Protection Association (NFPA).
6. Developing an awareness program for truck drivers (liquefied petroleum gas) on the importance of safe driving practices, which led to a decrease in the rate of truck accidents.
7. All the planned main and internal fictitious hypotheses were accomplished with a total of 36 hypotheses.
8. Managing Safely course approved by IOSH.
9. Truck drivers were trained on the ADR course for transporting hazardous materials.
10. The organizational structure of the Industrial Security Department was approved by the Higher Commission for Industrial Security.
11. A non-binding memorandum of understanding was signed with National Security Services Company (SAFE).
12. The Industrial Security Operations Center was activated.

Supply Chain Management:

1. Revenues exceeding 33,629,700 million riyals were achieved through the establishment of auctions on various scrap, copper and out-of-service trucks.
2. A saving of more than 4 million has been achieved.
3. Supply chain procedures were developed.

Government Relations Department;

1. Issuing a commercial activity license, a subsidiary register, and a civil defense license for Sudair branch.
2. Issuing a subsidiary commercial register for wholesale distribution.
3. Issuing a municipal license for Al-Murabba branch.

Administrative Services Department;

1. Activating GASCO Sports Club.
2. Activating smart entry gates to facilitate entry and exit of employees and vehicles safely and smoothly.
3. Providing a rest area for employees in the lobby that contains a coffee shop and vending machines.
4. Activate the technical support system.

Facilities Department:

1. The service and operation buildings in the company's branches were restored.
2. The received orders from technical support were implemented by 95%.

Participations of the Industrial Security and Joint Services Sector 2022:

- Participation in the Fourth Arab Conference on Occupational Safety and Health (conjunctionally with the Saudi fifth International Conference).
- Participation in exercises and hypotheses at the national level for risk and disaster management within the Ministry of Energy system with the relevant government authorities.
- Participation in the International Day of Civil Defense at the level of the Kingdom.
- Holding meeting with (NFPA) discuss way of cooperation and partnership in liquid petrol gas field and its applications.

Workshops;

- Establish an awareness workshop on the International First Aid`s Day.



09.

Risks and Governance Sector

First; Institutional Risks

In general, the energy and gas sector is facing a variety of risks, according to its nature and activities related to it. They have recently been classified into four types, according to the guidelines and international standards ISO 31000 and best practices in the sector according to the business nature of the company;



GASCO seeks to develop an integrated system to monitor and process the risks regularly and proactively based on the requirements of (CMA) by forming and activating the Risk Committee emanating from The Board of Directors to supervise on the institutional risk system. Whereas the previous Risk Committee session ended in November 2022, after it supervised the evaluation of the effectiveness of the mechanisms that were taken to manage various risks, follow best practices, develop basic policies and procedures, and form an internal committee. In 2022, cadres in all sectors were trained and developed as well as enhancing the culture of risks and activating the three lines of defense to define, evaluate, process and submit to the Board various risks. In addition to that, cooperation has been made with the Risk Council and the Ministry of Energy to establish a work scope for risk management at the national level. The following is a summary of the material risks with processing and developing of internal controls for each type;

1. Strategic Risks;

One of the most important strategic risks associated with the competitive advantage that the company may face is the disruption or delay of gas supplies in all the Kingdom`s regions. In addition to falling market share due to the openness of the market. The company is currently in a continuity phase of reaping the fruits of completing strategic storage projects, which will contribute significantly to reducing the disruption of liquefied gas supplies. Whereas the first phase of the strategic storage project has been completed and the second phase is expected to be completed by the end of 2023. The Risk Management and Institutional Development together are studying, processing and improving internal controls preparing for opening competition, and working on initiatives to improve the quality of provided service to the consumer for gas supplies as well as raising internal efficiency and launching strategic partnerships.

2. Operational Risks:

GASCO avoids the risks of supply disruption from Aramco for emergency or scheduled maintenance through joint plans that help to exploit the storage capabilities of the two companies to ensure the continuation of the gas supply to customers. GASCO also deals effectively with the risks of the approved main road routes between the Company's stations and the two Aramco refineries in Qatif and Yanbu being affected, as alternative methods are used when needed in coordination with the High Commission for Industrial Security at the Ministry of Interior, and this results from a large accumulation of practical on-the-ground experience. In addition to that, the Company works to manage the potential risks of technical accidents causing shortage of supply or sudden interruption through modernising and increasing the transportation and distribution fleet of tankers and tanks, in accordance with the highest international and local specifications and standards to reduce the average age of the fleet and ensure the provision of gas stocks. Also, operational efficiency and performance are improved, available resources are utilised, periodic and preventive maintenance is carried out and safety standards are followed. GASCO has also developed cylinder filling lines in all its stations with

modern and distinctive systems in the LPG market, obtained ISO (International Organization for Standards) and EN (European Standards System) certificates to ensure continuous fulfillment of demand and the implementation of the highest levels of quality and safety and reach the highest level of professionalism in systems and practice. Moreover, GASCO manages the risks related to human cadres by developing career succession plans, providing an effective and inspiring environment for workers and allocating specialised and general courses with the support of the GASCO Academy for Specific Training that increase the efficiency and capabilities of workers. Whereas the risk management department, in cooperation with the GASCO Academy, has trained more than 100 employees.

In the areas of evaluation and assessment of the internal control systems and review of the Company's business, GASCO has activated an independent and specialised department for internal auditing. Whereas it audited all the sectors and made annual plans, in order to conduct a continuous review of the Company's business in all its various sectors to address observations and evaluate performance. The department also supervises the results of the periodic evaluation of the GASCO's risks and monitoring the extent of compliance with the approved laws, regulations, and policies. Periodic reports are submitted to the Audit Committee to issue its recommendations to the Company's Board of Directors in order to take the necessary action in this regard.

3. Financial Risks:

One of the most important financial risks related to the company's profitability is the higher ceiling for energy consumption. It is associated with the balanced Kingdom policy to maintain the standard of living for the consumer with the fluctuation of the revenue of the portfolio of investments because of the economic climate.

To address financial risks, the focus has been placed on strategic initiatives, which are the diversification of income sources and qualitative investments with rationalized expenditure.

GASCO takes all necessary financial precautions and allocations to face the risks related to the main financial assets, including receivables, inventory, cash in banks and other assets, as well as the main financial liabilities, including accounts payable, other liabilities, and employees' rights.

4. Security and Safety Risks:

Among the high risks, which the company takes great efforts to avoid, are serious accidents and fires, which may lead to human or material losses. Therefore, the company applies the latest standards of occupational safety and health and protection from fire, and works to comply with the requirements of the Higher Authority for Industrial Security at the Ministry of Interior, and the standards of the National Fire Fighting Association (NFPA) regarding extinguishing, and the standards of the Occupational Safety and Health Administration (OSHA). The Company has also been keen to obtain ADR certificates for the road transport of hazardous materials. In addition, the company maintained a low rate of recordable injuries and did not record any fire accidents or environmental violations during 2022 in all its operations.

Cyber Security:

GASCO has made good progress in strengthening IT governance and particularly focuses on service reliability, change control, project assurance and security governance.

In cooperation with the Cyber Security Department the preparedness was made to comply with the regulations of the National Cybersecurity Authority-Emergency Control Center- by implementing multiple initiatives including the deployment of new security programs and services to achieve a higher score in the evaluation of the emergency control center. IT risk management was a major priority due to its increasing importance to GASCO's management to improve risk management in the company, as well as its high commitment to cyber security to archive the benefit of all levels.

Updating information security controls to comply with the National Cybersecurity Authority and the Emergency Control Center.
Guarantee through a solid security posture

A major update and new deployment have been made in GASCO's security control systems to continue enhancing cyber security maturity and compliance. Such preventive, investigative and corrective controls are using the latest security technologies and secure the broad spectrum of the company's IT Impression at its head office and branches, as well as marshal the capacities of vulnerability management that enhances centralized approach to identify weaknesses and address them in all areas.

In addition to that, SCADA's network has been isolated, which is considered critical to GASCO's industrial operations to enhance the cyber security of operational technology against evolving cyber threats.

The initiative aims to achieve a higher score in the evaluation of the National Center for Assessment Of the websites.



Second; Governance Report

GASCO ensures its commitment to the highest Company governance standards and guarantees the implementation of best practices to strengthen the relationship with its shareholders as well as all its investors and clients, which secures the protection of the shareholders and stakeholders rights on the long term.

Believing in the principles of disclosure and transparency, and in the importance of data to the investors, the Company discloses its performance, financial results, and previous management activity, and provides information of interest to the investors as follows;

Shareholders' Rights:

GASCO gives special consideration to its shareholders' rights; hence their inclusion in the Company's bylaws and governance

Report, as stipulated by laws and regulations, and stated as follows:

- Receive a share of the net profits that disturbed by cash or shares.
- Receive the share of the Company's assets upon liquidation.
- Attend the Company's General Assemblies and take part in deliberation and voting processes.
- Alienate shares in accordance with the provisions stipulated by the companies and capital market laws and implementing regulations.
- Monitor the Company's performance and the Board activities.
- Enquire about and request access to the Company's books and documents, including data and information on the Company's activity as well as its operational and investment strategy, without detriment to its interests, and in a manner consistent with the companies and capital market laws and implementing regulations.
- Hold Board members accountable, pursue liability against them, and consider the appeal of invalid General Assemblies decisions, as per the conditions and restrictions stated in the Companies Law and the Company's bylaws.
- Have the priority in equity participation with ownership of new shares issued for cash consideration, unless this priority is no longer granted by the Company's Extraordinary General Assembly.
- Register shares in the Company's shareholders' register.
- Inquire access to a copy of the Company's Memorandum and Articles of Association, unless published on the Company's website.
- Nominate Board members and vote for them.

The Company endeavours to communicate directly with its shareholders through the Ordinary and Extraordinary General Assemblies.

It also strives to publish the Company ads on the Saudi Stock Exchange website (Tadawul), and to make the full, clear, correct, and non-misleading information available and published at the right time. The Company also issues an annual report encompassing the Board of Directors' report that showcases the required disclosures in conformity with the companies and capital market laws and implementing regulations as well as required approvals. Moreover, the Company enables the shareholders to inquire about any information and to send any comments via post or email, in addition to granting the shareholders access to the Company's books and documents on (WWW.GASCO.COM.SA) with the aim of ensuring that all shareholders equally benefit from their regular rights, and as a follow up on all required measures to do so.

The Company's Capital as registered on 31st of December 2022;

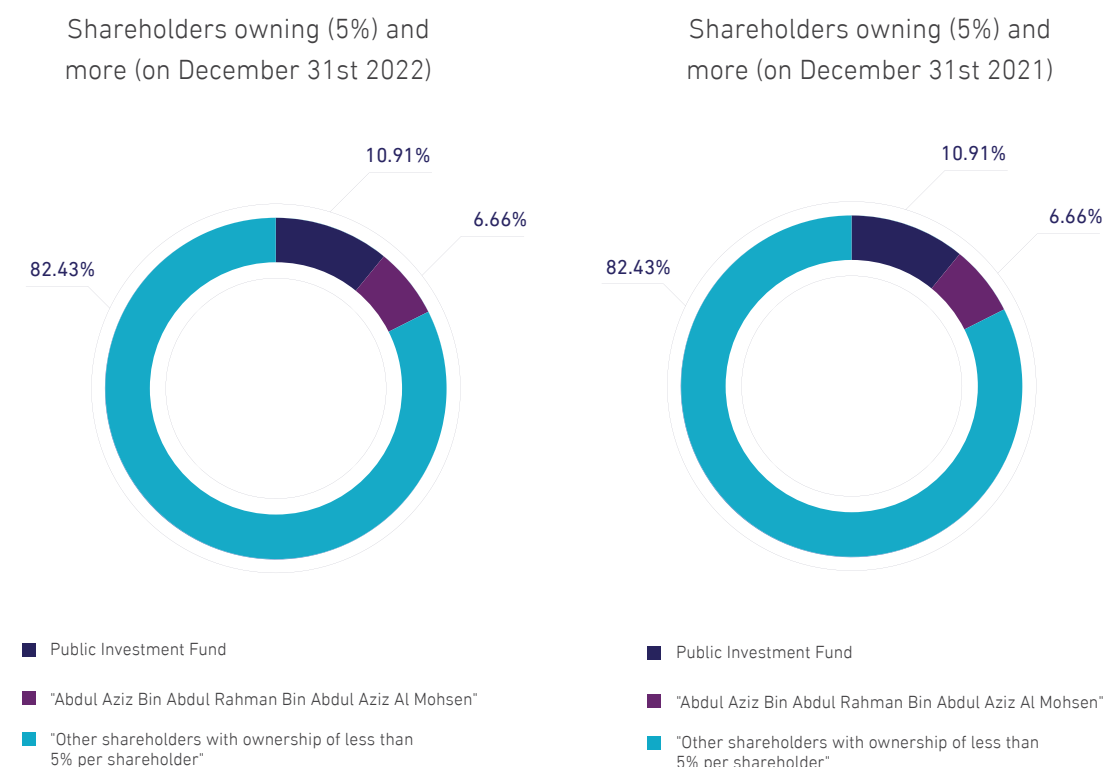
The Company does not have preference shares nor shares with voting power, be it for shareholders, Board members, or associates.

