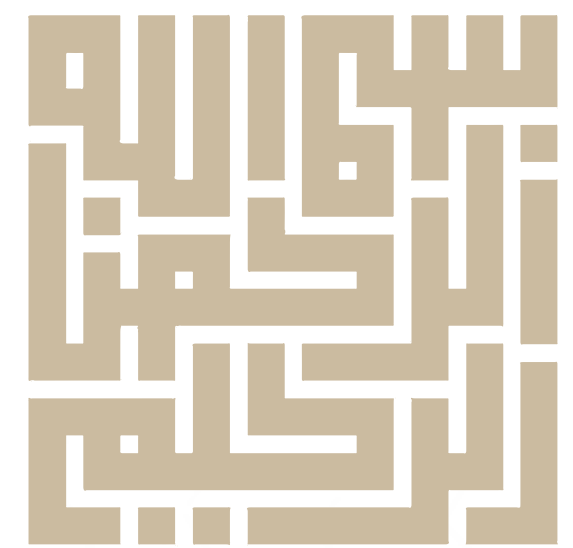




# 2021

## Annual Report

United International Transportation  
Company's board of directors report





Custodian of the Two Holy Mosques,  
King of the Kingdom of Saudi Arabia

**King Salman bin  
Abdulaziz Al Saud**



His Royal Highness Crown Prince

**Mohammad bin Salman  
bin Abdulaziz Al Saud**

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# Introduction





## Statement Of The Chairman



**Dr. Bassim  
Abdullah Alim**

On behalf of the Board of Directors, I am pleased to present to you the annual report for the year 2021, in which it reviews the company results, objectives, strategy, and future aspirations to enhance its ambitious role in achieving the vision of our dear Kingdom.

With the world still suffering from the health and economic consequences of the Covid-19 pandemic, the Kingdom of Saudi Arabia has taken a leadership role in supporting global efforts in dealing with the aftermath of the pandemic, overcoming obstacles, and implementing the highest Preventive and precautionary measures to maintain public health and economic strength. The United International Transportation Company's commitment to strictly adhere to these procedures enabled the Board of Directors to develop effective strategies to transform unexpected challenges into opportunities by leveraging the company's strong financial position and the executive management's skills and experience to maintain its leading market position.

Despite the ongoing economic and social challenges of the Covid-19 pandemic, The United International Transportation Company has successfully expanded and developed its plans and strategies. As a result, it has generated profit for its investors while also exceeding customer expectations with its services. Additionally, the Board of Directors established a Governance and Risk Management Committee to strengthen the company's governance practices and maintain its leadership position in this field. Therefore, the company generated positive investment returns, thanks to God and to the executive management's sound plans, flexible responses, and wise guidance.

**Furthermore, the company is committed to supporting and maintaining the group's values and principles by adhering to all laws and regulations and preserving all employees, customers, and stakeholders' rights.**

Its determination to maintain its societal commitments is also notable, as evidenced by its numerous contributions to health, sports, institutional, educational, environmental, and awareness initiatives.

In conclusion, on behalf of my colleagues on the Board of Directors, I am pleased to express my gratitude to our employees and the company's executive management team for their dedication, outstanding performance, and fruitful efforts, as well as their influential role in achieving our strategic goals despite the unprecedented challenges faced because of Covid-19 pandemic.

We look forward to the year 2022, and we affirm that we will continue to strive to achieve greater value for our shareholders and customers. We promise that we will make every effort for many years to come to achieve the success that we all aspire to, with God's help and will.

**Bassim Abdullah Alim**  
Chairman



## Statement Of The CEO



**Mr. Fawaz  
Abdullah Danesh**

I would like to take this opportunity to thank my dear colleagues, the Chairman, and Board members for their continuous support of the company's strategies. I would also like to express my heartfelt gratitude and appreciation to our loyal shareholders for their trust and ongoing support.

Up to this point, we are all banding together to face the rapid changes and health challenges that have affected the business and the economy in an unprecedented way. These changes have become even more visible in our daily and professional lives. As a result, we have adopted new methods to care for our employees, serve our customers and satisfy our shareholders.

The strategies that we have implemented in recent years have contributed to providing sustainable value to our customers, employees, and shareholders and will continue to enhance the value of our activities in the future. Therefore, we have designed plans to ensure the company's sustainability by providing consistent, high-quality services to customers across all of our geographic regions while effectively monitoring and managing risks and adhering to best practices and regulatory requirements.

**The United International Transportation Company is keen to fully comply with preventive measures, as the health and safety of our staff and customers have always been and continues to be our top priority**

We have invested in developing the company's infrastructure and technology as well as testing our internal procedures and capabilities to ensure that the business operates efficiently and effectively to achieve our future ambitions.

Our dedication to investing in our employees and enhancing the company's culture has improved our operational flexibility and reflected in the company's performance, making us more vital and solid. During this period, the team made continuous and remarkable efforts to represent our values, which had positive and outstanding results on our services and outcomes.

**Our financial performance for the fiscal year 2021 represents the stability and strength that we have attained in our activities and services. In addition, our results demonstrate our efforts to optimize expenses and invest better in capital to enhance net profit while focusing on activities with the greatest profit impact**

In conclusion, I can only express my heartfelt appreciation and gratitude to every member of the United International Transportation Company family for all of their support and trust. I pray for a brighter future filled with more success and accomplishments beyond ambitions.

Fawaz Abdullah Danish  
Group CEO





## About The Company





## About The Company

The United International Transportation Company was founded on 17/12/1978, and has been engaged in car rental activity since then under the largest franchise contract from Budget International Car Rental Company. Furthermore, the company provides various transportation services such as short and long-term leases of cars and commercial vehicles and selling used cars; these services contribute significantly to the business volume and revenue.

In addition to the above, the company enhances its fleet quality by operating short-term rental cars for 18-24 months. The used vehicles are then sold by the company's used car sales department, either through public auctions or its showrooms. Furthermore, the company adopts an approach of purchasing new cars of various types and sizes and selling used ones to maintain or reduce the average fleet life. Likewise, the managing board believes that maintaining a new fleet with a relatively short life gives the company a competitive advantage.

Another significant factor was the company's implementation of its expansion policy, which included investing in partnerships with other companies or establishing new companies involved in various transportation activities. For example, A 97.9% contribution was made in 2012 to establish Aljozor Alrasekha Transportation Company Ltd. (Rahaal), specializing in buying, selling, renting buses and trailers, and transporting goods to the country roads. It is worth noting that the share, which began at 97.9%, has now reached 100%. Furthermore, the company obtained an exclusive franchise for the (PAYLESS) brand by signing a franchise agency contract with the global group (ABG) that owns it on 06/05/2016, through which low-cost cars (used or small ones) are rented within the country under a short-term leasing system.

## Company's main activities

### Short-term rental

Car rental on a daily, weekly, or monthly basis through the franchise rights of Budget and Payless.

### Long- term rental

Budget offers car renting leases for (12, 24, 36, 48) months, and (Rahaal), The united international transportation company's subsidiary company, provides long-term leasing to those who need buses, commercial vehicles, and trucks.

### Selling used cars

Displaying used short and long-term leasing cars in the company's showrooms for used vehicles and putting them up for sale. These showrooms can be found in the country's central cities, and there are five of them around the country.

## The impact of the primary activities on the company's turnover and outcome

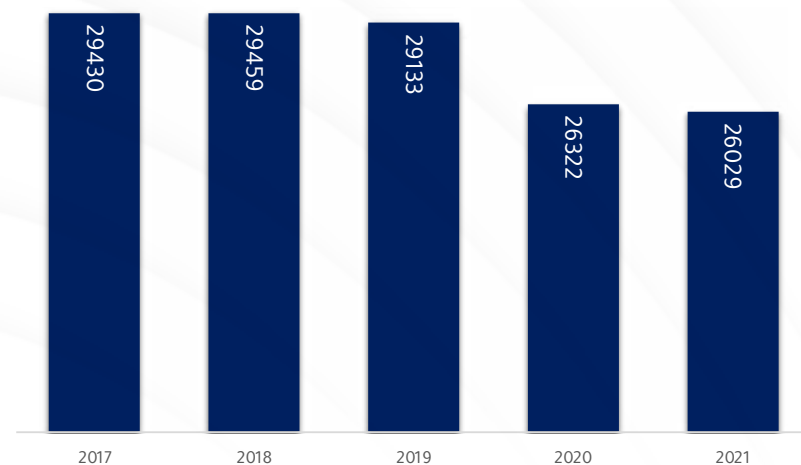
Statement	The activities revenue in 2021	The percentage of total revenue
Short-term rental	190,317	19%
Long-term rental	455,960	46%
Proceeds of car sales	341,852	35%
Total	988,129	100%

## The United International Transportation Company (Budget Saudi) fleet of cars on December 31, 2021:

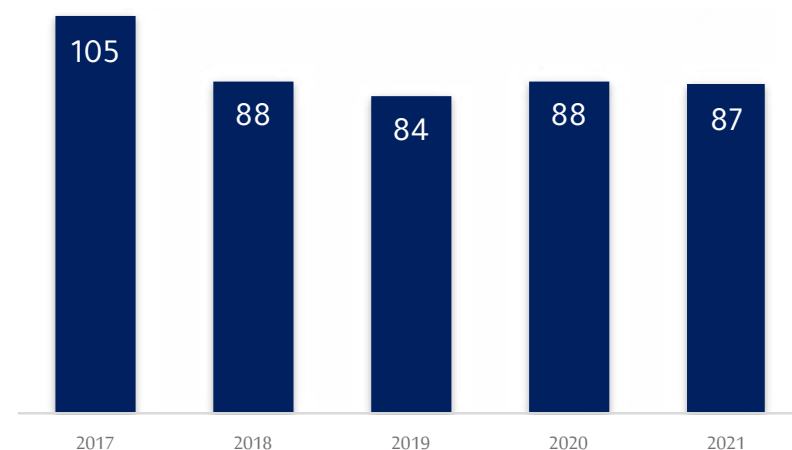


The company rents cars to its customers through (87) locations throughout the Kingdom. The company's primary sites cover the major population centers and the international and domestic airports except for (5) showrooms for used car dealerships in Riyadh, Jeddah, Dammam, Medina, and Abha.

## The change in the company's car fleet during (2017 - 2021)



## Car rental sites during (2017 - 2021)



## The subsidiary and associate companies

The subsidiary company's name	The foundation country	primary activity type	The company's operations country or headquarter	The percentage of the company's ownership	The company's capital
Aljozoor Alrasekha Transportation Company Ltd.	Saudi Arabia	Rental of buses, trailers, transportations of goods and missions for fees on land roads	Saudi Arabia	100%	SAR 100 Million
Unitrans Infotech Ltd.	India	Information Technology	India	100%	INR 1 Million
Syarah Limited Company	Saudi Arabia	Car sales, maintenance and transportations	Saudi Arabia	5.23%	SAR 100,000

## Details of subsidiary and associate companies' stocks and shares

The subsidiary company's name	Subsidiary/ associate	The company's capital	The percentage of the company's ownership	The type of stocks/ shares		The value of equity participation or contributions
				Kind	Cash	
Aljozoor Alrasekha Transportation Company Ltd.	Subsidiary	SAR 100 million	100%	560,000 shares as follows: 286 cars holding 210,000 shares, and the main maintenance workshop in Jeddah holding 350,000 shares (the share value is SAR 100)	440,000 self-funded share (value of the share is SAR 100)	SAR 100 million
Unitrans Infotech Ltd.	Subsidiary	INR 1 million	100%	-	Self-funded (value of the share equals SAR 82,101)	Equals SAR 82,101
Syarah Limited Company	Associate	SAR 100,000	5.23%	-	Self-funded by purchasing 7515 shares with total value of 3,999,984 USD	Equals SAR 15,000,000

## Aljozoor Alrasekha Transportation Company Ltd (Rahaal) main activities (subsidiary company)

### Long-term rental

Of trucks, buses, equipped cars, caravans, trailers, and equipped trailers.

### Sale of trucks

Buses, equipped cars, caravans, trailers, and equipped trailers.

## The impact of the subsidiary company primary activities on the company's turnover and outcome (in millions of saudi riyals)

Statement	The activities revenue in 2021	The percentage of total revenue
Long-term rental	263,827	74%
Profits from selling used cars	93,420	26%
Total	357,247	100%



A blurred background image of a business meeting. Several people are seated around a table, looking at documents and tablets. The documents and screens display various financial charts, including bar graphs and line graphs. The overall color scheme is a cool blue, giving it a professional and modern feel. A yellow callout box is positioned on the left side of the image.

## Financial Results

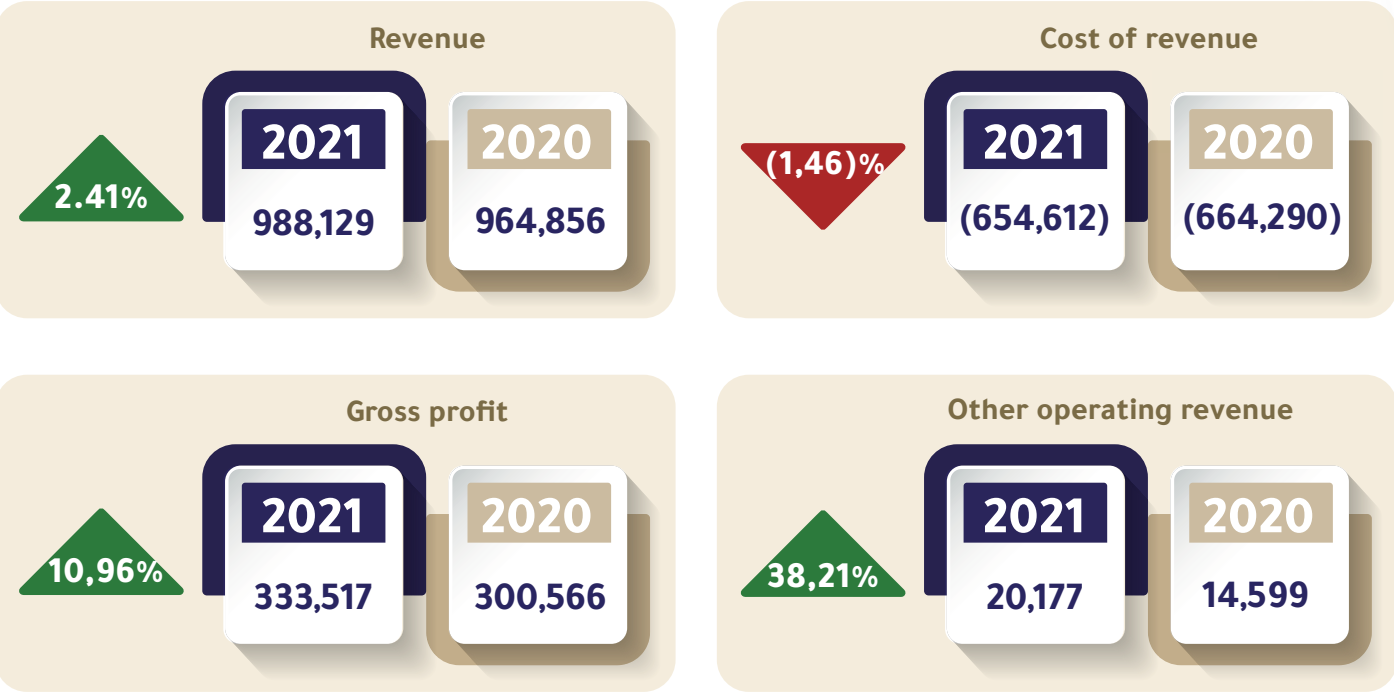
The financial results achieved in 2021 compared to the previous year

Element	2021 (In Thousand of Riyals)	2020 (In Thousand of Riyals)
Net profit before Zakat and tax	228.232	208.732
Net profit after Zakat and tax	219.912	202.445
Revenue	988.129	964.856

Earnings per share in 2021 (3.09) compared to (2.84) Saudi riyals per share in 2020.

The increase in profit is primarily attributed to the increase in the short rental revenue as a result of improved utilization and the higher number of vehicles sold in 2021 compared to 2020.

Operational results for the year 2021 compared to last year (in thousands of Saudi riyals)



Analysis of the company’s revenues from its activities in 2021 (in thousands of Saudi riyals)

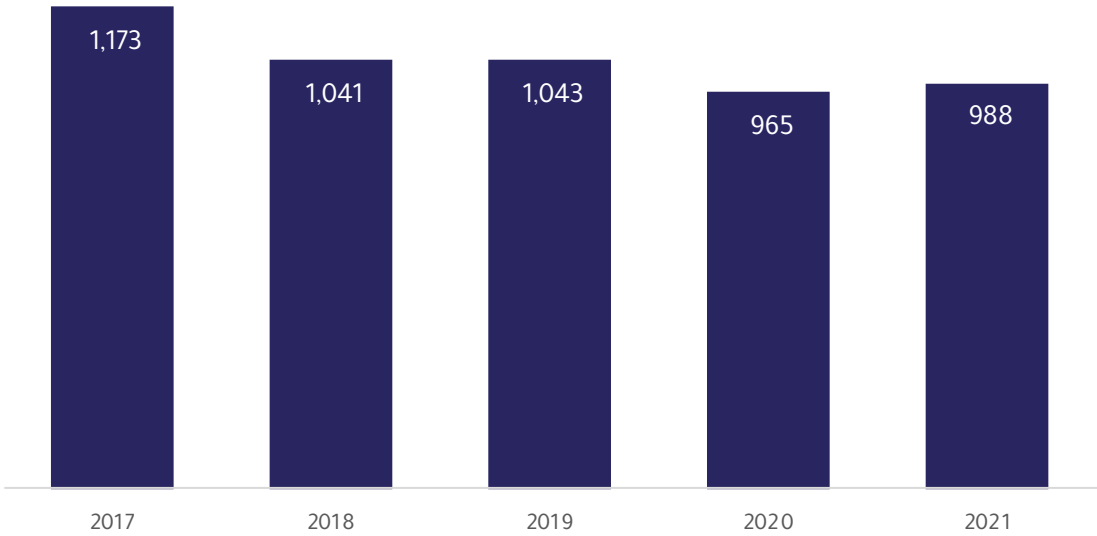




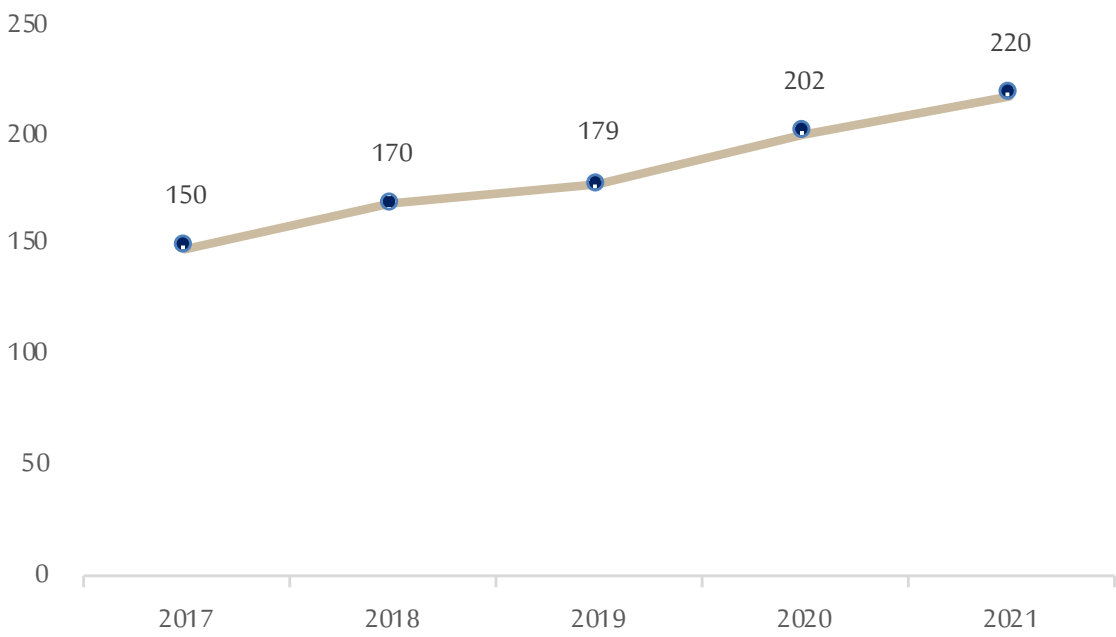
Comparison of business results over a five-year period

Statement ( in thousands of SAR)	2021	2020	2019	2018	2017
Revenue	988,129	964,856	1,043,494	1,040,970	1,173,158
Cost of revenue	(654,612)	(664,290)	(746,134)	(765,888)	(910,556)
Gross profit	333,517	300,566	297,360	275,082	262,602
Net profit	219,912	202,445	178,619	169,986	149,511

The change in the United International Transportation Company’s revenues in millions of saudi riyals over a five-year period (2017-2021).



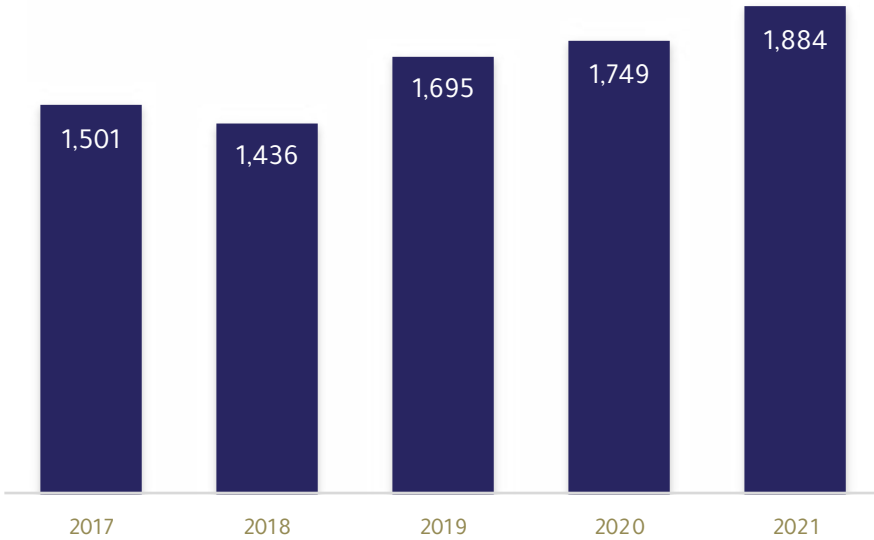
The change in the net profit of United International Transportation Company in millions of saudi riyals over a five-year period (2017-2021)



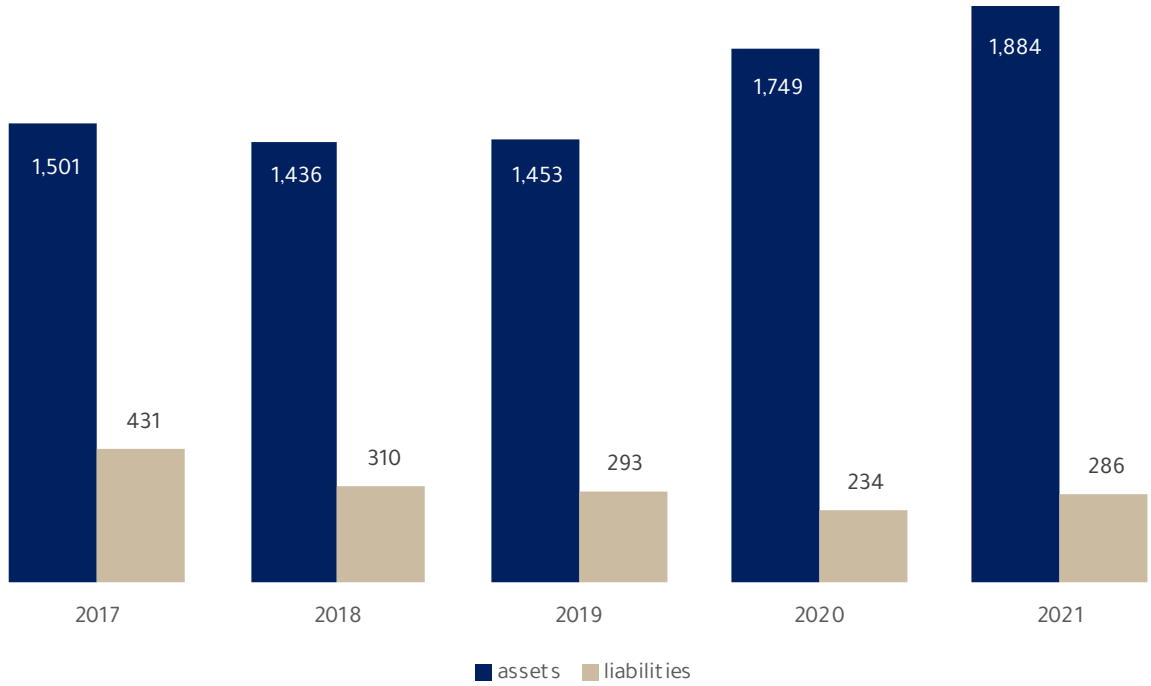
### Comparison of the United International Transportation Company's statement of financial position over a five-year period (2017 - 2021)

Statement (in SAR thousand)	2021	2020	2019	2018	2017
Current assets	305,687	372,552	214,310	226,461	210,147
Non-current assets	1,578,576	1,376,759	1,480,363	1,209,923	1,290,772
Total assets	1,884,263	1,749,311	1,694,673	1,436,384	1,500,919
Current liabilities	206,644	162,705	231,342	250,641	334,308
Non-current liabilities	79,170	71,685	77,789	59,388	96,264
Total liabilities	285,814	234,390	309,131	310,029	430,572
Capital	711,667	711,667	711,667	711,667	711,667
Reserves and retained earnings	886,782	803,254	673,875	414,688	358,680
Total shareholder equity	1,598,449	1,514,821	1,385,542	1,126,355	1,070,347
Minority rights	0	0	0	0	0
Total liabilities and equity of partners	1,884,263	1,749,311	1,694,673	1,436,384	1,500,919

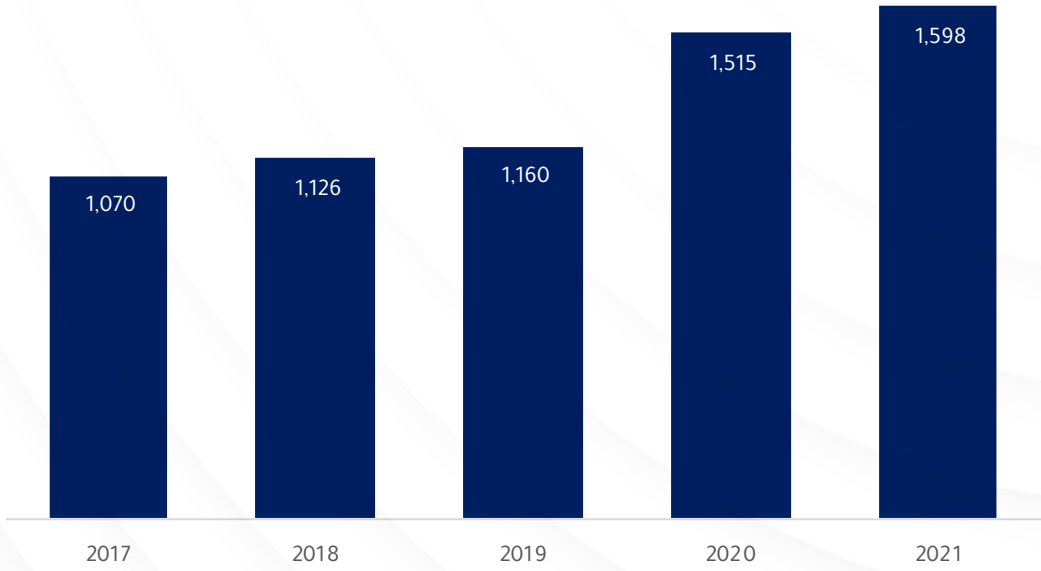
### The change in assets in millions of riyals over a five-year period (2017 - 2021)



### Comparing the company's assets and liabilities in millions of riyals over a five-year period (2017 -2021)



### The change in shareholders' equity in millions of riyals over a five-year period (2017-2021).

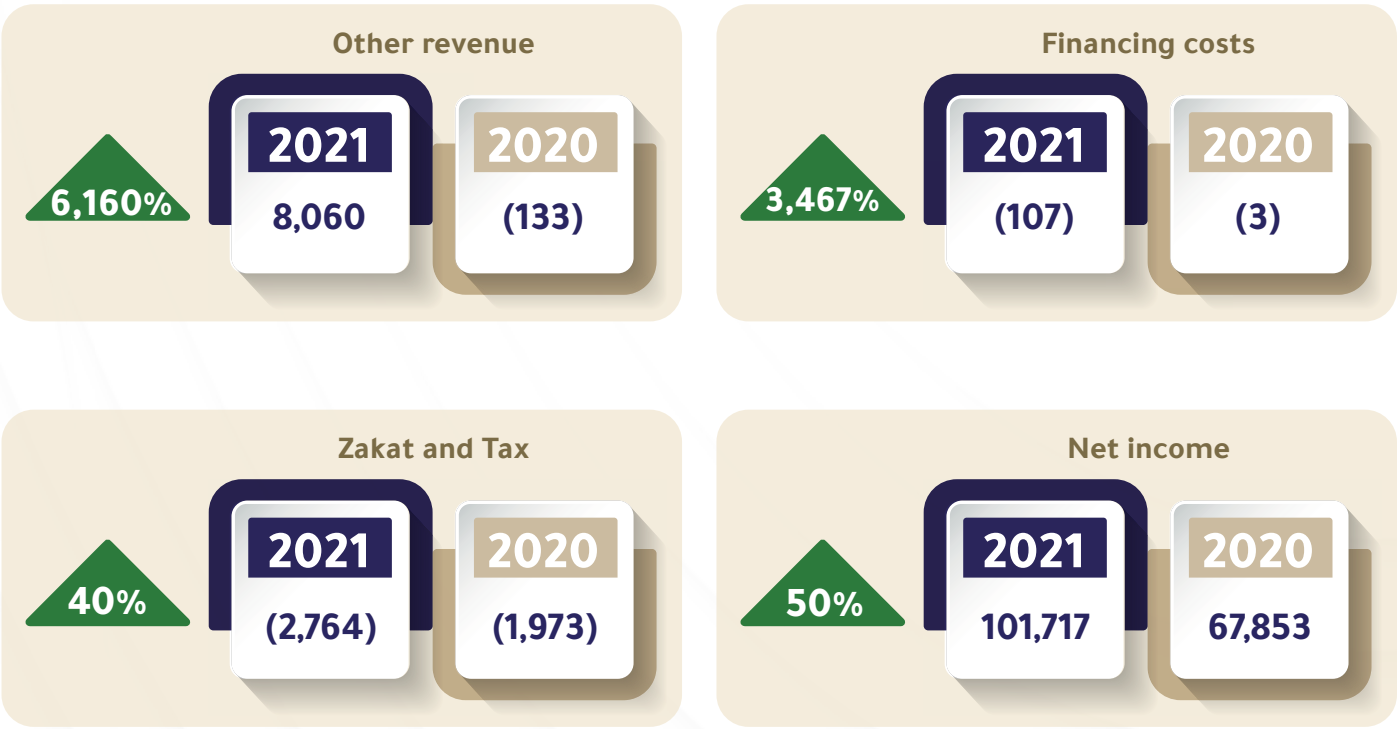




Financial results of subsidiary and associate companies

• Aljozoor Alrasekha Transportation Company Ltd.(subsidiary)  
The United International Transportation Company (Budget Saudi) owns 100% of Aljozoor Alrasekha Company, a subsidiary. This company earned a net profit of 101 million riyals in 2021, compared to 68 million riyals in 2020.

A comparison of the financial results for Rahaal, the subsidiary company, for the year 2021 and the previous year.



- **Unitrans Infotech India Limited**

The Company contributes by 100% to Unitrans Infotech Ltd., Which is a company operating in the field of information technology; its headquarter is in India. Its capital is (one Million Indian rupees) equivalent to (82,101 SAR) and did not generate any revenue during 2021.

- **Syarah Limited Company**

During the year ended 31 December 2021, the group has invested SAR 15 million in Syarah Limited with a percentage of (5.23%).

### **A revenue statement of the subsidiary and associate companies and the company's share of each of their net profits in 2021**

Company's name	Contribution percentage	Total revenue (In thousands of riyals)	Net profit/loss (In thousands of riyals)	Company's share of profit/loss (In thousands of riyals)
Aljozoor Alrasekha Transportation Company Ltd.	100 %	357,247	101,717	101,717
Unitrans Infotech Ltd.	100 %	0	(214)	(214)
Syarah Limited Company	5.23 %	Nil	Nil	Nil

\* The approved financial statements of Syarah Limited Company for the year 2021 have not been issued until the date of publishing this report.

### **Geographical analysis of the Company's total revenues for the year 2021 (in Thousand of SAR)**

Western region (Inside the Kingdom)	Central region (Inside the Kingdom)	Eastern region (Inside the Kingdom)	Outside the Kingdom	Total revenues
413,619	293,810	280,700	0	988,129

The company did not achieve any revenues outside the Kingdom during 2021

the Group has reconsidered prior years accounting treatments. As a result, the Group corrected the carrying values of property and equipment (vehicles), inventory held for sale (vehicles), and the resulting depreciation expense on property and equipment (vehicles) and cost of sales of vehicles by restating each of the affected financial statements line items for the prior periods. The restatement arose as the estimates relating to the useful economic lives and residual values of vehicles have not been accurately reassessed and the depreciation charge for the prior years has not been accounted for in accordance with the requirements of the applicable financial reporting framework.