All the Company's shares are equal in nominal value and equal in voting rights and other rights in accordance with the Company's bylaws.

Allowed Capital	Number of Issued Shares	Paid-up Capital
750,000,000	75,000,000	750,000,000

Shares Nominal Value	Paid Value per Share
10	10

Shareholders' Information:



Treasury Shares:

There are no treasury shares available in the Company.

Profit Distribution:

As per GASCO's policy, profit distribution depends on the Company's operational results, cash flow, and working capital needs, in addition to the Company's needs in terms of capital investments. Based on the aforementioned factors, the Board of Directors makes the relevant recommendations for profit distribution, taking into consideration article (45) of the Company's bylaws:

Annual net Company profits are distributed as follows:

- (10%) of the net profits shall be set aside to form the statutory reserve of the Company. The Ordinary General Assembly may discontinue setting aside such reserves once it has reached (30%) of the paid capital.
- Upon the Board of Directors' suggestion, the Ordinary General Assembly can set aside (5%) of the net profits to form a consensual reserve for the Company to cope with significant matters and emergencies.
- The Ordinary General Assembly shall decide to set aside other reserves amounting enough to serve the Company's interest or guarantee a steady profit distribution amongst shareholders to the extent possible. The Assembly shall also deduct amounts from the net profits with the aim to establish social institutions for the Company's employees or to help existing institutions.
- The remaining amount following the above deductions shall be distributed amongst shareholders with a percentage no less than (1%) of the paid-up capital.
- Taking into account the provisions stipulated in article (twenty-one) of these Articles of Association, and article (seventy-six) of the Companies Law, a provision of (10%) of the remaining profits is made for the Board remuneration, after distributing profits amongst shareholders with a percentage no less than (5%) of the Company's paid-up capital, while ensuring that this remuneration is proportional.
- Upon the Board of Directors' suggestion, the Ordinary General Assembly shall take an appropriate decision in relation to the remaining profits in a manner consistent with the decisions and instructions issued by the competent authorities.

Following the fulfilment of the established controls, the Board of Directors shall distribute half-yearly and quarterly profits throughout the financial year.

In addition to the above, the Company's profit distribution policy contained the following:

- Consideration of hierarchy and consistency in profit distribution and percentage depending on the potential and liquidity available within the Company.
- Disclosure and announcement of the periodic regular profits that are decided to be timely distributed amongst shareholders.
- The Board of Directors shall distribute half-yearly and quarterly profits throughout the financial year in accordance with article (45) of the Company's bylaws. The Board can proceed with the distribution upon receiving an authorization from the Company's General Assembly through a yearly renewable decision to distribute interim profits, taking into consideration the availability of regular profitability and liquidity enabling the Company to

expect its profit level to a possible extent, and considering the existence of distributable profits as per the most recent audited financial statements, enough to cover the profits suggested to be distributed, after deduction and capitalization of previously distributed amounts from these profits, following the date of these financial statements.

- Upon taking the decision to distribute interim profit or to release recommendations to the General Assembly, the Board shall commit to disclose and announce it immediately and shall provide the Capital Market Authority with a copy of this distribution as soon as issued.
- The profits are due at the end of the trading day on the date of profit claim for stockholders, and at the end of the second trading day following the date of profit claim for shareholders registered in the Company's shareholders' register published in "Tadawul".
- The Board shall implement the General Assembly's decision in terms of profit distribution to the registered shareholders within (15) days of the profit claim date agreed as per the Assembly's decision or in accordance with the Board decision to distribute interim profits.
- In its annual report submitted to the Company's General Assembly, the Board shall disclose the detailed description of the Company's profit distribution policy, the percentages of profits distributed amongst shareholders in the different times of the year, the percentage of profits suggested to be distributed at the end of the financial year, the gross value of these profits, in addition to the announcement of any arrangement or agreement through which any of the Company's shareholders has waived any profit rights.

Year	Earnings per share from the Distributed Profits (SR)	Earnings per share from the net income (SR)
2022	1.85	2.84
2021	1.50	2.69
2020	0.50	1.83
2019	2.60	1.46
2018	1.60	1.47

Disclosure of any arrangement or agreement through which any of the Company's shareholders has waived any profit rights;

No arrangement or agreement has been set for any of the Company's shareholders to waive any profit rights.

Shareholders' Meetings:

In 2022, the Company held two general assemblies as follows:

First General Assembly: Extraordinary General Assembly held on Monday 27/01/2022.

By virtue of the invitation sent by the Board of Directors to the Company's shareholders to attend the Extraordinary General Assembly declared on the Saudi Stock Exchange (Tadawul) website on 29/05/2022 and reminder advertising on 23/06/2022. This assembly was held by modern technology means by using Tadawulat system to participate and vote on its decisions at (7:30) PM headed by Eng. Abdulaziz bin Fahd Al Khayyal (Chairman of the Board) and in presence of the following Board members:

• Eng. Abdulaziz bin Fahd Al Khayyal	(Chairman of the Board)
• MR. Ali Mohammed Al Saflan	(Vice Chairman)
• Mr. Ahmed Abdulrahman Al Mohsen	(Board Member)
• Mr. Bakr Abdulrahman Al Muhanna	(Board Member)
• Mr. Turki Abdullah Al Jawini	(Board Member)
• Mr. Raed Abdullah Al Tamimi	(Board Member)
• Dr. Raed Abdullah Al Hogail	(Board Member)
• Dr. Mohammed Hamad Al Kathiri	(Board Member)
• Mr. Mohammed Nazal Al Khaldi	(Board Member)
• Eng. Abdulrahman bin Abdulaziz bin Sulaiman	(Board Member & CEO)

In addition to the auditor representative Ernst & Young Company.

At (6:30) PM, the president and the Chairman of the Board opened the meeting by welcoming the attendees and declared that the assembly will not be held due to the absence of the legal shareholders' quorum, as the attendees represented (20.77%). The meeting was delayed until (7:30) PM on the same day as mentioned in the invitation. At (7:30) PM, the president and the Chairman of the Board opened the meeting by welcoming the attendees and Extraordinary General Assembly shall take place with the following shareholders' information detailed as follows:

Number of Shareholders	Number of Shares	Percentage
182	18,082,165	24.10%

The meeting was held in conformity with the Companies Law and the Company's bylaws.

The Chairman of the Board announced that Mousa Al-Mousa was appointed as the Assembly's secretary and Fahd Abdulaziz Al-Abdul-Latif and Abdul-Malik Abdullah Al-Mahwes as members of the Screening Committee.

Then the Assembly's items were reviewed and allowing the auditor representatives to read the auditor's report and answer shareholders' questions and inquiries.

In the moment, the results of the voting on the Assembly's agenda items were announced after closing the voting and receiving the results report by "Tadawulaty" as follows;

	Item	Agree	Disagree	Abstain from Voting
1.	Voting on the report of the Board of Directors for the fiscal year ending on December 31, 2021.	17,515,624 96.87 %	212,728 1.17 %	353,813 1.96 %
2.	Voting on the Company's auditor's report for the fiscal year ending on December 31, 2021.	17,516,568 %96.87	212,328 %1.18	353,269 1.95 %
3.	Voting on the financial statements for the fiscal year ending on December 31, 2021.	14,278,852 78.97 %	3,449,044 19.07 %	354,269 1.96 %
4.	Voting on absolving the members of the Board of Directors from liability for the fiscal year ending on December 31/2021.	14,423,440 79.77 %	3,408,984 18.85 %	249,741 1.38 %
5.	Voting on disbursement of (SR 3,404,000) as a reward for the members of the Board of Directors for the fiscal year ending on December 31, 2021.	17,497,466 96.77 %	445,868 2.46 %	138,831 0.77 %
6.	Voting on appointing an auditor for the company from candidates, based on the recommendation of the Audit Committee, in order to examine, review and audit the financial statements for the second, third and annual quarters of the fiscal year 2022 and the first quarter of the fiscal year 2023 AD and determine his fees.			
	Nu Name	Votes number	%	
	1 Ernst & Young and its associates- chartered accountants SR 1,100,000	2,888,124	15.97	
	2 PricewaterhouseCoopers-chartered accountants SR 1,059,000	11,444,570	63.29	
	- Abstain from Voting	3,749,471	20.73	
7.	Voting on the Board of Directors' decision regarding the distribution of cash dividends for the first and second half of the fiscal year 2021 with a total amount of SR 112,500,000 at SR 1.50 per share, which represents 15% of the company's capital.	17,849,251 98.71 %	450 0.01 %	232,464 1.28 %
8.	Voting on mandating the Board of Directors to distribute the Interim profits on a half-yearly or quarterly basis for the fiscal year 2020 and set the due date for their distribution in accordance with the regulatory procedures issued to implement the Companies Law commensurate with the Company's financial situation, cash flow, as well as expansion and investment plans.	17,998,557 99.54 %	6,290 0.03 %	77,318 0.43 %

Item	Agree	Disagree	Abstain from Voting
9. Voting on the approval to mandate the Board to handle the Ordinary General Assembly as per the authorization in section (1) of article seventy- one of the Companies' Law, for a full year as of date of Ordinary Assembly's approval, or until the end of the Board mandate (whichever comes first); as per the regulatory procedures issued in implementation of the Companies' Law of the listed shareholding companies.	17,487,951 96.71 %	375,932 2.08 %	218,282 1.21 %

Thus, the Assembly's decision is to approve all items by a majority of votes and choose PricewaterhouseCoopers, certified accountants, to examine, review and audit the financial statements for the second, third and annual quarters of the fiscal year 2022 and the first quarter of the fiscal year 2023. Knowing that the Board members did not vote on the items related to them.

Therefore, the meeting was closed at (8:20) PM on the same. Whereas the Chairman of the Assembly, on behalf of the Board of Directors of the company and all its employees, expresses gratitude to all attendees and the active participation of shareholders by attending this meeting.

Second Assembly: Ordinary General Assembly held on Thursday 10/11/2022.

By virtue of the invitation sent by the Board of Directors to the Company's shareholders to attend the Ordinary General Assembly declared on the Saudi Stock Exchange (Tadawul) website on 12/10/2022 and reminder advertising on 03/11/2022. Therefore, assembly was held by modern technology means by using Tadawulaty system to participate and vote on its decisions at (7:00) PM headed by Eng. Abdulaziz bin Fahd Al Khayyal (Chairman of the Board) and in the presence of the following Board members:

Eng. Abdulaziz bin Fahd Al Khayyal	(Chairman of the Board)
MR. Ali Mohammed Al Saflan	(VICE CHAIRMAN)
Mr. Ahmed Abdulrahman Al Mohsen	(Board Member)
Mr. Bakr Abdulrahman Al Muhanna	(Board Member)
Mr. Raed Abdullah Al Tamimi	(Board Member)
Dr. Raed Abdullah Al Hogail	(Board Member)
Dr. Mohammed Hamad Al Kathiri	(Board Member)
Mr. Mohammed Nazal Al Khaldi	(Board Member)
Eng. Abdulrahman bin Abdulaziz bin Sulaiman	(Board Member & CEO)

Board member Turki Abdullah Al Jawini apologized for not attending the meeting.

Thamer Al-Muhaimid, representative from the Capital Market Authority, was also present at the meeting.

At (7:00) PM, the president and the chairman of the board opened the meeting by welcoming the attendees and declared the assembly shall take place by the attendees represented (50,7%) with the following shareholders' information detailed as follows:

Number of Shareholders	Number of Shares	Percentage
189	38,018,430	50.7%

•The meeting was held in conformity with the Companies Law and the Company's bylaws.

The Chairman of the Board announced that Mousa Al-Mousa was appointed as the Assembly's secretary and Fahd Abdulaziz Al-Abdul-Latif and Abdul-Malik Abdullah Al-Mahwes as members of the screening committee.

Then the Assembly's items were reviewed and allowing the auditor representatives to read the auditor's report and answer shareholders' questions and inquiries.

In the moment, the results of the voting on the Assembly's agenda items were announced after closing of the voting and the receiving the results report by "Tadawulaty" as follows;

1. Approving on the election of the following names of the Board of Directors members for the new session, which begins on 29/11/2022 for three years, and ends on 28/11/2025 (according to the voting results in order);

1. Eng. Abdulrahman bin Abdulaziz bin Sulaiman.
2. Ahmed Abdulrahman Abdulaziz Al-Mohsen.
3. Baker Abdulrahman Al Muhanna (Representative of the Public Pension Agency)
4. Raed Abdullah Saleh Al Tamimi.
5. Dr. Mohammed Hamad Al Kathiri.
6. Ibrahim Hamad Abdullah Al-Rashed(Representative of the Saudi Fund for Development)
7. Dr. Saad Abdulaziz Suleiman Al Hogail.
8. Eng. Abdulaziz bin Fahd Al Khayyal.
9. Turki bin Abdullah bin Saleh Al Jawini (Representative of the Saudi Human Resources Development Fund
10. Ali Mohammed Ali Al Saflan.

2-Approvaing on mandate the Board to handle the new session that begins on 29/11/2022, as per the authorization in section (1) of article seventy- one of the Companies' Law, for a full year of the approval of the Ordinary General Assembly or until the end of the session of the delegated Board of Directors (whichever comes first) as per the regulatory procedures issued in implementation of the Companies' Law of the listed shareholding companies.

The meeting was closed at (8:50) p.m. on the same day. The president of the Assembly, on behalf of the Company's Board of Directors and all members, extended his thanks to all attendees for their attendance and effective participation.

Shareholders' Register;

Number of the company's requests for the register of shareholders	Request date	Request reasons
1	28/03/2022	Company procedures
2	13/04/2022	Distribute profits
3	13/06/2022	Holding a General Assembly
4	19/09/2022	Distribute profits
5	10/11/2022	Holding a General Assembly
6	19/12/2022	Distribute profits



Formation of the Company's Board of Directors & Committees

Formation of the Board of Directors;

A Board of Directors shall manage the Company and consists of 10 members elected by the Shareholders' Ordinary General Assembly by cumulative votes:

The Board of Directors for the ended session on 28/11/2022

Independent Members	1. Eng. Abdulaziz bin Fahd Al Khayyal - Chairman	Individually
	2. Dr. Raed Abdullah Al Hogail - Member	Individually
	3. Dr. Mohammed Hamad Al Kathiri- Member	Representative of the Public Pension Agency Saudi
	4. Mohammed Bin Nazal Al Khaldi – Member	Representative of Social Insurance
	5. Turki Abdullah Al Jawini – Member	Individually
	6. Raed Abdullah Al Tamimi - Member	Individually
Non-Executive Members	7. Ali Mohammed Al Saflan - Vice-Chairman	Individually
	8. Ahmed Abdulrahman Abdulaziz Al-Mohsen -Member	Individually
	9. Baker Abdulrahman Al Muhanna- Member	Representative of the Public Investment Fund
Executive Members	10. Abdulrahman Abdulaziz bin Sulaiman - Member	Individually

The Board of Directors for the new session on 29/11/2022

Independent Members	1. Eng. Abdulaziz bin Fahd Al Khayyal - Chairman	Individually
	2. Dr. Saad Abdulaziz Al Hogail - Member	Individually
	3. Raed Abdullah Al Tamimi - Member	Individually
	4. Ibrahim Hamad Al-Rashed- Member	Representative of the Saudi Fund for Development
	5. Turki Abdullah Al Jawini – Member	Representative of the Human Resources Development Fund
Non-Executive Members	6. Ali Mohammed Al Saflan - Vice-Chairman	Individually
	7. Ahmed Abdulrahman Abdulaziz Al-Mohsen - Member	Individually
	8. Dr. Mohammed Hamad Al Kathiri- Member	Individually
	9. Baker Abdulrahman Al Muhanna- Member	Representative of the Public Investment Fund
Executive Members	10. Abdulrahman Abdulaziz bin Sulaiman - Member	Individually

Formation of the Company's Committees:

Audit Committee:

The Committee consists of 4 members; 2 non-executive Board Members and 2 from outside the Board of Directors including a specialist in financial and accounting affairs:

1. Ahmed Abdulrahman Al-Mohsen - Head
2. Raed Abdullah Al Tamimi – Member
3. Dr.Ahmed Abdullah Al-Munif – Member from outside the Board.
4. Mousa Abdullah Al-Mousa – Member from outside the Board.

In January 22, 2023 the Ordinary General Assembly approved the formation of the Audit Committee for the new session, which begins on 06/07/1444 (28/01/2023) for three years on its mandates, working controls and rewards for its members as follows:

1. Ahmed Abdulrahman Al-Mohsen –Non-Executive Member of the Board of Director.
2. Raed Abdullah Al Tamimi- Independent Member of the Board of Director.
3. Fahd Yousef Al-Khamis- Member from outside the Board
4. Mousa Abdullah Al-Mousa – Member from outside the Board

Formation of the Company's Committees for the ended session on 28/11/2022

Executive Committee:

The Committee consists of (4) Board Members:

1. Eng. Abdulaziz bin Fahd Al Khayyal – Head
2. Ali Mohammed Al Saflan – Member
3. Dr. Raed Abdullah Al Hogail – Member
4. Dr. Mohammed Hamad Al Kathiri – Member

Nomination & Remuneration Committee:

The Committee consists of (4) Board Members:

1. Mohammed Nazal Al Khaldi – Head
2. Ali Mohammed Al Saflan – Member
3. Baker Abdulrahman Al Muhanna– Member
4. Dr. Raed Abdullah Al Hogail – Member

Investment Committee:

The Investment Committee consists of (3) Board members:

1. Baker Abdulrahman Al Muhanna– Head
2. Eng. Abdulaziz bin Fahd Al Khayyal – Member
3. Ahmed Abdulrahman Abdulaziz Al-Mohsen – Member

Risk Management Committee:

The Risk Management Committee consists of (4) Board members:

1. Raed Abdullah Al Tamimi – Head
2. Mohammed Bin Nazal Al Khaldi – Member
3. Abdulrahman Abdulaziz bin Sulaiman – Member
4. Abdulaziz Mohammed Al-Babtain – Member from outside the Board.

Formation of the Company's Committees for the new session on 29/11/2022

Executive Committee:

The Committee consists of (4) Board Members:

1. Eng. Abdulaziz bin Fahd Al Khayyal – Head
2. Ali Mohammed Al Saflan – Member
3. Eng. Abdulrahman Abdulaziz bin Sulaiman - Member
4. Dr. Mohammed Hamad Al Kathiri – Member

Nomination & Remuneration Committee:

The Committee consists of (4) Board Members:

1. Turki Abdullah Al Jawini – Head
2. Abdulaziz bin Fahd Al Khayyal – Member
3. Ali Mohammed Al Saflan– Member
4. Baker Abdulrahman Al Muhanna– Member

Investment Committee:

The Investment Committee consists of (3) Board members:

1. Baker Abdulrahman Al Muhanna - Head
2. Ahmed Abdulrahman Abdulaziz Al-Mohsen- Member
3. Dr. Saad Abdulaziz Al-Hogail - Member

Risk Management Committee:

The Risk Management Committee consists of (4) Board members:

1. Raed Abdullah Al Tamimi – Head
2. Ibrahim Hamad Al-Rashed - Member
3. Ibrahim Hamad Al-Rashed -Member
4. Dr. Ahmed Abdulrahman Al-Munif – Member from outside the Board.

Changes that occurred in terms of the classification and nature of membership in the Company's Board of Directors and Committees during the year 2022

There are no changes occurred in terms of the classification and nature of membership in the Company's Board of Directors and Committees during the year 2022, except for what was disclosed in the related paragraph to the formation of the Board of Directors and the company's committees of this report, as well as the formation of the Board of Directors and committees in the previous and new session.

Board and Committee Members' Biographies



Eng. Abdulaziz bin Fahd Al Khayyal
Chairman of the Board

Qualifications:

Master of Business Administration in 1979, Bachelor's degree in Mechanical Engineering from the University of California, Irvine in 1977, and Advanced Management Program from the University of Pennsylvania in 1995.

Current Position: Retiree.

Experience and Previous Positions:

He worked at Saudi Aramco from 1981 till 2014 where he held many positions, the most recent of which being Senior Vice President for Industrial Relations. He also occupied the positions of Senior Vice President for Refining, Marketing and International, Vice President for Sales and Marketing, and Vice President for Corporate Planning. He also served as President of Saudi Petroleum International Inc. in New York.

Memberships in Company Committees

Head	Member	Member
Executive Committee	Investment Committee (the ended session 28-11/2022)	Nomination & Remuneration Committee

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Marathon Petroleum Corporation	Outside	Listed Stock Company
Halliburton Corporation	Outside	Listed Stock Company

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Saudi Aramco	Inside	Listed Stock Company
Petro Rabigh	Inside	Listed Stock Company
Petron	Outside	Listed Stock Company
Bahrain International Villa	Inside and outside	Limited Liability Company
S-Oil Corporation	Outside	Listed Stock Company
Saudi Electricity Company	Inside	Listed Stock Company



Ali Mohammed Al Saflan
Vice Chairman of the Board

Qualifications: Business Management Programme Certificate from Columbia University (USA), Master of Business Administration from King Fahd University of Petroleum and Minerals, and Bachelor's degree in Financial Management and Business Administration from Rider University (USA).

Current Position: Entrepreneurial ventures.

Experience and Previous Positions:

He has over (45) years of experience working in many technical and administrative positions at Saudi Aramco, the last of which being the Senior Vice President for Industrial Relations and Affairs.

Memberships in Company Committees

Head	Member
Executive Committee	Nomination and Remuneration Committee

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Said Ghodran & Sons Company	Inside	Closed Stock Company
Gabas Albilad Company	Inside	Closed Stock Company

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
S-Oil Corporation	Outside	Listed Stock Company
Gabas Albilad Holding Company	Inside	Closed Stock Company
Gulf SAF Group	Inside	Closed Stock Company
Natural Gas Distribution Company	Inside	Listed Stock Company
East Gas Co Ltd	Inside	Closed Stock Company
Sarawat Printing & Publishing company	Inside	Closed Stock Company
Said Ghodran Group	Inside	Closed Stock Company
Tagat Al Sharq Al Saudi Factory Company	Inside	Closed Stock Company



Ahmed Abdulrahman Al Mohsen Board Member

Qualifications: Master of Business Administration from University of Missouri (USA), Bachelor's degree in Accounting from King Saud University in Riyadh, and Fellow CPA (Certified Public Accountant) Certificate (USA). He also completed the Strategic Financial Leadership Program at Stanford University in the USA. In addition to executive programs at London Business School.