### **Following is the impact of the restatement of 2019 and 2020 in the consolidated Financial Statements.**

- The value of property and equipment increased by 217.74 million Saudi riyals, to 1,444.75 million Saudi riyals as of Jan 01, 2020, and hence it has resulted in an increase in the non-current assets with the same amount.
- The inventory value increased by 8 million Saudi riyals, which became 23.6 million Saudi riyals as of Jan 01, 2020, and hence it has resulted in an increase in the current assets with the same amount.
- Retained earnings increased by 225.74 million Saudi riyals to 491.68 million Saudi riyals as of Jan 01, 2020, and hence it has resulted in an increase in the total equity with the same amount.
- Consequently, the total equity and liabilities increased by 225.74 million Saudi riyals to 1,694.67 million Saudi riyals in 2019, with an additional impact of 14.6 million Saudi riyals in the year 2020.
- The above restatements have resulted in an increase in net profit and profit per share reported for the year ended 31 December 2020 by 14.6 million Saudi riyals and 0.2 Saudi riyals respectively.

The above change is in the profit (through depreciation and cost of sales) purely a net non-cash impact.



## The geographical analysis of the company's revenues in Saudi Arabia

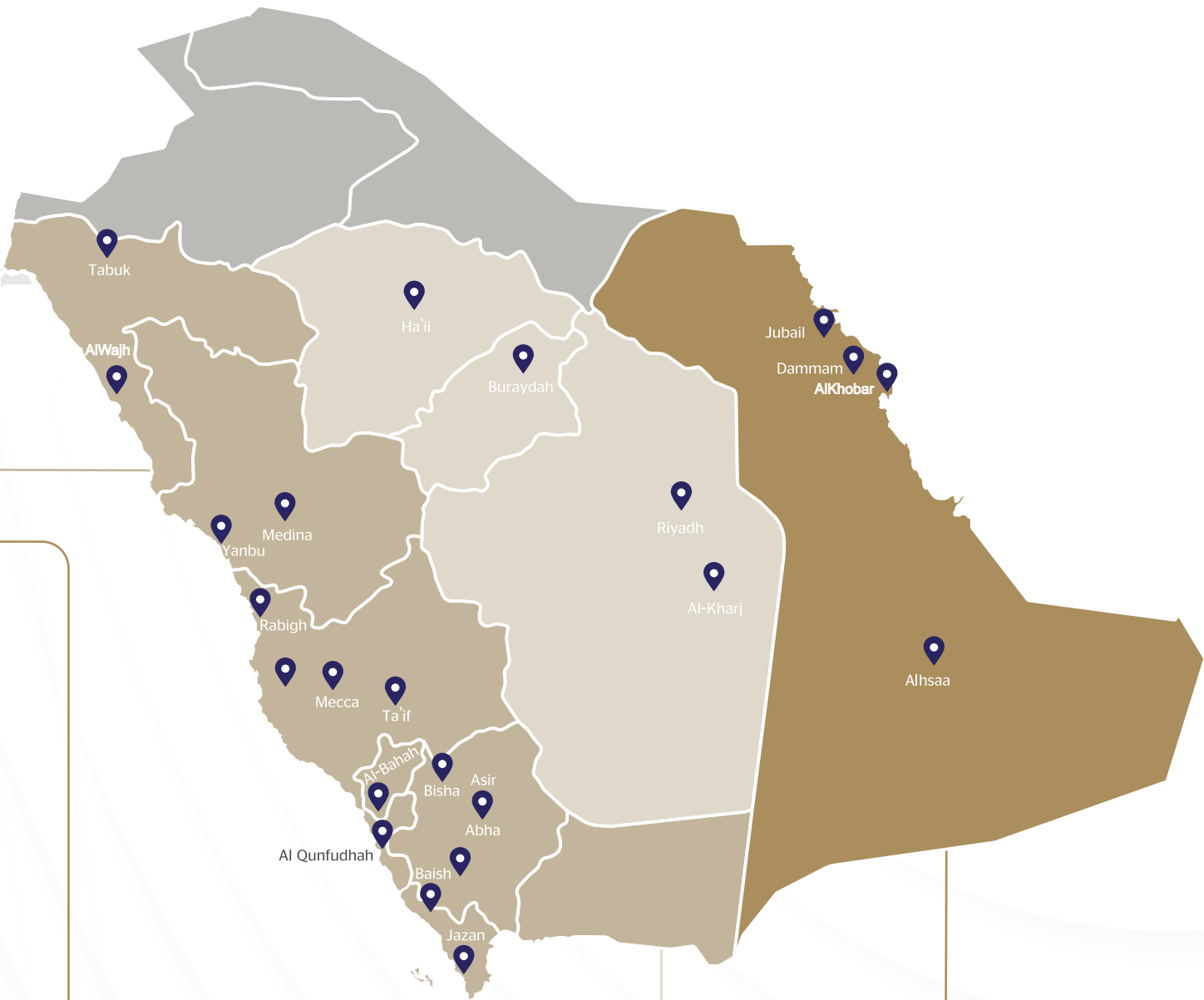
The company rents cars to its customers through (87) locations throughout the Kingdom. The company's primary sites cover the major population centers and the international and domestic airports except for (5) showrooms for used car dealerships in Riyadh, Jeddah, Dammam, Medina, and Abha. To ensure the quality of services provided to its clients across the country, the company conducts its operations and services through three major regional zones: Western Region, Central Region, and Eastern Region. Each region is led by independent executive management, which reports to the head office in Jeddah on a regular basis.

### Regional car rental locations

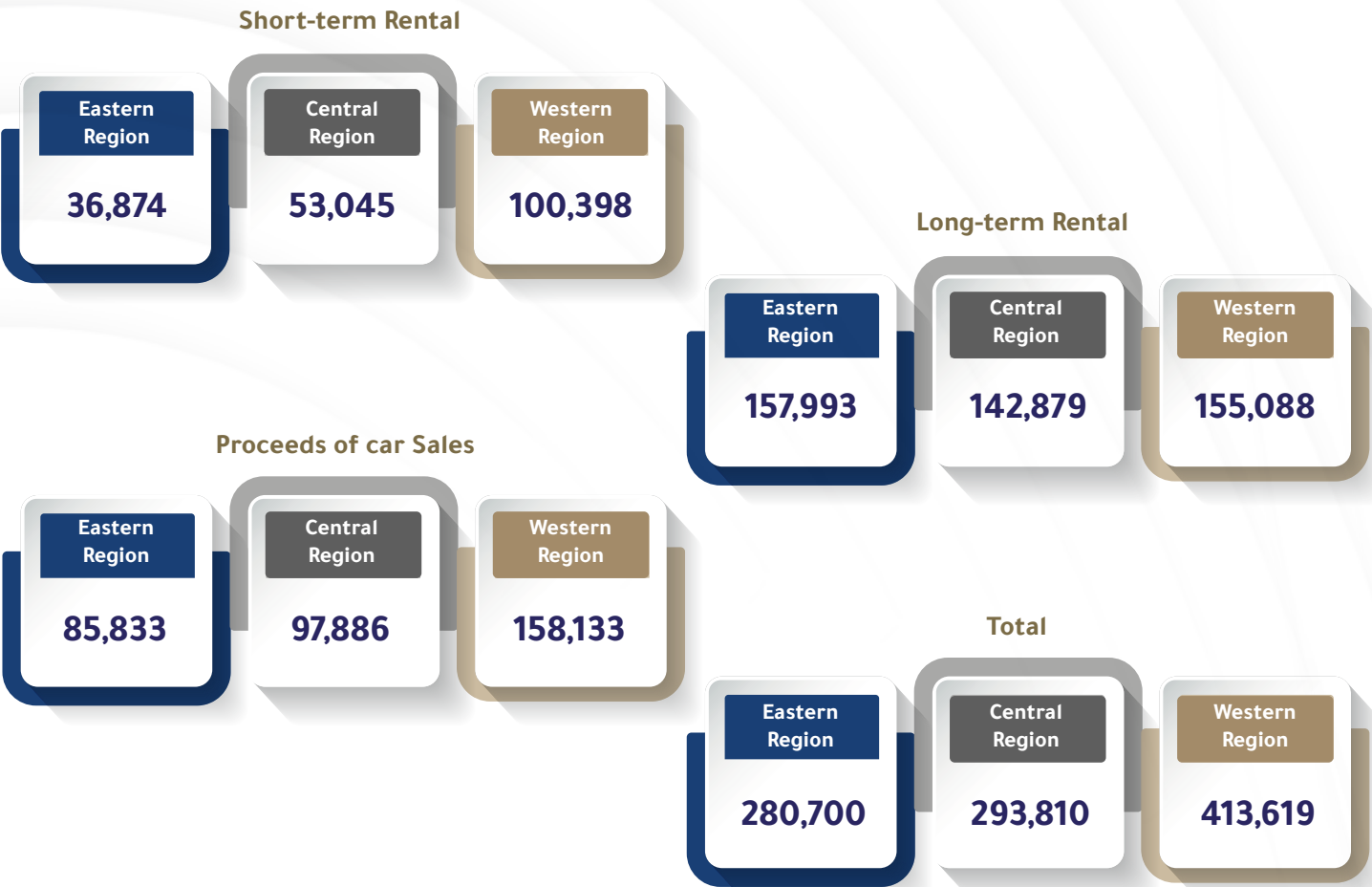
Western Region	Number of locations
Jeddah	14
Makkah	4
Medina	6
Taif	1
Yanbu	3
Abha	5
Rabigh	1
Tabuk	3
jazan	2
Baish	1
Al Baha	1
Aseer	1
Al Qunfudhah	1
Bisha	1
Al wajh	1
Total	45

Eastern Region	Number of locations
Dammam	10
Al Hasa	1
Al Jubail	3
Al Khobar	4
Total	18

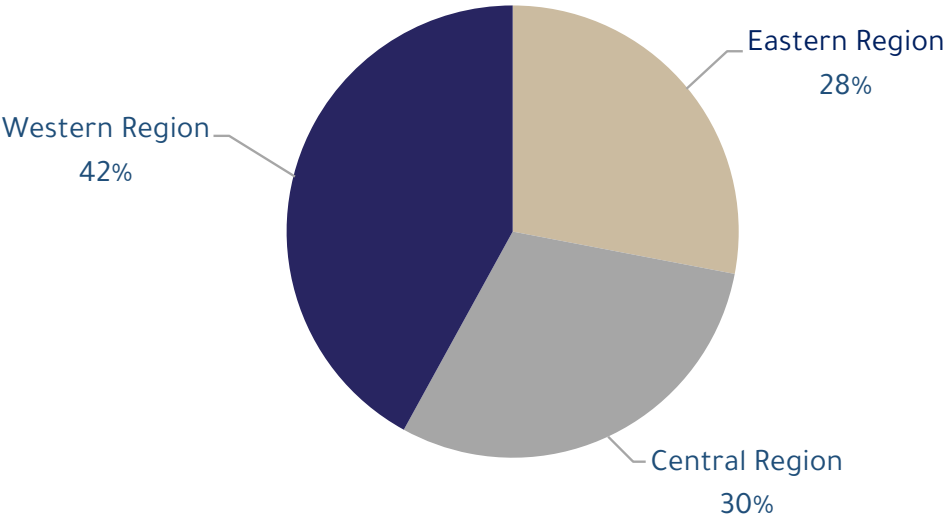
Central Region	Number of locations
Riyadh	19
Buraydah	2
Al Kharj	1
Hail	2
Total	24



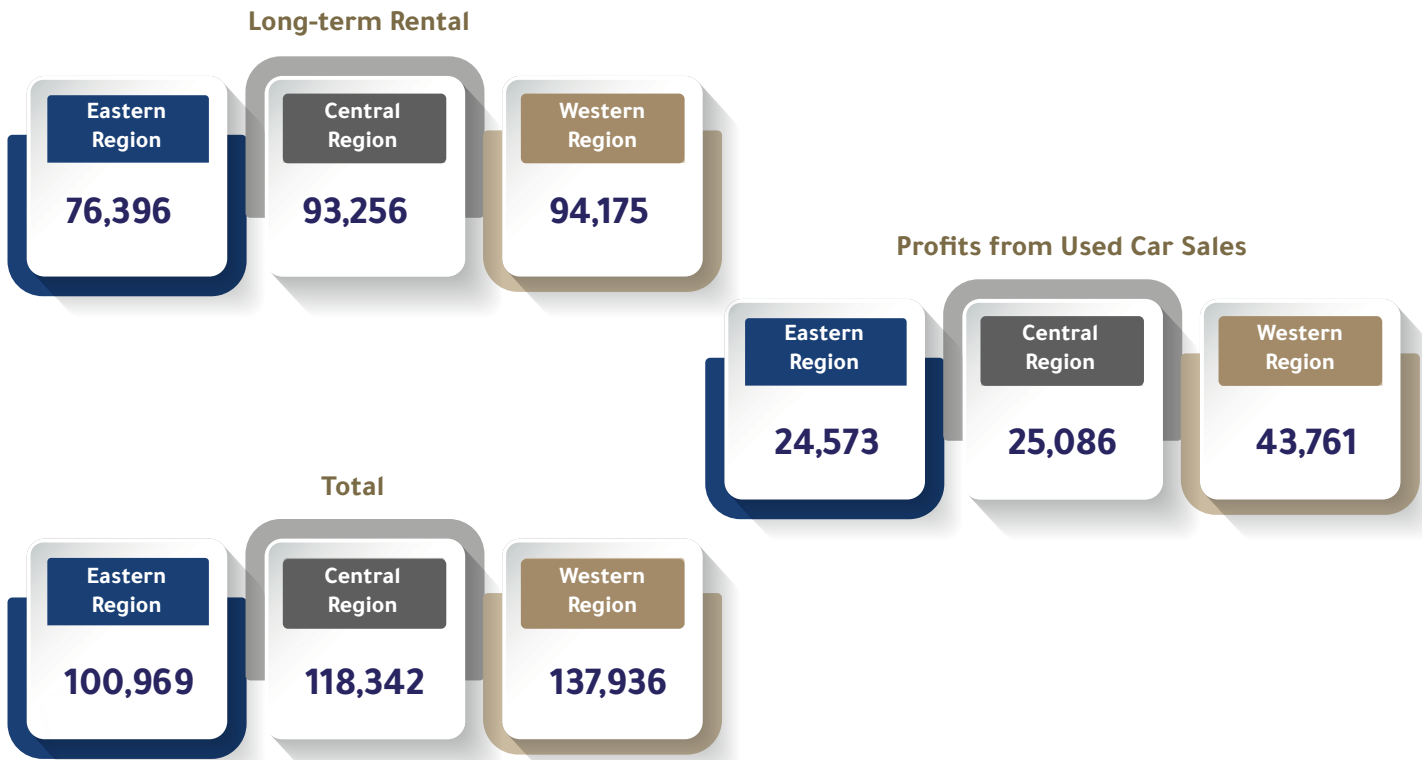
Analysis of the regions' revenue inside the kingdom for the United International Transportation Company for the year 2021



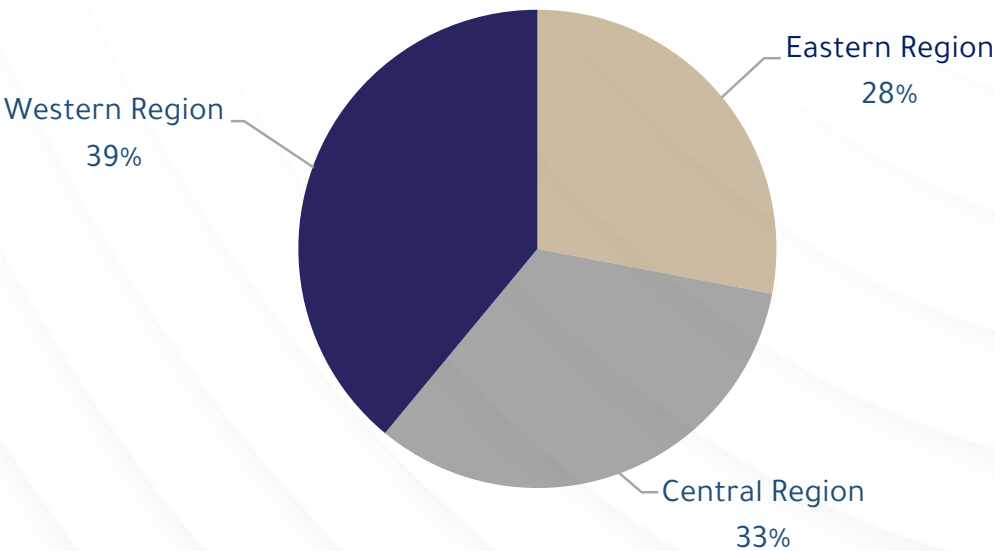
Revenue percentage according to the geographical analysis of the regions inside the kingdom for the United International Transport Company for the year 2021



Analysis of the regions' revenue inside the kingdom for the subsidiary company (Aljozoor Alrasekha Transportation Company Ltd) for the year 2021



Revenue percentage according to the geographical analysis of the regions inside the kingdom for the subsidiary company (Aljozoor Alrasekha Transportation Company Ltd) for the year 2021





## Murabaha contracts existing at the end of Financial Year and the status of their payment (bank credits and debts)

The Company's financial transactions are made in compliance with Islamic finance provisions, especially regarding the policy of loans that the Board is continuously keen to make through the Islamic Murabaha, and Tawarruq contracts do not exceed 36 months.

The following is a statement of the Company's murabaha and tawarruq contracts and its subsidiary (Rahaal) until 31/12/2021 in SAR.