Current Position: Chief Financial Officer and property management at Al Rajhi Capital.

Experience and Previous Positions:

He held the position of Chief Financial Officer at Al Rajhi Bank (Jordan) after occupying various positions at Al Rajhi Bank, PricewaterhouseCoopers (PwC).

Memberships in Company Committees

Head	Member
Audit Committee	Investment Committee

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Al Rajhi REIT	Inside	Real Estate Investment Traded Fund

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
-	-	-



Baker Abdulrahman Al Muhanna Board Member

Qualifications: Bachelor's degree in MIS from King Fahd University of Petroleum and Minerals in 2006.

Current Position: Director of General Department of Investments in the Middle East and North Africa and Head of Transport & Logistics Investments Division at the Public Investment Fund.

Experience and Previous Positions:

He worked as an investment banking specialist at Deutsche Bank in the areas of capital markets and mergers and acquisitions. He also held the position of Head of Investments at King Abdullah City for Atomic and Renewable Energy and served as Assistant Director of Investments at the Saudi Arabian Industrial Investments Company.

Memberships in Company Committees

Head	Member
Investment Committee	Nomination and Remuneration Committee

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Tatweer Education Holding Company	Inside	Closed Stock Company
Al Madina Al Turathiya Company	Inside	Closed Stock Company
Saudi Global Ports Company	Inside	Closed Stock Company
Saudi Fisheries Company	Inside	Listed Stock Company
Saudi Coffee Company	Inside	Closed Stock Company
Red Sea Gateway Terminal	Inside	Closed Stock Company

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
First, second, third and fourth flour mills companies	Inside	Closed Stock Company
Minerva company	Outside	Listed Stock Company
NUPCO company	Inside	Closed Stock Company



Turki Bin Abdullah Al Jawini

Board Member

Qualifications: Bachelor's degree in MIS from Clarion university in USA.

Current Position: Director General of the Saudi Human Resources Development Fund (Hadaf).

Experience and Previous Positions:

He has extensive experience in many fields in which he held several leadership positions in the Saudi British Bank (SABB), NAS Holding, and NASJET. He also worked as the Advisor to the Vice President of the Airports' Sector at the General Authority for Civil Aviation, and was the Director General of King Fahd International Airport in Dammam. Al Jawini occupied the position of CEO of Dammam Airports Company (DACO).

Memberships in Company Committees

Head

Nomination and Remuneration
Committee

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Takamol Holding	Inside	Closed Stock Company
Future of Work	Inside	Closed Stock Company

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
East Gas Company Ltd	Inside	Limited Liability Company
Hadaf	Inside	Limited Liability Company
Saudi Pharmaceutical Industries & Medical Appliances Corporation (SPIMACO)	Inside	Listed Stock Company



Raed Bin Abdullah Al Tamimi

Board Member

Qualifications: Holds a bachelor's degree in Medical Sciences from the University of Wales, Britain (1996), and several professional certificates in insurance and management.

Current Position: Member of the Board of Directors in several companies

Experience and Previous Positions:

CEO of the National Medical Care (2017-2018). He worked in the Company for Cooperative Insurance, Tawuniya, from 1996 to 2017. Throughout those years, he held many other positions, the last of which was CEO of the company. He holds many certificates and advanced training certifications in management, strategy, leadership, insurance, investment, risk management and governance from several well-known international institutes such as INSEAD, IMD, Fitch, London Business School, and others.

Memberships in Company Committees

Chairman

Risk Committee

Member

Chairman

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Al Rajhi Bank	Inside	Public Joint-Stock Company

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
National Medical Care	Inside	Public Joint-Stock Company
Najm	Inside	Closed Stock Company
Tawuniya	Inside	Limited Liability Company
Natural Gas Distribution Company (NGDC)	Inside	Closed Stock Company
United Insurance Company – Bahrain	Outside	Public Joint-Stock Company
Tawuniya for Real Estate Investment	Inside	Limited Liability Company
Waseel ASP Ltd	Inside	Closed Stock Company
Saudi Public Transport Company (SAPTCO)	Inside	Public Joint-Stock Company



Eng. Abdul Rahman Bin Abdul Aziz Bin Suleiman

Board Member and CEO

Qualifications: Holds a master's degree in petroleum engineering from King Saud University and a master's degree in business administration from the University of Hull, UK. Holds also a bachelor's degree in petroleum engineering from King Saud University.

Current Position: CEO of GASCO

Experience and Previous Positions:

Has more than 23y ears of experience; held several positions, including CEO of the Samnan Holding Group, General Manager of Abyat, and Managing Director of Jazan Development Company. Occupied several positions at GASCO, including Assistant General Director of Transportation, and Director of Project Management and Director of Strategic Planning Department.

Memberships in Company Committees

Member	Member
Risk Committee	Executive Committee
in the ended session 28/11/2022	

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
NGDC	Inside	Listed Stock Company
Samnan Holding Group	Inside	Closed Stock Company
Tabuk Fishers Co.	Inside	Closed Stock Company
East Gas Company	Inside	Closed Stock Company
Gas Solutions	Inside	Limited Liability Company
Shiyadh Company	Inside	Closed Stock Company

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Jazan Energy	Inside	Listed Stock Company
Jinan	Inside	Closed Stock Company
Saudi Gas Cylinder Factory (ENAGAS)	Inside	Closed Stock Company
AUFGC	Inside	Closed Stock Company



Dr. Mohammad Bin Hamad Al Kathiri

Board Member

Qualifications: PhD in Business Administration with a specialization in Strategic Management from University of Manchester School of Business in the United Kingdom, master's in Business Administration from the University of Ottawa in Canada, and a bachelor's degree in Business Administration from King Saud University.

Current Position: Entrepreneurial Ventures and consulting jobs in administration and economics.

Experience and Previous Positions:

He has more than 30 years of experience in various fields and businesses; worked as Secretary-General of Riyadh Chamber of Commerce and Industry, Undersecretary of the Ministry of Trade and Investment and Foreign Trade, and Secretary-General of Riyadh Economic Forum. He is a Professor in the Department of Business Administration at King Saud University and a consultant in facilities strategic planning and development.

Memberships in Company Committees

Member	Member
Executive Committee	Risk Committee

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
National Gas Industries Co	Inside	Limited Liability Company

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Saudi Agricultural and Livestock Investment Company (SALIC)	Inside	Closed Stock Company
Al Mosafer Al Mohtaref	Inside	Limited Liability Company
SEPCO environment	Inside	Closed Stock Company
Saudi Makaanah Investment Co. (SMICO)	Inside	Limited Liability Company
Kablaat al Jawda	Inside	Limited Liability Company
Deria International Consulting Company	Inside	Closed Stock Company



Dr. Saad Abdulaziz Suleiman Al-Hogail

Board Member

Qualifications: Ph.D. in Business Administration with a specialization in marketing, from University of Texas, master's in Business Administration, with a specialization in marketing from University of Colorado, USA, and Bachelor's Degree in Business Administration with a specialization in marketing from King Saud University.

Current Position: Executive Director of Dahaa Agency for Marketing, Advertising and Head of the Marketing Department at King Faisal University.

Experience and Previous Positions:

Accumulated experiences in several fields mostly boards of directors investment and marketing committees, corporate structuring, higher education and research.

Memberships in Company Committees

Member

Investment Committee

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
National Co for Learning and Education	Inside	Listed Stock Company
Cenmar	Inside	Limited Liability Company

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
-	-	-



Ibrahim bin Hamad Al-Rashed

Board Member

Qualifications: Master of Science in Computer Science from Florida Institute of Technology.

Current Position: CEO of the Social Development Bank.

Experience and Previous Positions:

He worked as the General Manager of the Government Program Electronic Transactions Center «Yesser», Head of Information Technology at Al-Rajhi Bank and Vice President of Takamol Holding Company.

Memberships in Company Committees

Member

Risk Committee

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Yanbu Cement company	Inside	Listed Stock Company
Future Work company	Inside	Closed Stock Company
Saudi Fund for small and emerging Companies	Inside	Closed Stock Company

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
-	-	-



Mohammed Bin Nazal Al Khaldi

Board Member

of the ended session on 28/11/2022

Qualifications: Master's degree in Executive Management from Al-Yamamah University (2018) and a Bachelor of Science in Human Resources Management and Organization from King Abdulaziz University (2008).

Current Position: Director of the General Services Department at General Organization for Social Insurance.

Experience and Previous Positions:

Worked as an Assistant Governor for Administrative Affairs at the Public Pension Agency. Worked as Human Resources Operations Manager of General Manager at Qanawat, a Saudi Telecom Company, and as Director of Human Resources Planning and Training Programs at Maaden Company. He also served as Acting Head of Human Resources at Bank Albilad and worked as Vice President of Human Resources at Merrill Lynch.

He worked as Head of Human Resources at Sanabil Investments, Head of Human Resources and Administration at Al Dakheel Financial Group, and Vice President of Human Resources at Samba Financial Group SJSC.

Memberships in Company Committees

President	Member
Nomination and Remuneration Committee for the ended session on 28/11/2022	Risk Management Committee for the ended session on 28/11/2022

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Aldukheil Financial Group	Inside	Closed Stock Company
AUFGC	Inside	Closed Stock Company
Al Sadhan Group	Inside	Closed Stock Company
SPIMACO	Inside	Listed Stock Company

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Riyad Bank	Inside	Saudi Stock Company
Al Ra'idah Investment Company	Inside	Limited Liability Company
RAZA Inc	Inside	Limited Liability Company



Dr. Raed Bin Abdullah Al Hogail

Board Member

of the ended session on 28/11/2022

Qualifications: Holds a PhD in financial management from George Washington University, a master's degree in finance from the University of Denver, and a Bachelor of Science in industrial management (finance and accounting) from King Fahd University of Petroleum and Minerals.

Current Position: Mandated member - Forcy Professional Consulting Company.

Experience and Previous Positions:

Has an extensive experience of more than (31) years, during which he held several positions, including Executive Vice President for Support Services at NTCC, and worked as an Assistant Professor in finance and investment at King Saud University.

Memberships in Company Committees

Member	Member
Executive Committee for the ended session on 28/11/2022	Nomination and Remuneration Committee for the ended session on 28/11/2022

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Abdullah Al-Othaim Markets	Inside	Listed Public Shareholding Company
National Tri-generation Company (NTCC)	Inside	Unlisted Shareholding Company

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
Cushman & Wakefield	Inside	Limited Liability Company
NGDC	Inside	Listed Public Shareholding Company
Arabian United Float Glass Company (AUGC)	Inside	Unlisted Shareholding Company
Walaa Insurance	Inside	Listed Public Shareholding Company
Gulf One Investment Bank B.S.C	Inside	Unlisted Shareholding Company

Members of Committees Outside the Board of Directors:



Dr. Ahmed bin Abdullah Al Munif
Audit Committee Member of the
ended session 27/01/2023
a Member of the Risk Committee

Qualifications:

Holds a PhD in Accounting and Finance from University of Dundee - UK; MA in Accounting and Finance, University of Glasgow - UK; Master of Science in Accounting and Information Systems from Central Tennessee State University, USA; Bachelor's in Accounting, King Saud University, Kingdom of Saudi Arabia.

Current Position: Head of the Saudi Accounting Association's Board of Directors, Faculty Member in the Accounting Department, King Saud University.

Experience and Previous Positions:

Worked as a Head of the Accounting Department, Internal Audit Supervisor at King Saud University in addition to his work as a Dean for the Academic Affairs of the College of Business Administration, lecturer in Accounting, and Assistant Financial Auditor at the Saudi Industrial Development Fund.