Name of loan provider	Original loan amount	Loan term	Amounts provided to repay the loan	Loan balance	Total debt of Company and subsidiaries
<b>Banque Saudi Fransi</b>	30,000,000 SAR	36 months	3,333,333 SAR	-	-
<b>TOTAL</b>	30,000,000 SAR	36 months	3,333,333 SAR	-	-

The Company acknowledges that its subsidiary, Aljozoor Alrasekha Trucking Ltd. (Rahaal), did not conduct any new loan contracts during 2021.

## Outstanding Statutory Payments

Statement (amounts in SAR)	2021		Brief description	Statement of reasons
	Paid	Payable until end of the annual financial period and not paid		
<b>Zakat</b>	8,554,000 SAR	-	Includes company's zakat financial year 2021	According to regulations
<b>Tax</b>	29,214,896 SAR	-	Includes VAT for financial year 2021	According to regulations
<b>GOSI</b>	6,855,080 SAR	-	Payments to the General Organization for Social Insurance for Financial Year 2021	According to regulations
<b>Visa &amp; Iqama</b>	738,088 SAR	-	According to regulations	According to regulations
<b>Labor Office</b>	6,136,313 SAR	-	According to regulations	According to regulations

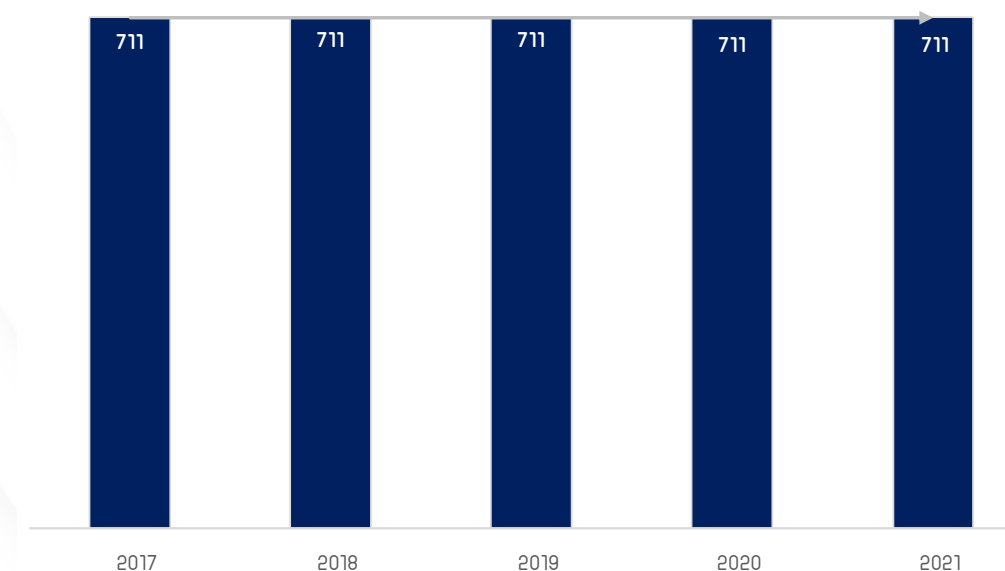
## The Company's Capital

The capital of the company is made up of 71,166,668 ordinary shares of equal value, each with a nominal value of 10 riyals. According to the resolution of the 7th Extraordinary General Assembly, the most recent capital growth occurred on 19 Apr. 2017. In addition, the capital has increased from 610 million riyals to 711 million riyals based on the recommendation from the Board of Directors on 19 Jan. 2017 and approval from the Capital Market Authority on 1 Feb. 2017.

## Statement of the company's capital from 2017 to 2021

Fiscal year	Capital	Notes
<b>2021</b>	711 million SAR	The Board of Directors has made no recommendation to increase the company's capital above 711 million riyals.
<b>2020</b>	711 million SAR	The Board of Directors has made no recommendation to increase the company's capital above 711 million riyals.
<b>2019</b>	711 million SAR	The Board of Directors has made no recommendation to increase the company's capital above 711 million riyals.
<b>2018</b>	711 million SAR	The Board of Directors has made no recommendation to increase the company's capital above 711 million riyals.
<b>2017</b>	711 million SAR	The increase from 610 to 711 million riyals was achieved through capitalizing on the retained earnings by granting bonus shares for every 6 shares.

## The capital growth in millions of Saudi riyals from 2017 to 2021



A row of leather office chairs in a conference room, viewed from behind, with a blue tint. The chairs are arranged along a long table, and the background shows a window and a door.

## Corporate Governance



**The company applies all provisions contained in the Corporate Governance Regulations issued by the Capital Market Authority, except for the provisions listed below.**

Article/ paragraph number	Article/paragraph text	Reasons for the non-application
39	Training	Indicative article
41	Assessment	Indicative article
85	Motivating employees by forming committees to listen to their opinions, forming programs for granting employees shares, or establishing social institutions	Indicative article
87	Social Responsibility/ The General Assembly, based on the proposal of the Board of Directors, sets a policy that ensures the harmony between its objectives and the goals that the community aspires to achieve in order to develop the community's economic and social condition.	Indicative article, and the company has social initiatives through different other mechanisms.

**Accordingly, the company has complied with the statutory requirements, including:**

1. Publishing the quarterly financial results of the year 2021 following the statutory dates on the Tadawul website.
2. Preparing the Board of Directors' report by following the rules on the offer of securities and continuing obligations issued by the Capital Market Authority, the Corporate Governance Regulations, the Companies Law and its amendments, and regulatory controls and procedures, which is an execution of the Companies Law for joint-stock companies Listed and Issued by the Capital Market Authority.
3. Following the instructions set by the Capital Market Authority regarding corporate advertisements. Such as the advertising format and the publishing dates of essential information.
4. The members of the Board of Directors filled out and signed the undertakings, declarations, and disclosure forms required by the Capital Market Authority.
5. Implementing the amendments approved by the Capital Market Authority to the Corporate Governance Regulations.
6. Sending the minutes of the General Assembly meeting to the Authority and directly informing the market of the meeting results when it ends.
7. Preparing a corporate governance system aligns with the Corporate Governance Regulations and other systems and regulations issued by the Authority.

**Board approval according to the requirements of the corporate governance system:**

The Capital Market Authority issued the Corporate Governance Regulations, which emphasize the importance of disclosing all required items in the Board of Directors' annual report in accordance with the Authority's annual report form. As a result, any inconsistency between the report's articles and paragraphs and the Authority's format should be noted in the report.

**Accordingly, the board of directors of the United International Transportation Company (Budget Saudi) acknowledges that the following topics do not apply to the company, and the board is obliged to disclose them whenever the company implements them:**

1. The Board of Directors did not rely on any external means to evaluate its performance and its committees and members' performance. Instead, the Remuneration and Nominations Committee carries out the evaluation process.
2. There is no conflict between the Audit Committee's recommendations and the Board of Directors' decisions on the auditor appointment. They do, however, have an agreement on the appointment of the external auditor.
3. There is no difference between the accounting standards issued by the Saudi Organization for Certified Public Accountants regarding the review and the evaluation of the company's financial statements in 2021
4. There are no significant differences in the operating results from the previous year's results or any of the company's previously announced expectations. This report contains the financial results and the reasons for the change in the net profits.
5. There is no interest in the category of voting shares owned by individuals (other than members of the board of directors, senior executives, and their relatives) who have informed the company of their voting rights and any changes to them in 2021.
6. In 2021, the company issued or granted no convertible debt instruments, contractual securities, memoranda of placement rights, or similar rights.
7. In 2021, the company issued or granted no transfer or subscription rights under convertible debt instruments, contractual securities, placement right memoranda, or similar rights.
8. The company or its subsidiaries did not refund, purchase, or cancel any redeemable debt. Furthermore, neither the company nor its subsidiary purchases any listed securities.
9. No subordination agreement has been reached in which a member of the company's board of directors or a senior executive has agreed to waive any salary or compensation in the company or any of its subsidiaries in 2021.
10. There is no agreement in place under which one of the company's shareholders has waived any profits rights in 2021.
11. There were no reservations on the financial statements in the chartered accountant's report.
12. The Board of Directors made no recommendation to replace the company's-chartered accountant before the end of his appointed term. However, following the General Assembly's decision to audit the company's and its subsidiary's accounts in 2021, KPMG was appointed as the external auditor's office after the end of the external auditor Ernst & Young's appointed period.
13. There have been no contracts or activities concluded between the company or one of its subsidiaries or associates and the CEO, the financial manager, or a person related to them.
14. There have been no contracts between the company, its board of directors, senior executives or major shareholders and its subsidiaries, associates, or anyone associated with them.
15. The company made no loans to any of the board members and did not validate any loans made by any members to others.
16. The details of the loan information were clarified. It also acknowledged that the company and its subsidiary (Rahaal) did not conclude any contracts to obtain loans in 2021.
17. The company holds no treasury shares.
18. No investments or reserves have been established for the benefit of the company's employees in 2021.
19. There are no penalties imposed on the company in 2021.
20. The company received no notice from any of its shareholders expressing a desire to include specific topics on the assembly's agenda, nor did it receive any notification from shareholders owning at least 5% of the company's shares.

**Other declarations:**

1. The Board of Directors acknowledges that the account records have been adequately prepared.
2. The Board of Directors acknowledges that the internal control system was built on solid foundations and effectively implemented.
3. The Board of Directors acknowledges that there is no substantial doubt about the company's ability to continue operating.

# Structure of the Board and classification of its members

## Board members for the session that started on 21/06/2021



**Bassim Abdullah Alim**  
Non-executive board member

Holds a bachelor's degree in Political Science, a master's degree in Law from Harvard College in the United States, and a doctorate in Jurisprudence from the American University in the United States.

**Current Position:**

- Board Chairman of The United International Transportation Company.
- Founder and Managing Partner of the Law Firm of Bassim A. Alim & Associates.

**Work Experience:**

- Law and arbitration expert and the managing partner of the Law Firm of Bassim A. Alim & Associates.
- Chairman of the Audit Committee and the Nomination and Remuneration Committee of The United International Transport Company.
- The Chairman of the Anti-Bankruptcy settlement Committee. (Chamber of Commerce - Jeddah)
- Director of Muslim World League for UK & Republic of Ireland.
- Vice-Chairman of Taibah International Aid Association.
- International lawyer in the International Lawyers Program in the United States.
- Deputy Director of Muslim World League, for the UN and United States Offices.



**Abdullah Jarallah AlSaawi**  
Independent Board Member

Holds a bachelor's degree in Administrative Sciences - Law from King Saud University and a master's degree in Business - Marketing from Newcastle University.

**Current Position:**

- General Manager of beneficiary services at GOSI.

**Work Experience:**

- General Manager of Customer Services and Branches at the General Organization for Social Insurance.
- General Manager of the Social Insurance Office in Riyadh.
- General Manager Assistant of the General Organization for Social Insurance, Riyadh Office.
- Director of Employers Affairs Department at the General Organization for Social Insurance.
- Auditor at the General Organization for Social Insurance's Inspection Department.



**Ahmed Abdullatif AlBarrak**  
Independent Board Member

Holds a bachelor's degree in Systems Engineering from King Fahd University of Petroleum and Minerals and an executive master's degree in business administration from the same institution.

**Current Position:**

- Chairman of the Board of Directors and the Executive Committee, Member of the Nominations and Remunerations Committee and the Governance Committee and Chairman of the Investment Committee of Filling and Packing Materials CO.(FIPCO)
- Member of the Board of Directors of FPC Company.
- Member of the Board of Directors of the Tourism Enterprises Company (Shams)
- CEO of Bina Industrial Investments Holding Company.

**Work Experience:**

- Managing Director and Vice-Chairman of the Board of Directors of Packing Materials CO.(FIPCO).
- Operations Manager at Bina Ready-mix Concrete Products Company.
- Chairman of the Board of Directors of Dana Ice Cream Company.



**Khalid Abdullah AlDabal**  
Independent Board Member

Holds a bachelor's degree in Chemical Engineering from the University of California in the USA, and a master's degree in Business Administration, Financial Management from California State University Long Beach in the USA.

**Current Position:**

- Partner at Al Farabi Medical Center and Al Farabi Clinic.
- Partner at the First Insurance and Reinsurance Brokers Company.
- Partner at AlDabal Company.
- Chairman of the Board of Directors at Akad Holding Company.
- Partner and Regional Business Development Manager at SGB Al Dabal Limited.
- Director of Al Dabal Factory for Metal Scaffolding.
- Chairman of the Board of Directors of Al Ettifaq Club.

**Work Experience:**

- Chairman of the Board of Directors of Akad Holding Company / Board Member at SGB Al Dabal Company Ltd. Vice Chairman of the Board of Directors at the United International Transportation Company.
- Vice Chairman of the Board of Directors at the United International Transportation Company - Budget Saudi.
- Independent Board Member at the United International Transportation Company.
- Chairman of the Remuneration and Nominations Committee at the United International Transportation Company



**Abdulrahman Hassan Bakheet**  
Independent Board Member

Holds a bachelor's degree in Business Administration from the American University of Sharjah and has a Certificate of Credit Program Course from Queen's University in Canada.

**Current Position:**

- Director of Fixed Income and Money Markets Department at Hasana Investment Company.

**Work experience:**

- A portfolio manager in the local equity and fixed income division at AlRaidah investment company.
- Senior Trader in the Treasury division in the Investments Department at Banque Saudi Fransi.
- Senior loan review analyst in the credit department of the Industrial Development Fund.
- Trader in the international equity division of French Capital.



**Mohammed Abdulaziz Alghannam**  
Independent Board Member

Holds a bachelor's degree in Accounting from King Saud University, and a master's degree in Accounting from Flinders University, Australia. He also obtained several professional certificates, including a Professional Certificate in International Public Sector Accounting Standards and in International Accounting Standards. In addition to a Credit Advisor Certificate, Professional Certificate of Disclosure in the Financial Market, Professional Certificate in Compliance Basics, Certified Fraud Examiner Certificate, Professional Certificate in Data Analysis, and a financial leadership program from Harvard University.

**Current Position:**

- Cash Management Director at the Public Pension Agency

**Work Experience:**

- He worked in several departments in the Public Pension Agency, including assistant general manager of the treasury, general supervisor of accounts payable, and expenses and bank accounts officer.



**Miqad Abdullah AlKhamis**  
Independent Board Member

Holds a bachelor's degree in Accounting from King Saud University.

**Current Position:**

- Executive Vice President of the Investment Sector at the Social Development Bank.
- Board Member and director of the Remuneration and Nominations Committee at Al-Jouf Agricultural Company.
- Member of the Investment Committee of the Saudi Fund for Small and Medium Enterprises.

**Work Experience:**

- Chief Accountant at Middle East Propulsion Company.
- Banking experiences.
- Board Member of the Riyadh Taqnia Fund.
- Board Member of the National Company for Glass Industries, the company Risk Committee, and the Nomination and Remuneration Committee.



**Yousef Abdullah AlRajhi**  
Independent Board Member

Holds a bachelor's degree in Political Science from King Saud University, and a master's degree in Development Management from West Michigan University, in the United States.

**Current Position:**

- Vice-Chairman of the Board of Directors of Tabuk Agricultural Development Company and Chairman of the Executive Committee.
- Board Chairman of Almatar Company.
- Board Chairman of Cool Investment Company.
- Board Chairman of the Saudi Riyadh Hotels Company.
- Member of the Board of Directors of AlRajhi Education Company.
- Member of the Board of Directors of Riyadh Hotels Company.
- Member of the Board of Directors and Chairman of the Audit Committee of the Methanol Chemical Company, Chemanol.
- Member of the audit committee at AlRajhi Co. For Trading & Industry.

**Work Experience:**

- General Manager of Abdullah Abdulaziz AlRajhi & Sons Holding Company.
- General Manager of Abdullah AlRajhi Co. For Trading & Industry.
- Financial projects director and branch manager at AlRajhi Bank.

Board of Director’s meetings

In 2021, the Board held (5) meetings, where the following statement clarifies the Board meetings and the attendance record for each meeting:

Number of meetings in the current session of 2021: (3) meetings				
Name	First 24/06/2021	Second 19/08/2021	Third 04/11/2021	Total
Bassim Abdullah Alim	✓	✓	✓	3
Khaled Abdullah Al-Dabal	✓	✓	✓	3
Abdullah Jarallah AlSaawi	✓	✓	✓	3
Mohammad Abdulaziz AlGhannam	✓	✓	✓	3
Abdulrahman Hasan Bakheet	✓	✓	✓	3
Miqad Abdullah Alkhamis	✓	✓	✓	3
Yousef Abdullah Al-Rajhi	✓	✓	✓	3
Ahmed Abdelatif AlBarrak	✓	✓	✓	3

The following statement clarifies the Board meetings and the attendance record for the previous session:

Number of meetings in the previous session of 2021: (2) meetings			
Name	First 04/02/2021	Second 28/04/2021	Total
Bassim Abdullah Alim	✓	✓	2
Khaled Abdullah Aldabal	✓	✓	2
Wafaa Hashem Zawawi	✓	✗	1
Aladdin Riyadh Sami	✓	✓	2
kholoud Abdelrahman AlDabal	✓	✗	1
Khalid Mohammed Zahid	✓	✓	2
Abdulaziz Abdulrahman AlOhalil	✓	✓	2
Yousef Abdullah AlRajhi	✗	✓	1



## Board members for the session that ended on 20/06/2021

name	Qualifications	Current Position	Work Experience
<b>Bassim Abdullah Alim</b>	Previously introduced among the names of the members of the Board of Directors		
<b>Khaled Abdullah Aldabal</b>	Previously introduced among the names of the members of the Board of Directors		
<b>Wafaa Hashem Zawawi</b>	Holds a bachelor's degree in Science - Electrical and Electronic Engineering - from California State University (Chico) in the United States.	<ul style="list-style-type: none"> <li>Board Advisor at Zahid Group Holding.</li> <li>Board Advisor at Zahid Group.</li> <li>General Manager of Zahid Group.</li> <li>General Manager of Administration at Zahid Group.</li> </ul>	<ul style="list-style-type: none"> <li>General Manager of Zahid Group Holding.</li> <li>General Manager of Trucks and Cars at Zahid Group.</li> </ul>
<b>Aladdin Riyadh Sami</b>	Holds a master's degree in International Finance from the American University in Cairo and a bachelor's degree in Economics from Cairo University.	<ul style="list-style-type: none"> <li>Executive Managing Director of Zahid Group Holding Company Ltd.</li> <li>Vice President of Zahid Group Holding.</li> <li>Director of the Finance and Accounting Department at Zahid Tractor &amp; Heavy Equipment Co., Ltd.</li> <li>Branch Manager of Saudi Hollandi Bank.</li> </ul>	<ul style="list-style-type: none"> <li>Vice President of Zahid Group Holding.</li> </ul>
<b>Khalid Mohammed Zahid</b>	In 2002, he received a bachelor's degree in Science from Shanan University in California, and in 2004, he received a master's degree in Business Administration from the University of California.	<ul style="list-style-type: none"> <li>General Manager Corporate Affairs.</li> <li>Collection General Manager at United international transportation company.</li> <li>VIP Account Manager at United international transportation company.</li> </ul>	<ul style="list-style-type: none"> <li>Chief Operating Officer at the United International Transportation Company.</li> </ul>
<b>Abdulaziz Abdulrahman AlOuali</b>	In 1978, he received a bachelor's degree in civil engineering from King Saud University in Riyadh. In 1982, he received a master's degree in civil engineering from Wayne State University in Detroit, the United States.	<ul style="list-style-type: none"> <li>Board Member of the United International Transportation Company.</li> </ul>	<ul style="list-style-type: none"> <li>Undersecretary of the Ministry of Transport - Head of the Transport Authority</li> <li>Undersecretary of the Ministry of Transport and then Head of the Transport Authority.</li> <li>General Manager of the Saudi Public Transport Company.</li> <li>A member of the Architecture College's Faculty.</li> </ul>
<b>Yousef Abdullah AlRajhi</b>	Previously introduced among the names of the members of the Board of Directors		
<b>kholoud Abdelrahman AlDabal</b>	In 2009, she received a bachelor's degree in Medical Nutrition from Simmons University in Boston, USA. In 2019, she enrolled at Samford University in the United States of America to pursue a master's degree in business administration.	<ul style="list-style-type: none"> <li>General Manager of Investment at Gas Arabian Services Company.</li> </ul>	<ul style="list-style-type: none"> <li>Saudi Aramco Business Development Analyst</li> <li>Contracts Consultant - Saudi Aramco</li> </ul>

## Members of the audit committee

### Audit committee members for the session that started on 21/06/2021

name	Qualifications	Current Position	Work Experience
<b>Khalid Ahmed Refaat</b>	Over 30 years of experience in operations and management; Experience in leading the external audit of the finance and major investments departments, as well as internal audit, risk management and corporate governance. Holds a bachelor's degree in Commerce from Ain Shams University in Cairo. He is certified by the Certified Public Accountants "CPA" program from Colorado in the USA. He is also a member of the American Institute of Certified Public Accountants (AICPA)	<ul style="list-style-type: none"> <li>Senior Vice President for Business and Investments for a regional group.</li> <li>Head of the family office in a regional group.</li> <li>Member of the Board of Directors of a company operating in the field of energy in the Arab Republic of Egypt.</li> <li>Member of the Board of Directors of a company working in the field of hotels and tourism in the Arab Republic of Egypt.</li> <li>Member of the Audit Committee of the United International Transport Company.</li> </ul>	<ul style="list-style-type: none"> <li>Board member and Chairman of the Audit Committee and a member of the Remuneration and Compensation Committee in a local closed joint-stock company.</li> <li>Board member and Chairman of the Audit Committee of a public company in Jordan.</li> <li>Board member of two companies in Italy.</li> <li>Board member at the group and at several subsidiaries.</li> <li>Senior Vice President of Finance, Investments and Procurement at a Multinational Group.</li> <li>Group Chief Financial Officer. Leading a local Saudi group specializing in various industries.</li> <li>Advisory Services Leader at Ernst &amp; Young in Jeddah Office</li> </ul>
<b>Khaled Abdullah Aldabal</b>	Previously introduced among the names of the members of the Board of Directors		
<b>Mohammed Abdulaziz Alghannam</b>	Previously introduced among the names of the members of the Board of Directors		
<b>Mohammed Qadan AlOtaibi</b>	He received a bachelor's degree in Mechanical Engineering and a master's degree in Business Administration from King Fahd University of Petroleum and Minerals. In addition, he obtained fellowships from the American Institute of Internal Auditors and the American Fraud Examiners Institute.	<ul style="list-style-type: none"> <li>Member of the Audit Committee at The Saudi Venture Capital Company.</li> <li>Member of the Audit Committee at The Saudi Red Crescent Authority.</li> <li>Director of Internal Audit at the Social Charity Fund.</li> <li>General Manager of the Internal Audit at the Social Development Bank.</li> </ul>	<ul style="list-style-type: none"> <li>Project Manager of the Governance Transformation Program at the National Industrialization Company.</li> <li>Senior Internal Auditor at SABIC.</li> <li>Worked at the Audit, Risk Management, and Compliance at Saudi Aramco.</li> </ul>
<b>Adeeb Mohammed Abanumi</b>	Holds a bachelor's degree in Accounting from King Saud University and a master's degree in Professional Accounting from the University of Miami. He also holds several professional certificates.	<ul style="list-style-type: none"> <li>Member of the Audit Committee and a member of the Board of Directors in many companies and government funds.</li> <li>General Manager at Abanumi Office</li> </ul>	<ul style="list-style-type: none"> <li>Continuous Disclosure Advisor at Capital Market Authority.</li> <li>Principal Continuing Disclosure Specialist at Capital Market Authority.</li> <li>Vice Dean of the Community College in Shaqra.</li> <li>Financial Analyst of Saudi Export Program at Saudi Fund for Development.</li> <li>Accounts Analyst of Capital Management at Saudi Fund for Development.</li> <li>Researcher of Capital Management at Saudi Fund for Development.</li> </ul>

### Audit committee members for the session that ended on 20/06/2021

name	Qualifications	Current Position	Work Experience
<b>Mohammad Khalil Aldahlawi</b>	In 1977, he received a bachelor's degree in Mechanical Engineering from the University of Petroleum and Minerals in Dhahran, Saudi Arabia. In 1979, he received a Ph.D. in Engineering from the Massachusetts Institute of Technology in the USA. In 1981, he received MA in Mechanical Engineering from Purdue University in the USA. In 1986, he received a Ph.D. in Management Information Systems from George Washington University in the USA.	<ul style="list-style-type: none"> <li>Executive Vice President at National Standard Finance Company</li> <li>Vice President of Standard Financial Company.</li> </ul>	<ul style="list-style-type: none"> <li>Chief Executive of The Arab Investment Company</li> <li>Chairman and CEO of Tally Arabia Company</li> <li>Regional Director at Unicorn Investment Bank</li> <li>Chairman of Tally Ltd.</li> <li>Regional Director at Unicorn Investment Bank.</li> </ul>
<b>Khaled Abdullah Aldabal</b>	Previously introduced among the names of the members of the Board of Directors		
<b>Lulua Mohammad Bakr</b>	She graduated from King Saud University in 1997 with a Bachelor of Business Administration from the Accounting Department. In 2004 she received a master's degree in Finance and Economics from Columbia University in New York, USA.	<ul style="list-style-type: none"> <li>Co-founder of Chrome Consulting.</li> </ul>	<ul style="list-style-type: none"> <li>Director of the banking sector at Credit Suisse.</li> <li>Director of the banking sector at Credit Suisse.</li> <li>Director of financial advisory at Saudi National Bank.</li> <li>Director of the Structured Finance Unit at Samba</li> </ul>
<b>Muffadal Abbas Ali</b>	He graduated from King Fahd University in 1995 with a bachelor's degree in Accounting.	<ul style="list-style-type: none"> <li>Partner in PWC</li> </ul>	<ul style="list-style-type: none"> <li>Director of Audit at El Sayed El Ayouty &amp; Co.</li> <li>Head of the Compliance Department at SEDCO</li> <li>Member of the Saudi Organization for Certified Public Accountants</li> <li>A former auditing director for several companies, including SEDCO and Saudi National Bank.</li> </ul>

### Members of the Remuneration and Nominations Committee

### Remuneration and nominations committee members for the session that started on 21/06/2021

name	Qualifications	Current Position	Work Experience
<b>Khaled Abdullah Aldabal</b>	Previously introduced among the names of the members of the Board of Directors		
<b>Samer Saud Samman</b>	Holds a bachelor's degree in Mechanical Engineering from the University of Kansas in the USA and a master's degree in Public Administration from Columbia University in New York.	<ul style="list-style-type: none"> <li>Chief Human Resources Officer in the Human Resources Management Department at King Abdullah University of Science and Technology "KAUST".</li> </ul>	<ul style="list-style-type: none"> <li>Interim Head of Human Resources, Director of Personnel Services, Director of Transportation and Support Services, and Project Manager at King Abdullah University of Science and Technology "KAUST".</li> <li>He worked in the Innovation Fund and worked as a Director of Investment, Innovation and Economic Development at King Abdullah University of Science and Technology "KAUST".</li> <li>He worked at Alchemist Energy Trading in the United Arab Emirates as a Business Development Manager.</li> <li>He worked at Cargill Company, the United Arab Emirates, the Transportation Fuels and Chemical Business, and worked as a Business Development Manager and Trader.</li> <li>He worked as Joint Venture Portfolio Manager and Joint Venture Manager in Saudi Aramco, China Hong Kong</li> <li>He worked as a Financial Analyst, and worked at Treasury and Saudi Aramco</li> </ul>
<b>Miqad Abdullah AlKhamis</b>	Previously introduced among the names of the members of the Board of Directors		
<b>Abdullah Jarallah AlSaawi</b>	Previously introduced among the names of the members of the Board of Directors		
<b>Ahmed Abdullatif AlBarrak</b>	Previously introduced among the names of the members of the Board of Directors		

### Remuneration and nominations committee members for the session that ended on 20/06/2021

name	Qualifications	Current Position	Work Experience
<b>Khaled Abdullah Aldabal</b>	Previously introduced among the names of the members of the Board of Directors		
<b>Samer Saud Samman</b>	Previously introduced among members of the Remuneration and nominations committee of the current session		
<b>Moath Majed AlOhali</b>	He holds a bachelor's degree in Banking and Financial Management from the University of Applied Sciences. He also has been awarded the Forbes Middle East magazine's award for the most influential entrepreneurs in the Kingdom.	<ul style="list-style-type: none"> <li>CEO of Rassal Holding Company.</li> <li>CEO of Al Ettifaq Football Club.</li> <li>Board member and Chairman of the Audit Committee of Ayyan Investment Company.</li> <li>Founder and Board Member of Tamriya Company.</li> </ul>	<ul style="list-style-type: none"> <li>CEO of First International Real Estate and Investment Company.</li> <li>Chief's executive assistant at AlOhali Holding Company.</li> <li>Investment Management Analyst at GFH Financial Group in Bahrain.</li> <li>Financial Structural Management Analyst at Ayyan Capital Company in Kuwait.</li> <li>Member of the Remuneration and Nominations Committee at Ayyan Investment Company.</li> <li>Member of the Remuneration and Nominations Committee of the United International Transportation Company.</li> <li>Vice President of Alsharqia young businessmen council at Alsharqia chamber.</li> </ul>

Members of the Investment Committee

Investment committee members for the session that started on 21/06/2021

name	Qualifications	Current Position	Work Experience
Yousef Abdullah AlRajhi	Previously introduced among the names of the members of the Board of Directors		
Ahmed Abdullatif AlBarrak	Previously introduced among the names of the members of the Board of Directors		
Miqad Abdullah AlKhamis	Previously introduced among the names of the members of the Board of Directors		
Abdulrahman Hassan Bakheet	Previously introduced among the names of the members of the Board of Directors		
Moath Majed AlOhali	Previously introduced among members of the Remuneration and nominations committee of the Previous session		

Investment committee members for the session that ended on 20/06/2021

name	Qualifications	Current Position	Work Experience
Bassim Abdullah Alim	Previously introduced among the names of the members of the Board of Directors		
kholoud Abdelrahman AIDabal	Previously introduced among the names of the previous members of the Board of Directors		
Samer Saud Samman	Previously introduced among members of the Remuneration and nominations committee of the current session		
Fawaz Abdullah Danish	Holds a bachelor's degree in Law from King Abdulaziz University in Jeddah, Saudi Arabia.	<ul style="list-style-type: none"><li>• Group CEO of United international transportation company.</li><li>• Chairman of the Board of Directors of Muttawiffy Hujjaj South Asia Co.</li><li>• A Board member of Gas Arabian Services</li><li>• A Board member of Tranzlease Holdings Limited (an India associate company of United international transportation company).</li><li>• A Board member of Unitrans Infotech Limited (an India associate company).</li></ul>	<ul style="list-style-type: none"><li>• He began his professional career at Savola. He then held several positions in the Jeddah Chamber of Commerce and the United Cooperative Insurance and became a member of the National Committee for Joint-Stock Companies.</li></ul>
Ravish Mohammed Tatli	Holds a bachelor's degree in Statistics from Mumbai University in India and holds a Ph.D. in Accounting from SMC University in Switzerland.	<ul style="list-style-type: none"><li>• Group CFO of the United International Transportation Company.</li></ul>	<ul style="list-style-type: none"><li>• He worked in several positions in the audit firm Ernst &amp; Young in the Mumbai and Jeddah offices.</li></ul>

Members of the Governance and Risk Management Committee

Governance and Risk Management committee members for the session that started on 21/06/2021

Work Experience	name	Qualifications	Current Position
Ahmed Abdullatif AlBarrak	Previously introduced among the names of the members of the Board of Directors		
Abdullah Jarallah AlSaawi	Previously introduced among the names of the members of the Board of Directors		
Mohammed Abdulaziz Alghannam	Previously introduced among the names of the members of the Board of Directors		
Abdulrahman Hassan Bakheet	Previously introduced among the names of the members of the Board of Directors		
Abdullah Mohammed Alharbi	He holds a Bachelor's degree in Marketing from King Abdulaziz University, and a Master's degree in Business Administration from Dar Al Uloom University.	<ul style="list-style-type: none"><li>• Member of the Board of Directors of the Packaging Materials Manufacturing Company (FIPCO)</li><li>• Head of the Corporate Governance Committee at the Packaging Materials Manufacturing Company (FIPCO)</li><li>• Member of the Board of Directors of the Arab Pipe Company</li><li>• Chairman of the Governance Committee and a member of the Audit Committee of the Arab Pipe Company</li><li>• Director of Risk Management, Packaging Materials Manufacturing Company (FIPCO)</li></ul>	<ul style="list-style-type: none"><li>• Investment Manager, Faya Corporation for investment.</li><li>• Associate journalist at Economic field in Middle East newspaper And Shams newspaper.</li></ul>

Members of the Executive Management

name	Qualifications	Current Position	Work Experience
Fawaz Abdullah Danish	Holds a bachelor's degree in Law from King Abdulaziz University in Jeddah, Saudi Arabia.	<ul style="list-style-type: none"><li>• Group CEO of United international transportation company.</li><li>• Chairman of the Board of Directors of Muttawiffy Hujjaj South Asia Co.</li><li>• A Board member of Gas Arabian Services</li><li>• A Board member of Tranzlease Holdings Limited (an India associate company of United international transportation company).</li><li>• A Board member of Unitrans Infotech Limited (an India associate company).</li></ul>	<ul style="list-style-type: none"><li>• He began his professional career at Savola. He then held several positions in the Jeddah Chamber of Commerce and the United Cooperative Insurance and became a member of the National Committee for Joint-Stock Companies.</li></ul>
Ravish Mohammed Tatli	Holds a bachelor's degree in Statistics from Mumbai University in India and holds a Ph.D. in Accounting from SMC University in Switzerland.	<ul style="list-style-type: none"><li>• Group CFO of the United International Transportation Company.</li></ul>	<ul style="list-style-type: none"><li>• He worked in several positions in the audit firm Ernst &amp; Young in the Mumbai and Jeddah offices.</li></ul>



## The general meeting of shareholders (AGM)

The company held two meetings of the general assembly of shareholders during 2021. The following Board of Directors members attended the current session:

Name	Position	The ordinary general assembly meeting 05/08/2021
Bassim Abdullah Alim	Chairman of the Board of Directors	✓
Khaled Abdullah Aldabal	Vice Chairman of the Board of Directors Head of the Nominations and Remunerations Committee	✗
Abdullah Jarallah Alsaawi	Board member	✗
Mohammed Abdulaziz Alghannam	Board member Head of the Audit Committee	✓
Abdulrahman Hassan Bakheet	Board member	✓
Miqad Abdullah AlKhamis	Board member	✗
Yousef Abdullah AlRajehi	Board member	✗
Ahmad Abdullatif AlBarrak	Board member	✓

The following Board of Directors members attended the previous session:

Name	Position	The ordinary general assembly meeting 29/04/2021
Basim Abdullah Alim	Chairman of the Board of Directors	✓
Khaled Abdullah AlDabal	Vice Chairman of the Board of Directors Head of the Nominations and Remunerations Committee	✓
Wafaa Hashem Zawawi	Board member	✗
Alaa Aldeen Riyadh Sami	Board member	✗
Khoulod Abdulrahman Al Dubal	Board member	✗
Khaled Mohammad Zahed	Board member	✗
Abdulaziz Abdulrahman AlOahely (May he rest in peace)	Board member	✓
Yousef Abdullah AlRajehi	Board member	✗

## Number, dates of and reasons for the Company's applications for the shareholders' record for 2021

Number of the Company's applications for shareholder record		
Number of application	Application date	Application reasons
( 1 )	21/01/2021	Company actions
( 2 )	15/03/2021	Company actions
( 3 )	17/03/2021	Company actions
( 4 )	07/04/2021	Company actions
( 5 )	22/04/2021	Company actions
( 6 )	29/04/2021	For procedures of the General Assembly
( 7 )	05/09/2021	Profit Distribution Procedures

## List of the company's major shareholders in 2021

List the company's major shareholders who own more than 5% of its shares and the changes of their shares' ownership in 2021.