Memberships in Company Committees

Type of Membership	Individually or as a representative of a corporate body
Audit Committee Member outside the Board- of the ended session 27/01/2023	Individually
Risk Committee Memberoutside the Board	Individually

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
-	-	-

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
-	-	-



Moussa bin Abdullah Al Mousa
Audit Committee Member

Qualifications:

Bachelor's degree in Accounting from King Saud University in Riyadh, holder of the Saudi Fellowship for Certified Public Accountants (SOCPA)

Current Position: A licensed chartered accountant from 2014, "Al Mousa Chartered Accountants and Consultants", and a bankruptcy trustee since 2019. He also works as a secretary to the Board of Directors of the National Gas and Industrial Company.

Experience and Previous Positions:

Held many positions in the financial management of the National Gas and Industrialization Company, in addition to his work at the Ministry of Water and Electricity, Agency for Planning and Development, and in the Financial Department of Herfy Food Services Co.

Memberships in Company Committees

Type of Membership	Individually or as a representative of a corporate body
Audit committee member - outside the board	Individually

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
-	-	-

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
-	-	-



AbdulAziz Mohammed Ababteen

Risk Committee Member

for the session ended on 28/11/2022

Qualifications:

Master of Finance from the University of Portsmouth, Bachelor's degree in Accounting from King Saud University, and holder of a Corporate Governance Officer Certificate from London University of Finance and Business.

Current Position:

Head of Internal Audit at the National Shipping Company of Saudi Arabia (Bahri)

Experience and Previous Positions:

Director of Internal Audit at the Saudi Hollandi Bank (Alawwal Bank), Director of Internal Audit at Al-Rajhi Bank, and Principal Auditor at KPMG, and others.

Memberships in Company Committees

Type of Membership

Risk Management Committee

for the session ended on 28/11/2022

- Member from outside the Board

Current Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
-	-	-

Previous Board Memberships & Managerial Positions:

Company Name	Inside / Outside KSA	Legal Entity
-	-	-

Tasks and Specialties of the Board of Directors and Committees:

Tasks and Specialties of the Board of Directors:

The Board of Directors represents all the shareholders and exercises all diligence and care in managing the Company, safeguarding its interests, and ensuring its development and the appreciation of its value, while abiding by the General Assembly mandates. The Board of Directors shall exercise the highest power in managing the Company and directing its business towards achieving its objectives. The following are among the main tasks and functions of the Board:

1. Developing the main plans, policies, strategies, and objectives of the Company, monitoring their implementation, and reviewing them periodically, in addition to ensuring the availability of the financial and human resources necessary to achieve them.
2. Developing and monitoring internal control policies and procedures.
3. Preparing clear and specific standards and policies and procedures for membership in the Board of Directors - in a way that does not conflict with the mandatory provisions of the rules and regulations - and putting them into effect after the approval of the General Assembly.
4. Developing written policies to regulate the relationship with all stakeholders.
5. Establishing policies and procedures to ensure that the Company complies with the rules and regulations, and that it is committed to disclose all essential information to shareholders and stakeholders, and that the Executive Management is as well in compliance with them.
6. Preparing and approving the interim and annual financial statements prior to their issuance, and monitoring the Company's financial management, its cash flow, in addition to the financial and credit relationship with other parties.
7. Proposing to the Extraordinary General Assembly on the increase or decrease of the Company's capital, the continuation of the Company, or its dissolution prior to the term defined in the Bylaws.
8. Proposing to the Ordinary General Assembly on the utilization of the Company's constitutional reserve, in case it was formed by the Extraordinary General Assembly and was not restricted for a specific purpose, or the creation of additional reserves or financial provisions, and recommending on the distribution of net earnings.
9. Establishing effective communication channels that enable shareholders to review all aspects of the Company's various activities continuously and periodically, or any substantial developments.
10. Establishing values and standards that govern the Company's activities.

In addition to the above, the Board of Directors' duties include other tasks and functions, established in accordance with the Companies Law, the Company's bylaws, and the Corporate Governance Regulations.

Tasks and Specialties of the Company's Committees:

The Audit Committee

The Audit Committee is responsible for monitoring the Company's activities. Thus, it has the right to review the Company's records and documents, and to request any clarification or declaration from the members of the Board of Directors or the Executive Management. It may also request the Board of Directors to invite the Company's General Assembly to convene, if the Board of Directors impedes its work, or if the Company is exposed to material damages or losses. The following are among the main tasks and functions of the committee:

1. Assisting the Board in undertaking its responsibilities regarding the internal control system in the Company. The Audit Committee is also responsible for reviewing the accounting reports and ensuring their compliance with the statutory and regulatory requirements of the Company, ensuring the effectiveness of controls, and reviewing the Company's accounting policies
2. Supervising both the internal audit representatives and the external auditor.
3. Reviewing the Company's internal control system and preparing written reports on its opinions and recommendations.
4. Reviewing the internal audit report and following up on the execution of the corrective actions.
5. Recommending to the Board of Directors on the appointment or replacement of the internal audit representatives, or the termination of the external auditor's services and determining their fees and ensuring its independence while making recommendations.
6. Monitoring the work of the external auditors and approving any activities outside the scope of their audit work.
7. Reviewing and providing feedback on the audit plan of the external auditor.
8. Discussing the external auditor findings on the financial statements with the Executive Management and following up on the corrective measures implemented in this regard.
9. Reviewing the quarterly and annual financial statements prior to submitting them to the Board of Directors and submitting their notes and recommendations on these statements to the Company's Board of Directors.
10. Reviewing the accounting policies adopted by the Company and submitting any corresponding recommendations to the Board of Directors.

The Nomination and Remuneration Committee

The main duties of the Nomination and Remuneration Committee include the following:

1. Establishing a clear policy for determining the remuneration of the members of the Board of Directors, its sub-committees, and the Executive Management, and raising recommendations to the Board of Directors to be sent to the General Assembly for approval. The policies, that shall abide by the performance related standards, shall be disclosed and enforced.
2. Clarifying the relationship between the bonuses granted and the corresponding remuneration policy and disclosing any material deviation.
3. Reviewing the remuneration policy on a periodic basis and assessing its effectiveness in meeting its objectives.
4. Providing recommendations to the Board of Directors on the remuneration of the members of the Board of Directors and its sub-committees, and the senior executives of the Company as per the applicable policy.
5. Suggesting clear policies and procedures for membership in the Board of Directors and Executive Management.
6. Recommending to the Board of Directors on the nomination and re-nomination of its members in accordance with the applicable policies and procedures.
7. Preparing a job description of the skills and qualifications required for membership in the Board of Directors and for the executive management positions.
8. Defining the time to be allocated by each member for running the Board of Directors' tasks.
9. Reviewing annually the required skills or expertise for board membership and executive management positions.
10. Reviewing the organizational structure of the Board of Directors and Executive Management and recommending on possible changes.
11. Ensuring, on an annual basis, the independence of the independent members, and the absence of any conflict of interest in case the member is a current Board member of another Company.
12. Developing job descriptions for the executive members, the independent non-executive members, and the senior executives.
13. Preparing specific procedures for filling any vacancy in the position of a Board member or a Senior Executive.
14. Defining the strengths and weaknesses of the Board of Directors, and recommending corrective action as per the Company's interest.

The Executive Committee

It assists the Board of Directors in the executive management of the Company, routinely reviewing and monitoring the company's activities, and making the necessary recommendations to the Board. It also reviews the Company's estimated budget and executes the tasks assigned to it by the Board of Directors, follows up on the strategic procurement plans, and monitors the capital expenditures of the Company.

The Investment Committee

This committee is responsible for preparing and drafting the investment policy, submitting it to the Board of Directors for review and approval prior to its implementation, and then monitoring its implementation. It determines the strengths and weaknesses of the investment performance of the Company and provides recommendations that would increase its efficiency. It also reviews and evaluates the investment portfolio of the Company, assesses, and monitors all investment-related risks. It also submits the minutes of its work to the Board of Directors.

The Risk Management Committee

The Risk Management Committee develops comprehensive policies and strategies for managing risks in accordance with the nature and size of the Company's activities, determining the risk acceptance levels, verifying its feasibility and the ability to successfully continue its activities, and identifying the risks that threaten its ability to continue during the coming period. It provides oversight of the Company's risk management systems, re-evaluating on a periodic basis its risk exposure and tolerance, and preparing detailed reports of recommended action. It also reviews the organizational structure of the Risk Management Unit, to ensure the availability of adequate resources and systems, and submitting the corresponding recommendations to be approved by the Board of Directors. It also ensures the independence of its employees from any activities that may expose the Company to any risk, and it evaluates the surrounding risks and reviews any issues raised by the Audit Committee that may affect the Company's risk management.

Training and Development of Board Members:

During 2022, only one member of the Board members attended a training course that's related to the governance and the Board's agendas. .

Board and Committee Meetings:

First: Board Meetings

During 2022, the Board of Directors has held 5 meetings (4 meetings for the previous session ended on 28 Nov 2022, and 1 meeting for the new session started on 29 Nov 2022). As follow:

Board Members	23 Mar	26 June	5 Sep	10 Nov	11 Dec
Eng. Abdulaziz bin Fahd Al Khayyal Board Chairman in the previous and new session	✓	✓	✓	✓	✓
Ali bin Mohammed Al Saflan Vice Chairman in the previous and new session	✓	✓	✓	✓	✓
Ahmed Abdulrahman Al Mohsen Board Member in the previous and new session	✓	✓	✓	✓	✓
Baker Abdulrahman Al Muhanna Board Member in the previous and new session	✓	✓	✓	✓	✓
Turki Abdullah Al Jawini Board Member in the previous and new session	✓	✓	✓	✓	✓
Raed Abdullah Al Tamimi Board Member in the previous and new session	✓	✓	✓	✓	✓
Raed Abdullah Al Hogail Board Member in the previous session	✓	✓	✓	✓	—
Mohammed Hamad Al Kathiri Board Member in the previous and new session	✓	✓	✓	✓	✓
Mohammed Nazal Al Khaldi Board Member in the previous session	✓	✓	✓	✓	—
Ibrahim Hamad Al Rashed Board Member in the new session	—	—	—	—	✓
Saad Abdulaziz Al Hogail Board Member in the new session	—	—	—	—	✓
Abdularhman Abdulaziz Al Sulaiman Board Member in the previous and new session	✓	✓	✓	✓	✓

Second: The Executive Committee

During 2022, the Executive Committee has held 6 meetings (6 meetings for the previous session ended on 28 Nov 2022, and no meetings were held for the new session started on 29 Nov 2022). As follow:

Committee Members	8 Feb	20 April	7 June	5 Sep	17 Oct	31 Oct
Eng. Abdulaziz bin Fahd Al Khayyal Head of Committee in the previous and new session	✓	✓	✓	✓	✓	✓
Ali Mohammed Al Saflan Member of Committee in the previous and new session	✓	✓	✓	✓	✓	✓
Raed Abdullah Al Hogail Member of Committee in the previous session	✓	✓	✓	✓	✓	✓
Mohammed Hamad Al Kathiri Member of Committee in the previous and new session	✓	✓	✓	✓	✓	✓
Abdulrahman Abdulaziz Al Sulaiman Member of Committee in the new session	—	—	—	—	—	—

Third: The Nomination and Remuneration Committee

During 2022, the Nomination and Remuneration Committee has held 3 meetings (3 meetings for the previous session ended on 28 Nov 2022, and no meetings were held for the new session started on 29 Nov 2022). As follow:

Committee Members	28 Mar	9 June	28 Aug
Mohammed Nazal Al Khaldi Head of Committee in the previous session	✓	✓	✓
Turki Abdullah Al Jawini Head of Committee in the new session	—	—	—
Eng. Abdulaziz bin Fahd Al Khayyal Member of Committee in the new session	—	—	—
Ali Mohammed Al Saflan Member of Committee in the previous and new session	✓	✓	✓
Baker Abdulrahman Al Muhanna Member of Committee in the previous and new session	✓	✓	✓
Raed Abdullah Al Hogail Member of Committee in the previous session	✓	✓	✓

Fourth: The Investment Committee

During 2022, the Investment Committee has held 4 meetings (4 meetings for the previous session ended on 28 Nov 2022, and no meetings were held for the new session started on 29 Nov 2022). As follow:

Committee Members	26 Jan	8 Feb	4 Sep	6 Nov
Baker Abdulrahman Al Muhanna Head of Committee in the previous session	✓	✓	✓	✓
Eng. Abdulaziz bin Fahd Al Khayyal Member of Committee in the previous session	✓	✓	✓	✓
Ahmed Abdulrahman Al Mohsen Member of Committee in the previous and new session	✓	✓	✓	✓
Saad Abdulaziz Al Hogail Member of Committee in the new session	—	—	—	—

Fifth: The Audit Committee

During 2022, the Audit Committee has held 6 meetings as follows:

Committee Members	15 Mar	17 May	9 Aug	4 Nov	8 Nov	22 Nov
Ahmed Abdulrahman Al Mohsen Head of Committee	✓	✓	✓	✓	✓	✓
Raed Abdullah Al Tamimi	✓	✓	✓	✓	✓	✓
Ahmed Abdullah Al Munif Member from outside the Board	✓	✓	✓	✓	✓	✓
Mousa Abdullah Al Mousa Member from outside the Board	✓	✓	✓	✓	✓	✓

Sixth: The Risk Management Committee

During 2022, The Risk Management Committee has held 2 meetings (1 meeting for the previous session ended on 28 Nov 2022, and 1 meeting for the new session started on 29 Nov 2022). As follow::

Committee Members	4 Sep	25 Dec
Raed Abdullah Al Tamimi Head of Committee in the previous and new session	✓	✓
Mohammed Bin Nazal Al Khaldi Member of Committee in the previous session	✓	—
Abdulrahman Abdulaziz Al Sulaiman Member of Committee in the previous session	✓	—
Abdulaziz Mohammed Ababteen Member of Committee in the previous session	✓	—
Ibrahim Hamad Al Rashed Member of Committee in the new session	—	✓
Mohammed Hamad Al Kathiri Member of Committee in the new session	—	✓
Ahmed Abdullah Al Munif Member of Committee in the new session	—	✓

The Executive Management:

The Board of Directors shall establish the Executive Management of the Company, organize its operations, control it, and supervise it, and ensure its performance of assigned tasks. The Executive Management shall be responsible for executing the plans, policies, strategies and the main goals of the Company, in order to meet its objectives, all while taking into account the Board mandates. Below are the main tasks and functions of the Executive Management:

1. Implementing the policies and the internal regulations enacted by the Board.
2. Proposing the Company's overall strategy as well as long-term and short-term plans, policies and procedures of investments, financing, and risk management, and plans and action plan to face unforeseen developments.
3. Managing the daily activities and tasks of the Company, as well as managing its resources in the most ideal manner and in line with the Company's goals and strategy.
4. Implementing internal control and risk management systems, ensuring their effectiveness and adequacy, and ensuring compliance with the level of risks established by the Board of Directors.
5. Effective implementation of the Company's corporate governance standards and the policies and procedures that ensure the Company's compliance with rules and regulations, and its commitment to disclose important information to shareholders and stakeholders.
6. Preparing periodic financial and non-financial reports on the Company's progress considering its strategic plans and objectives and submitting these reports to the Board of Directors..

Senior Executives' Biographies:

Eng. Abdul Rahman Bin Abdul Aziz Bin Suleiman Chief Executive Officer

His biography has been disclosed within the biographies of the members of the Board of Directors as he is one of the Board of Directors Member

Mr. Majed Ahmed Qwaider CEO of the Financial sector

Qualifications: Holder of Chartered Certified Accountant Certificate, from the University of Illinois, USA. Jordanian Association of Certified Public Accountants Jordan, a bachelor's degree in Accounting and Business Administration from the University of Jordan.

Current Position: CEO of the Financial sector

Experience and Previous Positions:

He has more than 36 years of professional experience in Saudi Arabia, Canada, and Jordan, during which he has held the position of Chief Executive Officer of financial affairs for both Saudi Chemical Company and Saudi Printing & Packaging Company. Executive Manager at Price Water House Coopers, in addition to his work with other companies.

Mr. Ibrahim bin Suleiman Al Ateeq Executive Vice President of Human Resources

Qualifications: Holds an Executive Master's degree in International Management and Leadership from Al Yamamah University, an MBA from INSEEC University, France, a Diploma in Entrepreneurship from Washington State University, and a bachelor's degree in Business Administration from Imam Muhammad Ibn Saud University.

Current Position: Executive Vice President of Human Resources

Experience and Previous Positions:

He has more than 20 years of experience during which he has held the position of Senior Vice President of Operations at Najm Company for Insurance Services, and Director of Human Resources in multiple companies.

Eng. Raed bin Nasser Al Haidari Executive Vice President of Operations

Qualifications: Holder of an Executive Master's degree in Business Administration from Al-Yamamah University, a master's degree in Business Administration from INSEEC University, and a Bachelor's degree in mechanical engineering from King Saud University, Higher Diploma in Management and Leadership, and additionally he has several project management certificates.

Current Position: Executive Vice President of Operations

Experience and Previous Positions:

He has more than 14 years of professional experience during which he has held the position of Vice President for Business Execution in a technology company, and he has assumed leading positions in the private and semi-governmental sectors.

Eng. Abdul Hadi bin Ayed Al Qahtani Executive Vice President for Control and Business Development

Qualifications: Holder of an Executive Master's degree in Business Administration and a bachelor's degree in Electrical Engineering from King Fahd University of Petroleum and Minerals.

Current Position: Executive Vice President for Control and Business Development

Experience and Previous Positions:

He has more than 23 years of professional experience during which he has held the position of Executive Director of Sales and Business Development at "Elm" Company, Operations Director at "Al Mazoon Group", and Director of Technical Services at "Advanced Electronics Company".

Mr. Nasser bin Abdulaziz Al Maawi Executive Vice President of Trading

Qualifications: Holds two master's degrees in Management and Supply Chain Management and Logistics Services from the University of Windsor, Canada, and a Bachelor's degree in Marketing and International Business from the University of Northern British Columbia in Canada.

Current Position: Executive Vice President of Trading, Vice President of the Board of Directors in Gas Solutions.

Experience and Previous Positions:

He has more than 10 years of professional experience during which he has assumed the position of the Director of Distribution and Solutions Department at the Gas Company, Director of Logistics at STC and Director of Supply Chain Management at "Al-Motaheda Company". He also worked as a supply chain specialist in Heligen International Trade in Canada.

Changes to Senior Executives' Positions in 2022:

No	Name	Type of change	Date of change
1	Mr. Nasser bin Abdulaziz Al Maawi	Resigned as Executive Vice President for Commercial Affairs	18/03/2022

Remunerations of Board, Committee, and Executive Members:

GASCO pays remunerations, expenses, and attendance fees for Board and Committee members on the basis of the provisions stated in the Ministry of Commerce Companies Law and its implementing regulations, the Company's bylaws, and the Capital Market Law (Capital Market Authority) and its implementing regulations. The Company also pays the salaries, remunerations, and compensation fees of the executive administration members as per their contracts.

Main Criteria for Remunerations:

The Nomination and Remuneration Committee shall be responsible for making recommendations to the Board of Directors, Committees, and Executives, while abiding with the following;

- Remunerations shall be consistent with the Company's activity and the skill required to perform it and with the Company's strategy and objectives.
- The Board and Executive members shall be urged to work towards the long-term success and development of the Company.
- Remunerations shall be determined based on the employee's job level, duties and responsibilities, academic qualifications, work experience, skills, and performance level.
- Remunerations shall be compatible with the Company's risks in nature, size, and level.
- The practices of other companies shall be taken into consideration in determining remunerations, while avoiding the unjustified increase in remunerations and compensations that may result from that.
- Remunerations shall aim to attract, maintain, and motivate competent staff without exaggeration.
- Remunerations shall be discontinued or refunded if it appears that they were decided based on inaccurate information provided by a Board or Executive member, in order to prevent exploitation of the employment status to obtain undue rewards.
- If the General Assembly decides to terminate the Board membership of an absentee after 3 consecutive unjustified nonattendances of 3 respective meetings, this Board Member shall not be entitled to any remuneration for the period following the last attended meeting. All previously earned remunerations within this period will have to be returned to the Company.
- In all cases; the total yearly amount of remunerations and financial or in-kind benefits granted to a Board Member are not to exceed five-hundred thousand SR.
- Remuneration-related policies, mechanisms for determining remunerations, and amounts and financial and in-kind benefits granted to each Board member for any executive, technical, administrative, or advisory functions or position shall be disclosed in the Board's annual report.

Remunerations of Board Members:

In accordance with Article (21) of the Company's bylaws, the remuneration of Board members shall be a specific sum, attendance allowance for sessions, in-kind benefits, or a certain percentage of the net profits. If the remuneration consists of a certain percentage of the net profits, the provisions of Paragraph (5) of Article (45) of the Company's bylaws must be observed. It is permissible to combine two or more of these benefits in compliance with the Companies' Law or any other supplemental regulations. Remunerations also include travel, residence, and accommodation expenses for each session for non-resident Board members as per the Board's decision and in accordance with the regulations, decisions, and instructions established in the Kingdom and issued by the competent authorities.

The report of the Board to the Ordinary General Assembly shall include a comprehensive statement of all salaries, attendance allowances, expenses, and other benefits received by members of the Board during the financial year. The report shall also include a statement of all amounts received by Board members as employees or administrators or received by them in return for any technical or administrative work or consultations previously approved by the Ordinary General Assembly.

- Remunerations of independent Board members shall not be a percentage of the Company's profits or be based directly or indirectly on the Company's profitability.
- Remunerations of Board members shall be proportional to the number of sessions attended by each member.
- Board members shall be entitled to remunerations for the period from the date of appointment in the Board and in accordance with the term of membership.
- The recommendation of the Board on members remunerations for the ended financial year is presented in a separate clause in the General Assembly, and Board members may not vote on it.
- Remunerations of Board members shall be disbursed upon the approval of the General Assembly.
- Allowances for attending Board sessions shall be disbursed at the end of each calendar quarter.

Remunerations of Board Committees:

- Remunerations of Committee members shall be an annual bonus (a lump sum) for the membership in each committee, an attendance allowance for sessions, or both, in addition to travel, residence, and accommodation expenses for each session for non-resident Committee members as per the Board's decision and in accordance with the regulations, decisions, and instructions established in the Kingdom and issued by the competent authorities.
- Committee members shall be entitled for remunerations for the period from the date of appointment in a committee and in accordance with the term of membership.
- Remunerations of Committee members and attendance allowances shall be disbursed at the end of each calendar quarter.

Based on the foregoing, the Board has set a specific amount for the remuneration of each member in accordance with the above policy. Remunerations have also been set for Company representatives' membership in the Board of Directors of associate and subsidiary companies, with each remuneration not exceeding a hundred thousand riyals (SR 100,000) for members who do not receive remunerations from those companies or whose remunerations from

those companies do not amount to hundred thousand riyals (SR 100,000). In this case, the remuneration shall be paid in full or as a complement. However, in all cases, the sum of remunerations and financial or in-kind benefits received by a Board member shall not exceed the amount of five hundred thousand riyals (SR 500,000) annually – excluding the remunerations and allowances of the Audit Committee. These bonuses shall be disbursed upon the approval of the Company's General Assembly.

The attendance allowance for Board and Committee members was set at three thousand riyals (3,000 SR) per session, while the remuneration for each Committee member was set at fifty thousand riyals (50,000 SR), except for Audit Committee members whose remuneration was set at hundred thousand riyals (100,000 SR) for each member. Allowances and remunerations shall be disbursed at the end of each calendar quarter.