Investor's name	Nationality	Number of shares at the beginning of 2021	Ownership percentage at the beginning of 2021	Number of shares at the end of 2021	Ownership percentage at the end of 2021	Notes
Zahid Group Holding, LLC	A Saudi Company	5.641.511 share	7.93 %	-	-	According to shareholder records
The General Organization for Social Insurance	A Saudi Company	-	-	3,585,813 share	5,04 %	According to shareholder records

The company would like to acknowledge that it received no notice from the major shareholders regarding the ownership of large shares and its changes in 2021. So, based on the Securities Depository Center Company information, the company has approved this statement of the major shareholders ("Edaa").

## Description of the company's plans and decisions in 2021

2021  
02/07

The United International Transportation Company (Budget Saudi) announces the annual consolidated audited financial statements for the year ending 31/12/2020.

2021  
02/07

The United International Transportation Company announces the Board of Directors' recommendation to distribute cash dividends to shareholders for the second half of 2020.

2021  
02/15

The United International Transportation Company (Budget Saudi) announces the opening of the nomination for membership of the company's Board of Directors for the next session.

2021  
04/08

The United International Transportation Company (Budget Saudi) announces that shareholders are invited to attend the ordinary general assembly meeting (the first meeting) via modern technology.

2021  
04/25

The United International Transportation Company (Budget Saudi) announces the start date of electronic voting on the ordinary general assembly meeting items (the first meeting).

2021  
04/29

The United International Transportation Company (Budget Saudi) announces its preliminary financial results for the period ending on 31/03/2021 (three months)

2021  
05/02

The United International Transportation Company (Budget Saudi) announces the results of the ninth ordinary general assembly (first meeting)

2021  
05/04

The United International Transportation Company (Budget Saudi) announces the date and the dividend distribution method for the second half of the fiscal year 2020

2021  
06/24

The United International Transportation Company (Budget Saudi) announces the resignation of a member of the audit committee and the assignment of the position to another member.

2021  
06/24

The United International Transportation Company (Budget Saudi) announces the assignment of the new chairman and vice-chairman, the formation of the board's committees and the company's authorized representatives, and the board's secretary.

2021  
07/15

The United International Transportation Company (Budget Saudi) invites its shareholders to attend the ordinary general assembly meeting (the first meeting) via modern technology.

2021  
08/01

The United International Transportation Company (Budget Saudi) announces the start date of electronic voting on the ordinary general assembly meeting items (the first meeting).

2021  
08/08

The United International Transportation Company (Budget Saudi) announces the 10th ordinary general assembly result (first meeting).

2021  
08/22

The United International Transportation Company (Budget Saudi) announces its preliminary financial results for the period ending on 30/06/2021 (six months)

2021  
08/22

The United International Transportation Company announces the distribution of cash dividends to shareholders for the first half of 2021.

2021  
09/01

The United International Transportation Company announces the date and the disbursing dividend method for the first half of the fiscal year 2021.

2021  
11/07

The United International Transportation Company (Budget Saudi) announces its preliminary financial results for the period ending on 30/09/2021 (nine months).

## Transactions with related parties

Through its main business and activities, the company deals with related parties. In these transactions, the company follows the same terms and principles as with third parties, including the related parties, according to the definition stipulated in the Corporate Governance Regulations.

Major shareholders of the company	The joint-stock companies in which any of the BOD members, chief executives or their relatives holds (5%) or more.
BOD members of the company or any of its subsidiaries and their relatives	The companies in which any of the BOD members, chief executives or their relatives influence their decisions, even if they provide advice or directive, except for the advice and directives professionally provided by a person licensed to do so
Chief executives of the company or any of its subsidiaries and their relatives	
Members of the BOD and chief executives of the company's major shareholders.	Any person whose advice and directives influence the company's decisions, BOD and chief executives, except for advice and directives professionally provided by a person licensed in this regard
Non-corporate facilities owned by a BOD member or a chief executive or their relatives	
The companies in which any of the BOD members or chief executives or their relatives is a partner	
The companies in which any of the BOD members or the chief executives or their relatives is a member of their BOD or chief executives	Holding companies or subsidiaries of the company

## Based on that definition, the transactions made between the company and the related parties within 2021 are as follow

Related party	Type of his relationship with the company	Type of deal	Its term	Its value
Dr. Bassem bin Abdullah Alim and Associates Consulting Office	BOD Chairman	A contract for the provision of legal consulting services to the United International Transportation Company	Three years ended on 31 DEC 2021.	1,200,000 SAR

- There are no contracts concluded between the company and any of its subsidiaries or associates within 2021; in addition, no deal or contract was concluded between the company and any of its senior executives in 2021, where the transactions by the related parties were limited to those indicated in the above-mentioned table.

## Information related to any business or contracts in which the company is a party and a Board member has an interest

Nature of business or contract	Amount of business or contract	Term of business or work	Business or contract conditions	Name of member/ chief executive or any person related to any of them
Act for the provision of legal consulting services to the United International Transportation Company within 2021	1,200,000 SAR	Three years ended on 31 DEC 2021.	A contract for the provision of legal consulting services to the United International Transportation Company, where there are no preferential terms in the contract.	Dr. Bassem bin Abdullah Alim, BOD chairman and owner of Dr. Bassem bin Abdullah Alim and Associates Consulting Office

- There are no contracts or deals that were concluded within 2021, in which the company was a party or a senior executive and any related person had interest therein.
- There were no competitive businesses practiced by any Board member or a senior executive or any related person within 2021.



## Committees of the Board of Directors

The committees of the Board of Directors perform their duties and responsibilities following the applicable governance documents, regulations, and policies that have been approved by the Board of Directors or the General Assembly, which determines the committees' powers and work procedures. The Board of Directors monitors the committees' work regularly, and in return, the committees periodically report to the Board of directors their observations, outcomes, or decisions.

- Audit Committee
- Investment Committee.
- Nominations and Remuneration Committee.
- Governance and Risk Management Committee.

### The Audit Committee

The Audit Committee consists of (5) members, two independent members, and three are not a board members. The chairman and committee members were appointed for a three-year term by the company's General Assembly. It is the one that determines the Committee's tasks, working rules, and members' remuneration according to the relevant statutory requirements. The committee held (7) meetings during the fiscal year 2021 and quorum for each meeting was reached. The Audit Committee operates under a charter that complies with the Companies Law and the Corporate Governance Regulations issued by the Capital Market Authority and approved by the Ordinary General Assembly.

#### Committee members

Name	The type of the membership	The nature of the membership
Members of the Audit Committee of the session that started on 21/06/2021		
Mohammad Abdulaziz AlGhannam <sup>(1)</sup>	Independent member	Chairman of the Committee
Khalid Abdullah AlDabal	Independent member	Committee member
Khalid Ahmed Refaat	Not a board member	Committee member
Samer Saud Samman <sup>(1)</sup>	Not a board member	Committee member
Adeeb Mohammad Abanumi <sup>(2)</sup>	Not a board member	Committee member
Mohammad Qadan AlOtaibi <sup>(2)</sup>	Not a board member	Committee member
Members of the Audit Committee of the session that ended on 20/06/2021		
Mohammad Khalil Dehlawi	Not a board member	Chairman of the Committee
Khalid Abdullah AlDabal	Independent Member	Committee member
Lulua Mohammad Bakr	Not a board member	Committee member

(1) On June 24, 2021, the Board of Directors approved appointing Mr. Mohammad Abdulaziz AlGhannam (non-executive board member) as a member of the Audit Committee in place of the resigned member Mr. Samer Saud Samman until the end of the current session on June 20, 2024. The General Assembly approved the appointment on 05/08/2021.

(2) On 05/08/2021, the General Assembly issued approval to increase the seats of the Audit Committee members from (3) to (5) by appointing Mr. Mohammad Qadan AlOtaibi (not a board member) and Mr. Adeeb Mohammad Abanumi (not a board member) as members of the Audit Committee until the end of the current session on 20/06/2021.

#### Overview of the Committee's responsibilities

The Committee has the following responsibilities:

1. Ensuring the integrity of reports and financial statements.
2. Supervising the internal audit work and evaluating the effectiveness of the group's internal control systems
3. Supervising the work of the auditor.
4. Verifying the company's compliance with applicable laws, regulations, and policies.

#### The Committee performs its tasks through the following main activities:

1. Reviewing the effectiveness of the group's financial reporting, internal control policies, and procedures for identifying, assessing, and reporting risks.
2. Monitoring the integrity of the group's interim and annual financial statements.
3. Analyzing any significant or unusual issues in the financial reports.
4. Examining the accounting policies that the group has implemented.
5. Auditing the accounting estimates of the financial reports.
6. Monitoring the internal auditor's role and effectiveness.
7. Reviewing and approving the annual internal audit work plan.
8. Making recommendations to the Board of Directors on the auditor's nomination.
9. Agreeing on the scope of the auditor's work, the annual audit plan, and reviewing this plan results
10. Keeping the relationship with the auditor under control.
11. Evaluating the audit process's effectiveness.
12. Ensuring the existence of the appropriate policy, mechanism, and protection through which the employees can submit their observations and report confidentially any violation in the company's internal regulations, including those relating to the preparation of financial statements.
13. Ensuring that the group follows up on issued systems and updates on the effects of (Covid-19) on financial statement preparation and implementing the necessary professional care in dealing with the instability caused by the (Covid-19) and making necessary disclosures when needed.
14. Monitoring the group's compliance with applicable laws, regulations, policies, and instructions.

#### Communication with the Board of directors

The Chairman of the Committee reports to the Board of Directors on developments and important topics discussed in the Committee. During the year, no conflict was discovered between the Committee and the Board of Directors.

#### Main activities during the year ended on December 31, 2021

During the fiscal year, the Committee carried out the following duties and responsibilities in accordance with its charter:

##### financial reports

The Committee used the following procedures to ensure the financial statements' fairness, integrity, and transparency:

- Examining the group's interim and annual financial statements, as well as all financial performance announcements, before presenting them to the Board of Directors with views and recommendations.
- Auditing the accounting estimates of the financial statements.
- Examining the company's accounting policies.

## Internal audit

In the light of the importance of evaluating the effectiveness of internal control systems and verifying the integrity of the company's financial reports and statements, as well as supervising internal auditors and other auditors and verifying the company's compliance with applicable laws, regulations, and policies, the General Assembly appointed the Audit Committee and approved its charter following the Companies Law and the Corporate Governance Regulations issued by the Capital Market Authority. The internal audit plays a vital role in evaluating the effectiveness of the internal control system through the audit program, which carries out a continuous assessment of risks in the company. Throughout the year, The Committee supervised the work of the internal audit team and ensured the continued independence of the internal auditors. Based on the Internal Audit Department's reports and recommendations, The Audit Committee advised the Executive Management to take the necessary steps to improve internal control systems in accordance with business needs and best practices while keeping in mind that no internal control system, no matter how stable its design or how effective its implementation, can provide absolute assurance.

## External auditor

1. Every quarter, the Audit Committee reviews the external auditor's reports and the draft financial statements issued by the auditor. The management and the assigned external audit team head discuss the items requiring clarification besides reviewing the notes to ensure they are addressed and then recommending their adoption.
2. The Committee evaluates the auditor's independence and reviews the scope of their work and the terms of their contract.
3. Ensuring the auditor's independence, fairness, and effectiveness of audit work, taking the applicable rules and standards into account.
4. Reviewing the group auditor activities and work plan.

## Commitment

1. Monitoring the company's compliance with the regulatory and supervisory authorities' regulations and applicable laws, policies, and instructions, as well as the updates.
2. Reviewing the results of the reports of the supervisory and regulatory authorities and ensuring that the necessary measures are taken.
3. Reviewing the contracts and transactions proposed by the company with the related parties.

## • Attending meetings

The Audit Committee holds its meetings at the invitation of its chairman, and they meet at least (4) times a year and may meet more frequently if necessary. For example, in 2021, the Committee held (7) meetings.

## • Annual financial statements for the year ended on December 31, 2021

During the fiscal year 2021, the Committee analyzed the company's financial statements, made recommendations to the Board of Directors, and ensured the company's compliance with all applicable regulations, laws, and policies. It also followed up on the chartered accountant's plan and work, verifying his independence and making recommendations for his nomination. Following the review of the annual financial statements, the Committee decides that the financial statements for the fiscal year ending on December 31, 2021, comply with all applicable regulations in all substantive aspects. As a result, the Committee recommended that the Board of Directors approve the annual financial statements for the fiscal year ending on December 31, 2021.

## • Committee meetings

Number of meetings in 2021: (7) meetings								
Member name	Committee meetings in the session ended on 20/06/2021			Committee meetings in the current session started on 21/06/2021				Attendance times
	03/01/2021	11/03/2021	27/04/2021	28/07/2021	16/08/2021	07/09/2021	02/11/2021	
Members of the Audit Committee of the session that started on 21/06/2021								
Mohammad Abdulaziz AlGhannam	Not applicable	Not applicable	Not applicable	✓	✓	✓	✓	4
Khalid Abdullah AlDabal	✓	✗	✓	✓	✓	✓	✓	6
Khalid Ahmed Refaat	Not applicable	Not applicable	Not applicable	✓	✓	✓	✓	4
Adeeb Mohammad Abanumi	Not applicable	Not applicable	Not applicable	Not applicable	✓	✓	✓	3
Mohammad Qadan AlOtaibi	Not applicable	Not applicable	Not applicable	Not applicable	✓	✓	✓	3
Members of the Audit Committee of the session that ended on 20/06/2021								
Mohammad Khalil Dehlawi	✓	✓	✓	Not applicable	Not applicable	Not applicable	Not applicable	3
Lulua Mohammad Bakr	✓	✓	✓	Not applicable	Not applicable	Not applicable	Not applicable	3

- **The key results from the company's yearly evaluation of its internal control procedures effectiveness**

The company's internal audit department implements the annual audit plan approved by the audit committee to assess the applicable internal control. This assessment is conducted by randomly selecting activities for review and examining them to obtain reasonable assurances about the efficiency of internal control procedures throughout the year.

The auditor plans and implements the audit work to ensure that the financial statements are free from errors following the accounting standards approved in the Kingdom, resulting in the auditor's submission of unqualified opinion on the financial statements in 2021. The Committee confirms that it is aware of the notes presented by the auditor and the Internal Audit Department regarding the strengthening of internal control systems. It also ensures discussing these notes with the Executive Management, who consistently takes the necessary steps to implement the corrective measures required to correct and develop policies, procedures, and computer systems.

- **The audit committee's opinion on the adequacy of the company's internal and financial control system and risk management**

Based on the annual examination of the internal control procedures in 2021 and what was submitted by the company's management, the internal audit department, the external auditor, and the committee found no fundamental weakness in the company's internal control, financial or risk management systems. As a result, this examination provided sufficient assurances about the effectiveness and adequacy of the company's internal control system, the operations, the preparation and fair presentation of financial reports, and compliance with laws and regulations.

The Audit Committee advised the Executive Management to continue taking the necessary steps to improve internal control systems in accordance with business needs and best practices while keeping in mind that no internal control system, no matter how stable its design or how effective its implementation, can provide absolute assurance.