Remunerations of the Chairman and Managing Director

- The remunerations of the Chairman and Managing Director – if any – shall be an annual bonus (a lump sum) in addition to travel, residence, and accommodation expenses and whatever supports the satisfaction of the Board's terms of reference, as per the Board's decision and in accordance with the regulations, decisions, and instructions established in the Kingdom and issued by the competent authorities.
- Remunerations of the Chairman and Managing Director – if any – shall be disbursed at the end of each calendar quarter.

Executive Management Remuneration Policy:

Remunerations of the Executive Management shall consist of:

- Fixed remunerations including basic salaries – paid on a monthly basis at the end of each calendar month –, allowances (housing allowances, transportation allowances, etc.), and other benefits (medical insurance, social insurance contributions paid in accordance with the regulations, annual leaves, etc.).
- Variable remunerations – if any – including periodic remunerations, profits, short and long-term incentive plans, and stock grants.
- End-of-service benefits.

Based on the recommendation of the Nomination and Remuneration Committee, the Board shall be responsible for approving the remuneration structure for various employment levels at the Company. Accordingly, there is no substantial deviation between the granted remunerations and the applicable policies.

Details of remunerations, salaries, and expenses paid to the Company's Board members and Senior Executives, including the Company's CEO and Financial Director, in 2022:

Board Members:

Members	Amount	Attendance Allowance for Board Sessions	Total Attendance Allowance for Committee Sessions	Cash benefits	Remuneration for Company Representation in the Membership of the Boards of Directors of Associate and Subsidiary Companies	Total	Expenses Allowance
Independent Members							
Eng. Abdulaziz bin Fahd Al Khayyal – Head of the Board *	358,261	15,000	30,000			403,261	10,000
Turki Abdullah Al Jawini*	336,668	9,000	-			345,668	
Raed Abdullah Al Hogail**	279,282	12,000	27,000	29,335		347,617	
Raed Abdullah Al Tamimi*	330,630	15,000	24,000	39,869		409,499	
Mohammed Nazal Al Khaldi**	294,282	12,000	12,000		90,685	408,967	
Ibrahim Hamad Al Rashed***	27,311	3,000	3,000			33,311	
Saad Abdulaziz Al Hogail***	30,311	3,000	-			33,311	
Total	1,656,745	69,000	96,000	69,204	90,685	1,981,634	
Non-Executive Members							
Ali Mohammed Al Saflan – Vice-Chairman*	311,261	15,000	27,000			353,261	22,518
Baker Abdulrahman Al Muhanna*	317,261	15,000	21,000			353,261	
Ahmad Abdulrahman Al Mohsen*	324,630	15,000	30,000			369,630	
Mohammed Hamad Al Kathiri*	317,298	15,000	21,000		53,699	406,997	15,060
Total	1,270,450	60,000	99,000		53,699	1,483,149	
Executive Members							
Eng. Abdulrahman Abdulaziz bin Sulaiman*	333,630	15,000	3,000		100,000	451,630	

*Member of the Board for the previous session ended on 28 Nov 2022, and for the new session started on 29 Nov 2022.

**Member of the Board for the previous session ended on 28 Nov 2022.

***Member of the Board for the new session started on 29 Nov 2022.

Committees Members:

Committees Members	Fixed Remunerations (excluding attendance allowance)	Attendance Allowance for Committee Sessions	Total
Audit Committee			
Ahmad Abdulrahman Al Mohsen – Head of Committee	100,000	18,000	118,000
Raed Abdullah Al Tamimi	100,000	18,000	118,000
Ahmed Abdullah Al Munif	100,000	18,000	118,000
Mousa Abdullah Al Mousa	100,000	18,000	118,000
Total	400,000	72,000	472,000
Executive Committee			
Eng. Abdulaziz bin Fahd Al Khayyal – Head of Committee*	48,370	18,000	66,370
Mr. Ali Mohammed Al Saflan*	48,370	18,000	66,370
Dr. Raed Abdullah Al Hogail**	45,516	18,000	63,516
Dr. Mohammed Hamad Al Kathiri*	48,370	18,000	66,370
Eng. Abdulrahman Abdulaziz bin Sulaiman***	2,853	-	2,853
Total	193,478	72,000	265,478
Nomination and Remuneration Committee			
Mr. Mohammed Nazal Al Khaldi – Head of Committee**	45,516	9,000	54,516
Dr. Raed Abdullah Al Hogail**	45,516	9,000	54,516
Mr. Baker Abdulrahman Al Muhanna*	48,370	9,000	57,370
Mr. Ali Mohammed Al Saflan*	48,370	9,000	57,370
Mr. Turki Abdullah Al Jawini – Head of Committee***	2,853	-	2,853
Eng. Abdulaziz bin Fahd Al Khayyal ***	2,853	-	2,853
Total	193,478	36,000	229,478

Committees Members	Fixed Remunerations (excluding attendance allowance)	Attendance Allowance for Committee Sessions	Total
Investment Committee			
Mr. Baker Abdulrahman Al Muhanna – Head of Committee*	48,370	12,000	60,370
Eng. Abdulaziz bin Fahd Al Khayyal **	45,516	12,000	57,516
Mr. Ahmad Abdulrahman Al Mohsen*	48,370	12,000	60,370
Dr. Saad Abdulaziz Al Hogail***	2,853	-	2,853
Total	145,108	36,000	181,108
Risk Committee			
Mr. Raed Abdullah Al Tamimi – Head of Committee*	48,370	6,000	54,370
Eng. Abdulrahman Abdulaziz bin Sulaiman**	45,516	3,000	48,516
Mr. Mohammed Nazal Essa Al Khaldi**	45,516	3,000	48,516
Mr. Abdulaziz Mohammed Abdullah Ababteen**	91,033	3,000	94,033
Mr. Ibrahim Hamad Al Rashed***	2,853	3,000	5,853
Dr. Mohammed Hamad Al Kathiri***	2,853	3,000	5,853
Dr. Ahmad Abdullah Al Munif***	5,707	3,000	8,707
Total	241,848	24,000	265,848

*Member of the Committee for the previous session ended on 28 Nov 2022, and for the new session started on 29 Nov 2022.

**Member of the Committee for the previous session ended on 28 Nov 2022.

***Member of the Committee for the new session started on 29 Nov 2022.

Senior Executives:

Fixed Remunerations	Amount	Variable Remunerations	Amount
Salaries	4,190,918.96	Periodic Remunerations	1,416,063.76
Allowances	1,669,329.74		

Disclosure of any arrangement or agreement whereby a Board member or a Senior Executive waived any remuneration:

No arrangement or agreement has been made whereby a Board member or a Senior Executive waived any remuneration.

Disclosure of the number of shares owned by Board members and Senior Executives and changes to those shares during 2022, in addition to the description of any interest, contractual securities, and subscription rights belonging to Board members, Senior Executives, and their relatives in the shares or debt instruments of the Company or any of its subsidiaries and any changes to that interest or those rights during the last financial year.

Board Members:

No	Name of Stakeholder	Start of Year		End of Year		Net Change	Percentage of Change
		Number of Shares	Debit instruments	Number of Shares	Debit instruments		
1	Eng. Abdulaziz Fahd Abdullah Al Khayyal	-	-	-	-	-	-
2	Mr. Ali Mohammed Al Saflan	1000	-	1000	-	-	-
3	Mr. Ibrahim Hamad Al Rashed	Membership starts on 29/11/2022		-	-	-	-
4	Mr. Ahmad Abdulrahman Al Mohsen	170	-	670	-	-	-
5	Mr. Baker Abdulrahman Al Muhanna	-	-	-	-	-	-
6	Mr. Turki Abdullah Al Jawini	-	-	-	-	-	-
7	Mr. Raed Abdulah Saleh Al Tamimi	-	-	-	-	-	-
8	Dr. Raed Abdullah Al Hogail	1000	-	Membership ends on 28/11/2022			
9	Dr. Mohammed Hamad Al Kathiri	-	-	-	-	-	-
10	Dr. Saad Abdulaziz Al Hogail	Membership starts in 29/11/2022		-	-	-	-
10	Mr. Mohammed Nazal Essa Al Khaldi	-	-	Membership ends on 28/11/2022			
11	Eng. Abdulrahman Abdulaziz bin Sulaiman	-	-	-	-	-	-

There are no interests, contractual securities, or subscription rights belonging to Board members or their relatives in the shares or debt instruments of the Subsidiary Company. There has been no change in that interest or those rights during the last financial year.

Senior Executives:

No	Name of Stakeholder	Start of Year		End of Year		Net Change	Percentage of Change
		Number of Shares	Debit instruments	Number of Shares	Debit instruments		
1.	Eng. Abdulrahman Abdulaziz bin Sulaiman	-	-	-	-	-	-
2.	Mr. Ibrahim Sulaiman Al Ateeq	-	-	-	-	-	-
3.	Eng. Raed Nasser Al Haidary	-	-	-	-	-	-
4.	Eng. Abdelhadi Ayed Al Qahtani	-	-	-	-	-	-
5.	Mr. Nasser Abdulaziz Al Maawi	-	-	Resigned on 18-03-2022			

There are no interests, contractual securities, or subscription rights belonging to Senior Executives or their relatives in the shares or debt instruments of the Subsidiary Company. There has been no change in that interest or those rights during the last financial year.

Actions taken by the Board to inform its members – especially the non-executives – of shareholders' proposals and remarks regarding the Company and its performance:

During 2022, the Company did not receive any proposals or remarks from shareholders regarding the Company and its performance, except for the discussions held during the assemblies throughout the year, in addition to responding to shareholders' inquiries and remarks in a timely manner and in the presence of Board members or informing them of the minutes of the assembly meetings.

Sanctions, penalties, precautionary procedures, or reserve provisions imposed on the Company by the Capital Market Authority or any other supervisory, regulatory, or judicial authority:

The fines and penalties imposed on the company during the financial year 2022 totalled SAR (180,558), as follows:

No	Punishment/Penalty/Precautionary Measure/Provisional Restriction	Reasons of Violation	Signed party of the violation	Total amount (SR)	Ways of settling and avoiding future occurrence
1.	Fine	Requirements of licenses violation	Transport General Authority	72,000	Following regulatory requirements
2.	Fine	Safety and fire prevention requirements violation	Royal Commission for Jubail & Yanbu	26,000	Following regulatory requirements
3.	Fine	Headquarter of the center violation	Riyadh Region Municipality	11,000	Following regulatory requirements
4.	Fine	withholding tax fine	Zakat, Tax, and Customs Authority	1458	Following regulatory requirements
5.	Fine	late renewal fine	Ministry of Human Resources and Social Development	500	Following regulatory requirements
Total				110,958	

Results of the annual audit of the effectiveness of internal control procedures, and the Audit Committee's opinion regarding the adequacy of the Company's internal control system:

The Audit Committee recommended to the Board of Directors to assign a statutory auditor for the Company's accounts for the financial year 2022 (PricewaterhouseCoopers), as well as the evaluation of the internal control system within the scope of the audit of the company's final financial statements.

The Committee also audited the interim quarterly results and financial statements for 2022 and approved them in accordance to the Board's mandating (authorizing) by its decree No. 365/06 in the board meeting No. 03/2020/365 dated 31/03/2020. In addition to the recommendation to the Board of Directors for approval of annual end-of-year financial statements and audit of financial statement disclosures, changes in accounting policies, significant and unforeseen events, verification of accounting estimates in important matters, as well as compliance with accounting standards and other legal requirements.

During the financial year 2022, the Committee examined the Company's internal control systems and their effectiveness through the internal reports and notes stipulated in the risk register, in addition to the notes submitted by the Company's external auditor, and create suitable plans to address observations.

The Committee ensures that it will hold periodic meetings with the external auditor and internal auditing firm (including the consultant appointed to perform internal audits), along with the executive management. These meetings shall aim to discuss all matters and remarks emphasized by the external or internal auditor. The Committee highlighted the necessity to immediately take the required measures aiming to redress the current situation and implement the recommendations issued in this regard and follow them up periodically with the executive management to ensure proper implementation of all plans to redress the current situation and improve the efficiency and effectiveness of the internal audit systems, and to guarantee the integrity and reliability of the financial reports. The Committee shall issue any further recommendations deemed necessary to the Board.

During 2022, the Board of Directors issued decisions and directives related to improving the quality of internal control systems and raising their effectiveness, and following up their implementation with the executive management, including developing and updating policies and job descriptions and reviewing them periodically, appointing specialized consultants to identify weaknesses, address gaps and work to improve control regulations and the integration of financial and technical systems.

Audit Committee recommendations regarding the need to appoint an internal auditor in the Company:

The Company has an Internal Audit Committee and relies on the services of an internal audit company to support in internal audit management to draft the annual audit plan and performed several audits on the different sectors of the Company.

Audit Committee recommendations which contradict the decisions of the Board or which the Board refused to take into account regarding appointing and dismissing the Company's auditor, determining his/her fees, and evaluating his/her performance or regarding appointing the internal auditor, in addition to the rationale behind these recommendations and the reasons for not taking them into account:

There are no recommendations from the Audit Committee which contradict the decisions of the Board or which the Board refused to take into account regarding appointing and dismissing the Company's auditor, determining his/her fees, and evaluating his/her performance or regarding appointing the internal auditor. The Committee did not submit any recommendations related to the dismissal of the Company's auditor.

Variations from the accounting standards approved by the Saudi Organization for Certified Public Accountants (SOCPA):

There is no variation from the accounting standards approved by the Saudi Organization for Certified Public Accountants (SOCPA)

Information related to any business or contract in which the Company is involved, or in which a member of the Company's Board, Senior Executives or any related person has an interest, including the names of those involved in the business or contract and the nature, terms, duration, and amount of these businesses or contracts, in addition to whether or not there are such businesses or contracts:

The governance policy of GASCO defines system related-party transactions, whereby any transaction or contract involving conflict of interest is disclosed to any Board member or to the Executive Management and shareholders.

Related-party transactions are limited, as follows:

Company Name	Transaction Type	December 31, 2022		December 31, 2021	
		Transaction Amount	Balanced (Credited) / Debited	Transaction Amount	Balanced (Credited) / Debited
Saudi Gas Cylinder Factory Enagas	Associate company	23,242,265	17,809,484	72,071,799	3,000,357
Gas Solutions Company	Subsidiary company	21,827,633	4,245,628	881,466.46	1,076,605

Information related to any loans received by the Company (whether they are payable upon request or otherwise) and disclosure of the total indebtedness of the Company and its subsidiaries, amounts paid by the Company in repayment of loans during the year, in addition to principal amount, name of donor, duration, and balance of each loan:

Name of Company/ Subsidiary Company	Name of Donor	Principal Amount of Loan	Loan Duration	Amounts Repaid during the Year Loan Balance at the beginning of the year	Loan Balance received Amount during the year (Thousands of Riyals)	Total Indebtedness of the Company and its Subsidiaries Paid Amount during the year	Loan Balance at the end of the year
National Gas & Ind. Company	Saudi Industrial Development Fund (SIDF)-	203,000	6 years	119,000		(43,000)	76,000
SGCF – Enagas (Ownership 37.57%)	No Donor	-	-			-	-
Natural Gas Distribution Company (Ownership 35%)	Saudi Industrial Development Fund (SIDF)	20,500	5 years	12,299	0	(3,590)	8,709
East Gas (Ownership 35%)	No Donor	-	-			-	-
National Industrial Gases Company (GAS) (Ownership 9%)	Saudi Industrial Development Fund (SIDF)	651,000	8 years	544,402	84,715	(50,678)	578,439
	Commercial Bank	318,750	10 years	316,517	318	0	316,835
Arabian United Float Glass Company (AUFGC) (Ownership 11,01%)	Saudi Industrial Development Fund (SIDF)	247,340	15 years	156,840	-	(50,000)	106,840
	Commerical Banks	42,000	5 years	46,676	73,859	(30,250)	90,285

Categories and numbers of any convertible debt instruments or any contractual securities, memorandums of subscription rights, or similar rights issued or granted by the Company during the financial year, indicating any compensation received by the Company therefrom:

- There are no categories and numbers of any convertible debt instruments or any contractual securities, memorandums of subscription rights, or similar rights issued or granted by the Company during the financial year, or any compensation received by the Company therefrom.

Transfer or subscription rights under convertible debt instruments, contractual monetary securities, memorandums of subscription rights, or similar rights issued or granted by the Company;

- There are no transfer or subscription rights under convertible debt instruments, contractual securities, memorandums of subscription rights, or similar rights issued or granted by the Company.

Redemption, purchase, or cancellation of any redeemable debt instruments and of the remaining monetary of securities, with a distinction between the listed securities purchased by the Company and those purchased by its subsidiaries:

There is no redemption, purchase, or cancellation of any redeemable debt instruments and of the remaining monetary securities.

Disbursed and Outstanding Regular Payments for 2022:

Item	Disbursed Payments	Outstanding Payments (for the Company)	Description	Reasons
Zakat	12,361,600.18	14,400,000	Amount paid or carried forward to the next fiscal year in accordance with the Zakat provisions and rules, the company's outstanding payments could be changed due to the lack of financial statements' readiness	Government Requirement
VAT	80,249,529.77	3,351,109.03	Amount paid or carried forward to the next fiscal year in accordance with the VAT provisions and rules in the Kingdom.	Government Requirement
Tax from Suppliers with no offices in KSA (Withholding Tax)	652,986.21	235,881.2	Amount paid or carried forward to the next fiscal year in accordance with the Tax provisions and rules in the Kingdom.	Government Requirement
General Organization for Social Insurance	23,762,894.69	-	The total paid amount in 2022, which is related to the period (Dec 2021 until Nov 2022)	Government Requirement
Costs of visas, passports, government fines, and work permit (Maktab Amal) fees	8,327,193.46	-	Amounts paid during the year, such as visas and passports fees, in accordance with its provisions and rules.	Government Requirement

Acknowledgments:

- The account records have been properly prepared.
- The internal control system has been prepared according to sound bases and effectively implemented.
- There is no significant doubt concerning the Company's ability to continue its activity.

• Reservations of the auditor on the annual financial statements:

No Reservations

Board recommendation on the replacement of the auditor before the expiry of his/her term:

In 2022, the Board did not make any recommendation to replace the chartered accountant.

Implementation of the provisions of the Corporate Governance Regulations:

The Company is committed to implementing all provisions of the Corporate Governance Regulations issued by the Capital Market Authority, except the provisions listed below:

Number of Article /Paragraph	Content of Article/paragraph	Reasons for non-application
Article 41	Assessment	Guiding article
Article 54 / B	The Head of the Audit Committee must be an independent member	Guiding article
Article 85	Employee incentives	Guiding article
Article 87	Social Responsibility	Guiding article
Article 88	Social Initiatives	Guiding article
Article 95	Forming the Corporate Governance Committee	Guiding article

Information disclosed by the Company on the Saudi Stock Exchange (Tadawul) website:

GASCO is committed to providing all necessary information to keep shareholders and the public informed of the Company's significant developments and strategic events and decisions. Accordingly, the most important events and developments during this year have been announced as follows:

No.	Date of Announcement	Title of Announcement
1	13/02/2022	National Gas and Industrialization Co. announces the signing of (Gas Solutions) Company, which is associated and 100% owned by GASCO, a Memorandum of Understanding with National Housing Company (NHC).
2	16/02/2022	National Gas and Industrialization Co. announces the signing of shares purchase agreement to acquire 55% of the Best Gas Carrier Company's shares (a single member limited liability company).
3	24/03/2022	National Gas and Industrialization Co. announces its Annual Financial Results for the Period Ended on 31-12-2021
4	24/03/2022	National Gas and Industrialization Co. announces the distribution of Cash Dividends to shareholders for the second half of the financial year 2021.
5	24/03/2022	Appended Announcement from the National Gas and Industrialization Co. regarding the distribution of Cash Dividends to shareholders of the second half of the financial year 2021.
6	09/05/2022	National Gas and Industrialization Co. announces the signing of a Memorandum of Understanding with MAKEEN Energy Company.
7	18/05/2022	National Gas and Industrialization Co. announces its Interim Financial Results for the period ended on 31-3-2022 (Three Months).
8	29/05/2022	National Gas and Industrialization Co. invites its shareholders to attend the (First Meeting) Ordinary General Assembly Meeting, via modern technology platforms.
9	30/05/2022	National Gas and Industrialization Co. announces an appended announcement to attach the documents regarding the announcement of the invitation of its shareholders to attend the (First Meeting) Ordinary General Assembly meeting.
10	12/06/2022	National Gas and Industrialization Co. announces that it has received a letter from the Ministry of Energy about adjusting the prices of gas selling.

No.	Date of Announcement	Title of Announcement
11	16/06/2022	National Gas and Industrialization Co. announces the latest developments regarding the acquisition of 55% share of the Best Gas Carrier Company.
12	23/06/2022	National Gas and Industrialization Co. announces the start of electronic voting on the agenda items of the (First Meeting) Ordinary General Assembly meeting, via modern technology (reminder advertising).
13	28/06/2022	National Gas and Industrialization Co. announces the results of the Ordinary General Assembly meeting (Second Meeting)
14	28/06/2022	National Gas and Industrialization Co. announces the opening of nomination for the membership of the Board of Directors in the next session for 3 years period.
15	28/06/2022	National Gas and Industrialization Co. announces an appended announcement to attach the documents regarding the opening of nomination for the membership of the Board of Directors in the next session for 3 years period.
16	10/08/2022	National Gas and Industrialization Co. announces its Interim Financial Results for the period ending on 30-06-2022 (Six Months)
17	14/08/2022	National Gas and Industrialization Co. announces the distribution of Cash Dividends to shareholders for the first half of the financial year 2022.
18	17/08/2022	National Gas and Industrialization Co. Announces the signing of a non-binding memorandum of understanding to discuss ways of cooperating in a partnership to develop and operate a modern factory for manufacturing fiberglass cylinders.
19	03/10/2022	National Gas and Industrialization Co. Announces the signing of a non-binding memorandum of understanding with Al-Bahri Company to discuss ways of cooperating in a partnership to establish a company that operates in road transport and logistics services.
20	12/10/2022	National Gas and Industrialization Co. invites its shareholders to attend the Ordinary General Assembly meeting (First meeting) in attendance and remotely, via modern technology means.
21	03/11/2022	National Gas and Industrialization Co. announces the start of electronic voting on the agenda items of the Ordinary General Assembly Meeting (First meeting), via modern technology means (reminder advertising).
22	09/11/2022	National Gas and Industrialization Co. announces its Interim Financial Results for the period Ending on 30-09-2022 (Nine Months).
23	13/11/2022	National Gas and Industrialization Co. announces the separation of gas wholesale activity and transfers it to an associated limited liability company.
24	13/11/2022	National Gas and Industrialization Co. announces the separation of gas transportation activity and transfers it to an associated limited liability company.
25	13/11/2022	National Gas and Industrialization Co. announces the results of the Ordinary General Assembly Meeting (First Meeting).
26	11/12/2022	National Gas and Industrialization Co. announces the distribution of Cash Dividends to shareholders for the second half.
27	12/12/2022	National Gas and Industrialization Co (GASCO) announces the decision of the Board of Directors to appoint the Chairman and Vice-Chairman of the Board and to the formulation of committees.
28	28/12/2022	National Gas and Industrialization Co. invites its shareholders to attend the Ordinary General Assembly meeting (First meeting), via modern technology means.