## Remuneration and Nominations Committee

### Committee members

Name	The type of the membership	The nature of the membership
Members of the Committee of current session started on 21/06/2021		
<b>Khalid Abdullah AlDabal</b>	Independent member	Chairman of the Committee
<b>Samer Saud Samman</b>	Not a board member	Committee member
<b>Abdullah Jarallah AlSaawi</b>	Independent member	Committee member
<b>Miqad Abdullah AlKhamis</b>	Independent member	Committee member
<b>Ahmed Abdullatif AlBarrak</b>	Independent member	Committee member
Members of the Committee of session ended on 20/06/2021		
<b>Khalid Abdullah AlDabal</b>	Independent member	Chairman of the Committee
<b>Samer Saud Samman</b>	Not a board member	Committee member
<b>Moath Majed AlOhali</b>	Not a board member	Committee member

### Committee's Role

1. Setting remuneration and membership policies for the Board of Directors and its committees and the company's Executive Management and supervising and ensuring these policies' implementation.
2. Reviewing and supervising the implementation of succession plans, continuous development, and training of Board members, CEO, and Senior Executives.
3. Supervising the design and implementation of the performance and wage management program system and ensuring that wages are aligned with the company's policies, programs, and long-term strategies. In addition to monitoring performance, monitoring the applied reward package, comparing it to competitive rewards in the market, and plans to retain talented employees.
4. Assessing, evaluating, and monitoring the Board of Directors and Executive Management performance and supervising Human Resources Policies.
5. Supervising the nomination process for membership of the Board of Directors, its committees, and the Executive Management.

### Committee's Responsibilities

The Remuneration and Nomination Committee is responsible for reviewing and evaluating remuneration, determining nomination controls for the Board of Directors, its committees, and the Executive

Management, and submitting regular reports to the Board.

The following is a summary of the Committee's most important responsibilities:

#### - Tasks and Responsibilities Regarding the Rewards:

Establishing a clear policy for the remuneration of the Board of Directors, its committees, and the Executive Management, clarifying the relationship between the granted remuneration and the applicable remuneration policy, and indicating any deviations of material nature from this policy. In addition to the regular review of the remuneration policy and evaluation of its effectiveness in achieving its objectives.

#### - Tasks and Responsibilities Regarding the Nominations:

Proposing clear policies and criteria for Board of Directors and executive management membership and annually reviewing the necessary skills or experience requirements for board of directors and executive management roles. In addition to reviewing the structure of the Board of Directors, its committees, and Executive Management, providing recommendations for changes when needed, identifying weaknesses and strengths in the board management. Moreover, annually verifying the independence of the members and ensuring that there is no conflict of interest if the member is a part of another company's board of directors.

### Committee meetings

Number of meetings in 2021: (3) meetings				
Member Name	Committee meetings of current session ended on 20/06/2021		Committee meetings of current session started on 21/06/2021	Attendance times
	First 07/02/2021	Second 22/03/2021	Third 08/07/2021	
Members of the Committee of current session started on 21/06/2021				
Khalid Abdullah AlDabal <sup>(1)</sup>	✓	✓	✓	3
Samer Saud Samman <sup>(1)</sup>	✓	✓	✓	3
Abdullah Jarallah AlSaawi	Not applicable	Not applicable	✓	1
Miqad Abdullah AlKhamis	Not applicable	Not applicable	✓	1
Ahmed Abdullatif AlBarrak	Not applicable	Not applicable	✓	1
Members of the Committee of session ended on 20/06/2021				
Moath Majed AlOhali	✓	✓	Not applicable	2

(1) Khaled AlDabal and Samer Samman were members of the Remuneration and Nominations Committee in the previous session ended on 21/06/2021, and they were re-appointed to the Committee in the current session by a decision of the Board of Directors on 06/24/2021.

# The Investment Committee

- ## Committee members

Name	The type of the membership	The nature of the membership
Members of the Committee of current session started on 21/06/2021		
Yousef Abdullah AlRajhi	Independent member	Chairman of the Committee
Ahmed Abdelatif AlBarrak	Independent member	Committee member
Abdulrahman Hassan Bakheet	Independent member	Committee member
Miqad Abdullah Al-Khamis	Independent member	Committee member
Moath Majed AlOhali	Not a board member	Committee member
Members of the Committee of session ended on 20/06/2021		
Bassim Abdullah Alim	Non-executive board member	Chairman of the Committee
Kholoud Abdulrahman AlDabal	Independent member	Committee member
Samer Saud Samman	Not a board member	Committee member
Fawaz Abdullah Danish	Member from executive management	Committee member
Mohammed Rafeesh Tatli	Member from executive management	Committee member

- ## Committee’s Role

The Investment Committee consists of five members. The Committee held two meetings in 2021 to support the Board’s role in developing and following up on strategic plans regarding the company’s investment opportunities.

The Committee was re-formed in 2021 following the election of the Board of Directors for the new session, which began on June 21, 2021.

- ## Committee’s Responsibilities

Working with the Executive Management to develop a strategy and investment policy for the company that is proportionate to the nature of its business, activities, and risks, and then recommends it to the Board of Directors. In addition to supervising the company’s investment activities, establishing appropriate procedures for measuring and evaluating investment performance, studying and evaluating the investment opportunities proposed by the company’s management regarding mergers and acquisitions, entering into partnerships, and making recommendations to the Board of Directors.

- ## Committee meetings

Number of meetings in 2021: (2) meetings			
Member Name	Meetings of current session started on 21/06/2021		Attendance times
	First 13/07/2021	Second 18/11/2021	
Members of the Committee of current session started on 21/06/2021			
Yousef Abdullah AlRajhi	✓	✓	2
Ahmed Abdelatif AlBarrak	✓	✓	2
Abdulrahman Hassan Bakheet	✓	✓	2
Meqad Abdullah Al-Khamis	✓	✓	2
Moath Majed AlOhali	✓	✓	2
Members of the Committee of session ended on 20/06/2021			
Bassim Abdullah Alim	Not applicable		0
Kholoud Abdulrahman AlDabal	Not applicable		0
Samer Samman	Not applicable		0
Fawaz Abdullah Danish	Not applicable		0
Mohammed Rafeesh Tatli	Not applicable		0

\* The Committee did not hold any meeting in the previous session during 2021.

The Governance and Risk Management Committee

Committee members

Name	The type of the membership	The nature of the membership
Members of the Committee of current session started on 21/06/2021		
Ahmed Abdelatif AlBarrak	Independent member	Chairman of the Committee
Abdulrahman Hassan Bakheet	Independent member	Committee member
Abdullah Jarallah AlSaawi	Independent member	Committee member
Mohammad Abdulaziz AlGhannam	Independent member	Committee member
Abdullah Mohammed AlHarbi	Not a board member	Committee member

Committee's Role

The Governance and Risk Management Committee consists of five members. The Committee held one meeting in 2021 to enhance the Board's role in verifying the company's compliance with the applicable laws and regulations, reviewing and updating policies and rules in accordance with regulatory requirements and best practices, checking the risk register, the strategy for dealing with risks and related policies.

Committee's Responsibilities

Ensuring the company's compliance with the corporate governance regulations issued by the Capital Market Authority and the company's corporate governance guide and policies, reviewing and updating the corporate governance guide and rules in accordance with the regulatory requirements and best practices, in addition to reviewing and developing the rules of professional conduct that represent the company's values, and other internal policies and procedures to meet the company's needs and best practices, and always informing the Board of Directors of developments in the field of corporate governance.

Committee meetings

One meeting in 2021		
Member Name	First 09/12/2021	Attendance times
Ahmed Abdelatif AlBarrak	✓	1
Abdulrahman Hassan Bakheet	✓	1
Abdullah Jarallah AlSaawi	✓	1
Mohammad Abdulaziz AlGhannam	✓	1
Abdullah Mohammed AlHarbi	✓	1

\* The Board of Directors' decision to form the Governance and Risk Management Committee was issued on 04/11/2021

The actions that the Board of Directors takes to inform its members - especially non-executives - of the shareholders' proposals and comments about the company and its performance

- The Board of Directors approved incorporating the board's work regulation into the company's corporate governance regulations and policies. This regulation specifies the Chairman of the Board of Directors' competencies, role, and responsibilities, through which he ensures that the appropriate mechanisms are set to inform the members of the board -especially non-executives- of the shareholders' comments on the company's performance, as follows:
- Organizing the Board of Directors' work and providing an appropriate environment for exchanging views and open discussion of all agenda topics to ensure that the Board of Directors covers all critical issues effectively and in a timely manner.
- Providing the Board of Directors with the necessary, complete, accurate, correct, and non-misleading information on time to enable them to make sound decisions and carry out their responsibilities.
- Encouraging the Board of Directors to carry out their responsibilities effectively and in the company's best interests.
- Ensuring the existence of effective channels for shareholders to communicate with the Board of Directors and share their perspectives.
- Promoting constructive relationships and effective participation between the Board of Directors and executive management and between the executive, non-executive, and independent members and developing a constructive criticism culture.
- Scheduling council meetings, in addition to preparing the agenda, chairing meetings, and organizing the decision-making process.
- Meeting with non-executive board members regularly.

In all cases, the shareholders' inquiries or suggestions are communicated to the Board of Directors, whether at the general assembly meetings or through inquiries received by the company's concerned departments. The Board of directors present at the general assembly meetings is responsible for responding to shareholders' questions, and all of that is documented in the meeting minutes.



Names of companies in which a Board member is a member of their current or previous Board of Directors or one of their executives

Name	Name of current companies	Inside/ Outside KSA	Legal entity	Name of previous companies	Inside/ Outside KSA	Legal entity
Bassem Abdullah Alim	Aljozoor Alrasekha Trucking Co.	Inside the Kingdom	Limited liability	BIM Birlesik Magazalar Anonim company	Outside the Kingdom	Public shareholding company
				The Establishment of Motawifs of Pilgrims of Turkey Muslims of Europe America and Australia	Inside the Kingdom	Civil society institution
Khaled Abdullah Aldabal	Akd Holding	Inside the Kingdom	Limited liability	Aldabal Company	Inside the Kingdom	Limited liability
	Muttawiffy Hujjaj Turkey, Muslims of Europe, America and Australia					
Ahmed Abdullatif Albarrak	Packaging Materials Manufacturing Company. FIPCO	Inside the Kingdom	Public shareholding company	Dana Ice Cream Company	Inside the Kingdom	Limited liability
	FPC Industry Company		Limited liability			
	Touristic Enterprises Company (Shams)		Public shareholding company			
Yousef Abdullah AlRajhi	Tabuk Agricultural Development Company	Inside the Kingdom	Public shareholding company	Shorouq Pack Company	Outside the Kingdom	Public shareholding company
	Methanol Chemical Company		Limited liability company (LLC)			
	AlRajhi Co. For Trading & Industry					
	AlRajhi Education Company					
	Riyada Hotels Company					
	Afaq Alghitha Company					
	Gulf Tech Company					
	Tabuk Marketing Company					
	Almatar Company					
	Cool Investment Company					
	Islami Bank Bangladesh	Outside the Kingdom				
Miqad Abdullah AlKhamis	Al-Jouf Agricultural Company	Inside the Kingdom	Public shareholding company	the National Company for Glass Industry	Inside the Kingdom	Public shareholding company
			Riyad Taqnia Fund	Closed-end investment funds		

Name	Name of current companies	Inside/ Outside KSA	Legal entity	Name of previous companies	Inside/ Outside KSA	Legal entity
Abdulrahman Hassan Bakheet	-	-	-	-	-	-
Abdullah Jarallah AlSaawi	-	-	-	-	-	-
Mohammed Abdulaziz AlGhannam	-	-	-	-	-	-
Wafaa Hashem Zawawi	Arab Company for the manufacture of cars and trucks	Inside the Kingdom	Limited liability	OCS Arabia	Inside the Kingdom	Limited liability
	Zahid Tractor & Heavy Equipment MENA	Outside the Kingdom	Free Zone Company	Arabia for the manufacture of cars and trucks	Outside the Kingdom	Free Zone Company
Aladdin Riyad Sami	Saudi Total Petroleum Products Company	Inside the Kingdom	Limited liability	-	-	-
	Morocco Total Company	Outside the Kingdom	Shareholding company			
	Morocco Total Company	Inside the Kingdom	Limited liability			
	Zahid Tourism Company					
	Hospitality Projects Company	Outside the Kingdom	Limited liability			
	Zinnia Ant Ventures		Shareholding company			
	Jordan Ahli Bank		Limited liability			
	Laguna Tourism Development Company					
Abdulaziz Abdulrahman AlOahely	-	-	-	Saudi Bahraini Transport Company	Outside the Kingdom	Limited liability
				United Arab Shipping Company		
				Educational Transportation Development Company	Inside the Kingdom	
				Saudi Railways Company		
Khaled Mohammad Zahed	-	-	-	-	-	-
Khoulod Abdulrahman Al Dubal	-	-	-	-	-	-

## The Dividend Distribution



The Dividend Distribution Policy

The dividend policy of United International Transportation Company (Budget Saudi) has been prepared according to the requirements of the Corporate Governance Regulations issued by the Capital Market Authority following the companies' law and the company's statute; to organize the processes and procedures related to the profits distribution, statement and the payment timing. Therefore, the company is obligate to achieve a stable dividend policy in general and promises to disclose any change in this Policy. Furthermore, it is obligated to distribute cash dividends to its shareholders whenever approved by the shareholders' general assembly, considering the variables that may arise in the amount of cash distributed as profits each year, according to its strategic plans and future goals. Such as using its reserves to engage in projects or investments that help achieve the company's and shareholders' objectives; besides, the profits may vary annually to increase the company's capital by capitalizing a portion of the realized gains.

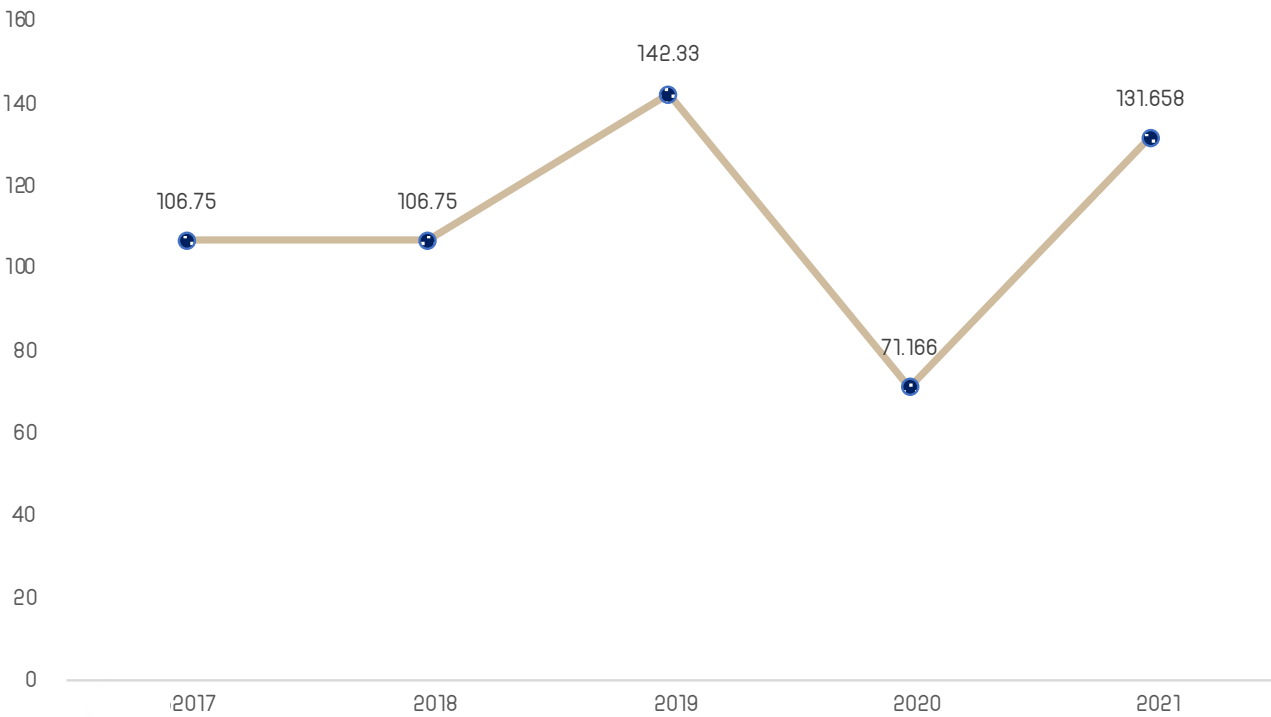
The company's annual net profits are distributed as follows:

- 1. A percentage of (10%) of the net profits shall be set aside to form the company statutory reserve. The Ordinary assembly may terminate this retainer when the aside reserve reaches (30%) of the paid-up capital.
- 2. Based on the proposal of the Board of Directors, the ordinary general assembly may set aside a percentage of (20%) of the net profits to form a statutory reserve and allocate it for a specific purpose.
- 3. The ordinary general assembly can decide the composition of other reserves to achieve the company's interests or ensure the distribution of stable profits to the shareholders and the association. the assembly can also cut part of the net profit to establish social institutions for its employees or help existing institutions.
- 4. The remainder shall be distributed to the shareholders as a first payment of (5%) of the paid-up capital.
- 5. A percentage of (10%) of the remainder shall be allocated as a remuneration to the Board of Directors. In addition, each member will receive a maximum of (500,000) Five Hundred Thousand Riyals as a bounce entitlement, which is proportional to the number of sessions attended by the member, subject to the provisions of Article (21) of the company's statute and Article (76) of the companies' law.

Percentage of dividends distributed during the year:

	Dividends distributed for the second half of the year 2020 on (10/05/2021)	Dividends distributed for the first half of 2021 on (20/09/2021)	Total profits disbursed
Percentage	12.5 %	6 %	18.5 %
Total profits	88,958,335 SAR	42,700,000.8 SAR	131,658,335 SAR

United International Transportation Company dividend growth in millions of riyals for shareholders over the last five years (2017-2021):





A close-up photograph of two people shaking hands. The person on the left is wearing a dark suit jacket, and the person on the right is wearing a white shirt. The background is a blurred outdoor setting with a light blue sky and some greenery.

## Remuneration and Related Disclosures

## Remuneration Policy for Board Members, Committees, and Executive Management

The remuneration policy of the Board of Directors, its committees, and the Executive Management was approved by the General Assembly of the company's shareholders on December 11, 2017.

### Introduction

The remuneration policy for the United International Transportation Company's Board of Directors, Committees, and Executive Management was developed following the text of paragraph (1) of the article (61) of the Corporate Governance Regulations issued by the Capital Market Authority in accordance with Resolution No. (16/08/2017) dated on February 13, 2017.

### Second, the policy purpose

This policy aims to follow clear criteria to determine the remuneration of the company's Board of Directors, Committees, and Senior Executives under the Companies Law requirements and the Capital Market Authority regulations. It also aims to attract, retain, and motivate talent, which positively impacts the company's performance and achieve shareholder interests.

### Remuneration general standards

The Remuneration and Nominations Committee has the authority to recommend to the Board of Directors the remuneration of Board members, committee members, and senior executives without prejudice to the provisions of the Companies Law and the Capital Market Law and their Regulations. These recommendations must be based on the following criteria:

1. The remunerations are commensurate with the company's activity and aligned with its strategy and objectives.
2. The remuneration purpose is to motivate the members of the board and its committees and the executive management to contribute to the company's success and long-term development. Linking the variable portion of remuneration to long-term performance is one example of that motivational method.
3. Rewards are determined based on the job level, the tasks, responsibilities assigned, educational qualifications, practical experience, skills, and level of performance.
4. The remuneration must be consistent with the company's size, nature, and degree of risk.
5. When determining remuneration, it is necessary to consider other companies' practices to avoid an unjustified increase in income and compensation.
6. The remunerations should be adequate to attract, retain and motivate professional competencies.
7. Remuneration packages are developed in collaboration with the Remuneration and Nominations Committee for new appointments, especially for senior company executives.
8. The remuneration of the Board of Directors may vary in terms of amount based on experience, competence, tasks entrusted to the member to carry out, the number of attended sessions, the member's independence, and other relevant factors set by the Remuneration and Nominations Committee. Such as the annual review of the performance of the board members, executive management, and committee members.
9. The remuneration is suspended or refunded if it is found that it was decided based on inaccurate information provided by a member of the Board of Directors, the Executive Management, or a member of any of the board committees to prevent individuals from abusing their position to obtain undue benefits.
10. If the company approves the distribution of newly issued or purchased shares to the Board of Directors, Executive Management, or employees, it should be done according to the

recommendation and supervision of the Remuneration and Nominations Committee and in accordance with the Company's Articles of Association, the Companies Law, and the Capital Market Authority Regulations.

### Board Remuneration

1. The United International Transportation Company rewards its Board of Directors with a certain amount, an attendance allowance, expense allowance, benefits in kind, or a percentage of profits. It is permissible to combine two or more of these benefits without exceeding what is specified in the Companies Law and Regulations according to the schedule included in this policy. Any changes to the schedule must follow the rules.
2. The remuneration of the Board of Directors consists of an annual remuneration in addition to an attendance allowance and a percentage not exceeding (10%) of the remaining net profits after distributing the percentages specified in Article (45) of the Company's Articles of Association, with a maximum of (500,000) five hundred thousand riyals for each member. The entitlement to this bonus is proportional to the number of sessions attended by the member.
3. The report of the Board of Directors to the Ordinary General Assembly must include a comprehensive statement of every remuneration, expense allowances, and other benefits received by the Board of Directors during the fiscal year. The report must also include what the board members received as employees or directors or what they received in return for technical or administrative work or consultancy. In addition, it should have a statement of the number of council sessions and the number of sessions attended by each member since the last general assembly meeting.
4. The Board of Directors' remuneration must be fair and proportionate to their competencies, the work, and the responsibilities they undertake and bear. It must also be proportional to the achieved objectives set by the Board for the fiscal year.
5. The remuneration must be based on the recommendation of the Remuneration and Nomination Committee.
6. The remuneration is proportional to the sector in which the company operates, its size, and the board members' experience.
7. The remuneration should be sufficient to attract, motivate and retain appropriate competence and experienced board members.
8. The remuneration of the board members may vary in accordance with the standards outlined in this policy.
9. The remuneration of independent board members should not be a percentage of the profits achieved by the company or be based directly or indirectly on the company's profitability.
10. If the General Assembly decides to terminate the membership of a board member who has been absent for three consecutive meetings of the Board without a legitimate excuse, this member won't be entitled to any remuneration for the period following the last meeting he attended, and he must return all remuneration paid to him for that period.
11. The Board member can obtain remuneration in return for his membership in the Audit Committee formed by the General Assembly or for any additional executive, technical, administrative, or advisory work assigned to him besides the remuneration that he may obtain as a board or a committee member formed by the Board of Directors in accordance with the Companies Law, the Company Articles of Association, and the Regulations of the Capital Market Authority.

### Remunerations of committees' members

1. The Board of Directors decides and approves the remuneration of the committees' members emanating from it, like the attendance allowances and other benefits in accordance with the recommendation of the Remuneration and Nominations Committee.



2. The remuneration of members of the committees emanating from the Board of Directors shall consist of annual remunerations in the form of lump sums besides meeting allowances and other benefits, as shown in the table attached to this policy.
3. The General Assembly of shareholders approves the remunerations of the Audit Committee's members based on the recommendation of the Board of Directors and the Remunerations and Nominations Committee.
4. In all cases, the remuneration of a member of a committee/committees appointed by the Board of Directors, together with his remuneration for being a member of the Board of Directors -if he is a board member- may not exceed (500 thousand riyals) which is the maximum permissible remuneration for board members under the Companies' Law. Except for the Audit Committee member, the total amount of remuneration allocated to him for his membership in the Audit Committee and the Board of Directors may exceed this limit.

### **Executive Management Remunerations**

The Remuneration and Nominations Committee review the salaries of all employees and senior executives, as well as the plans and incentive programs, on a regular basis and then approves them based on the executive management's recommendation. The executive management bonuses include the following:

1. Basic salary (to be paid on a monthly basis at the end of each month).
2. Allowances, including, but not limited to, housing allowance, transportation allowance, telephone allowance, fuel allowance, etc.
3. Medical insurance for the employees and their families.
4. An annual bonus linked to performance indicators clarified in the yearly evaluation.
5. Short-term incentive plans related to exceptional performance and long-term incentive plans such as equity programs (if any).
6. Fixed annual bonuses due to the type of work of some of the company's departments.
7. Sales incentives.
8. Other benefits include, but not limited to, annual travel tickets and annual leave

### **Executive Management remuneration standards**

The remunerations of the company's employees and senior executives are determined according to the following standards:

1. When determining and adjusting the employee's basic salary, the employee's abilities, professional competence, and professional history throughout his work service should be considered.
2. The CEO must determine the salaries of the company's newly hired employees in accordance with the company's employment policy.
3. For fixed bonuses, whether they are a lump sum or a certain percentage of sales, they must be determined, approved, and ratified by the CEO in accordance with the internal incentives' regulations.
4. The Remuneration and Nomination Committee shall annually review the salaries of the company's employees and submit its recommendations to the CEO.
5. The annual bonuses related to performance are determined by the Remuneration and Nomination Committee, following the recommendations and reports of the Group President, CEO, and departments' general managers.
6. The Remuneration and Nominations Committee must approve the incentive plans and programs specified for senior executives, as well as their salary adjustments and other benefits.
7. Some allowances are calculated as a percentage of the basic salary, such as the housing allowance, which is 25% of the basic salary, and the transportation allowance, which is 10%.
8. The executive management decides the method of disbursing the allowances to the employees after the CEO's approval.

9. Some of the employees, based on the nature of their work, receive benefits in kind, such as the provision of a car, in accordance with the conditions and standards set by the company's management in this regard. This decision must be approved by the Group President and CEO. If a member of executive management receives a car, they are not eligible for the transportation allowance.
10. Some of the other allowances, such as the fuel allowance and the telephone allowance, are left to the Group President and CEO to estimate and cancel or re-approve them according to a clear internal policy of the Human Resources Department.
11. The Remuneration and Nominations Committee is responsible for approving senior executives' allowances.
12. Regarding airline tickets, they are paid once a year in economy class to non-Saudi employees and their families, limited to a wife and two children, for employees contracting with the company with family benefits. As for the employees without family benefits, they are entitled to a ticket for them only.
13. The Group President and CEO shall implement the remuneration policy for employees and senior executives considering the plans and programs recommended by the Remuneration and Nomination Committee.

### **General provisions**

1. The Board of Directors should abstain from voting on the remuneration of the board members at the meeting of the General Assembly of Shareholders.
2. The company discloses the remunerations of the board members, committees' members, and senior executives in the annual report of the Board of Directors, in accordance with the controls and guidelines issued by the Companies Law and the Capital Market Authority Regulations
3. The board member is entitled to receive remuneration as of the date he joins the Board or Committee.
4. The Secretary of the Board is in charge of the procedures for disbursing remuneration to the Board of Directors and Committees. On the other hand, the Chairman approves the order for payment to the Board of Directors.

### **Remunerations for members of the Board of Directors and the Committees**

The annual remuneration and allowances for members of the Board of Directors or committees' members may be reviewed based on the recommendation of the Remuneration and Nomination Committee in the light of performance variables. The next step after that is to obtain the approval of the General Assembly of Shareholders.

### **Other Expenses and Benefits**

The company covers transportation expenses for traveling and accommodating in Jeddah for members of the board and committees living outside Jeddah. It also covers all accommodation and transportation costs for the members of the board, committees, and executive management if the meeting is held outside Jeddah.

### **Final provisions (publication, accessibility, and modification)**

The company must execute the provisions of this policy as of the date of its approval by the General Assembly of Shareholders. It will be publicly available on the company's website to enable the public and shareholders to view it. The Remuneration and Nominations Committee may modify the policy as needed or on a regular basis. The Committee then presents these edits to the Board of Directors, which studies them and then recommends them to the General Assembly of Shareholders for their decision.

**Approval date: 12/11/2017 based on the decision of the Eighth Extraordinary General Assembly.**



## Remuneration of members of the Board of Directors

Name	Fixed remunerations (SAR)					Remuneration for the Chairman of the Board, the Managing Director or the Secretary, if he is a member	Total
	A certain amount	Allowance for attending Board meetings	Total allowance for attending committee meetings	Benefits in kind	Remuneration for technical, managerial and consultative work		
Members of current session started on 21/06/2021							
Independent Members							
Khaled Abdullah Al-Dabal <sup>(1)</sup>	350,000 SAR	14,000 SAR	15,000 SAR	-	-	-	379,000 SAR
Miqad Abdullah Alkhamis	186,027 SAR	9,000 SAR	9,000 SAR	-	-	-	204,027 SAR
Yousef Abdullah Al-Rajhi <sup>(2)</sup>	303,151 SAR	14,000 SAR	6,000 SAR	-	-	-	323,151 SAR
Ahmed Abdelatif AlBarrak	186,027 SAR	9,000 SAR	12,000 SAR	-	-	-	207,027 SAR
Abdullah Jarallah AlSaawi	186,027 SAR	9,000 SAR	6,000 SAR	-	-	-	201,027 SAR
Mohammad Abdulaziz AlGhannam	186,027 SAR	9,000 SAR	15,000 SAR	-	-	-	210,027 SAR
Abdulrahman Hasan Bakheet	186,027 SAR	9,000 SAR	9,000 SAR	-	-	-	204,027 SAR
Total	1,583,288 SAR	73,000 SAR	72,000 SAR	-	-	-	1,728,288 SAR
Non-executive members							
Bassim Abdullah Alim <sup>(3)</sup>	500,000 SAR	9,000 SAR	-	-	-	-	509,000 SAR
Total	500,000 SAR	9,000 SAR	-	-	-	-	509,000 SAR

Name	Variable remunerations (SAR)						End of service award	Grand Total	Expense allowance
	Percentage of profits	Periodic Rewards	Short-term incentive plans	Long-term incentive plans	Shares awarded	Total			
Members of current session started on 21/06/2021									
Independent Members									
Khaled Abdullah Al-Dabal <sup>(1)</sup>	-	-	-	-	-	-	-	379,000 SAR	-
Miqad Abdullah Alkhamis	-	-	-	-	-	-	-	204,027 SAR	-
Yousef Abdullah Al-Rajhi <sup>(2)</sup>	-	-	-	-	-	-	-	323,151 SAR	-
Ahmed Abdelatif AlBarrak	-	-	-	-	-	-	-	207,027 SAR	-
Abdullah Jarallah AlSaawi	-	-	-	-	-	-	-	201,027 SAR	-
Mohammad Abdulaziz AlGhannam	-	-	-	-	-	-	-	210,027 SAR	-
Abdulrahman Hasan Bakheet	-	-	-	-	-	-	-	204,027 SAR	-
Total	-	-	-	-	-	-	-	1,728,288 SAR	-
Non-executive members									
Baaieem Abdullah Alim <sup>(3)</sup>	-	-	-	-	-	-	-	509,000 SAR	-
Total	-	-	-	-	-	-	-	509,000 SAR	-

Name	Fixed remunerations (SAR)					Remuneration for the Chairman of the Board, the Managing Director or the Secretary, if he is a member	Total
	A certain amount	Allowance for attending Board meetings	Total allowance for attending committee meetings	Benefits in kind	Remuneration for technical, managerial and consultative work		
Members of previous session ended on 20/06/2021							
Independent Members							
Kholoud Abdul Rahman Al-Dabal	117,123 SAR	5,000 SAR	-	-	-	-	122,123 SAR
Abdul Aziz Abdul Rahman Al-Ohali	117,123 SAR	5,000 SAR	-	-	-	-	122,123 SAR
Total	234,247 SAR	10,000 SAR	-	-	-	-	244,247 SAR
Non-executive members							
Wafa Hashem Zawawi	117,123 SAR	5,000 SAR	-	-	-	-	122,123 SAR
Aladdin Riad Sami <sup>(4)</sup>	83,562 SAR	5,000 SAR	-	-	-	-	88,562 SAR
Khaled Muhammad Zahid	117,123 SAR	5,000 SAR	-	-	-	-	122,123 SAR
Total	317,808 SAR	15,000 SAR	-	-	-	-	332,808 SAR

Name	Variable remunerations (SAR)						End of service award	Grand Total	Expense allowance
	Percentage of profits	Periodic Rewards	Short-term incentive plans	Long-term incentive plans	Shares awarded	Total			
Members of previous session ended on 20/06/2021									
Independent Members									
Kholoud Abdul Rahman Al-Dabal	-	-	-	-	-	-	-	122,123 SAR	-
Abdul Aziz Abdul Rahman Al-Ohali	-	-	-	-	-	-	-	122,123 SAR	-
Total	-	-	-	-	-	-	-	244,247 SAR	-
Non-executive members									
Wafa Hashem Zawawi	-	-	-	-	-	-	-	122,123 SAR	-
Aladdin Riad Sami <sup>(4)</sup>	-	-	-	-	-	-	-	88,562 SAR	-
Khaled Muhammad Zahid	-	-	-	-	-	-	-	122,123 SAR	-
Total	-	-	-	-	-	-	-	332,808 SAR	-

- (1) Khalid Abdullah AlDabal, a Board member, was re-elected to the Board of Directors for the fifth session.  
(2) Yousef Abdullah AlRajhi, a Board member, was re-elected to the Board of Directors for the fifth session.  
(3) Bassim Abdullah Alim, Chairman of the Board of Directors, has been re-elected to the Board of Directors for the fifth session, and his remuneration will not exceed the legal limit.  
(4) Aladdin Riyad Sami, resigned from the membership of the Board of Directors on 02/05/2021

- The amounts received by the Board members in their capacities as Audit Committee members are included in the Audit Committee's remuneration table.
- The amounts received by members of the Board of Directors in their capacities as members of the Remuneration and Nomination Committee, the Investment Committee, and the Governance and Risk Management Committee have been included in the committees' remuneration tables and will be disbursed within the legally permissible limit.

## Remunerations and allowances for (5) of the company's senior executives

The following are the entitlements and remunerations of five senior executives of United International Transportation, including the Group CEO and Group CFO, who received the highest-paid for the year 2021

	Fixed Benefits			
	Payroll	Allowances	In-kind Benefits	Total
Five Senior Executives	4,023,533 SAR	1,451,966 SAR	-	5,475,499 SAR

	Inconstant Benefits						Indemnity	Total remunerations for the Board Executive	Total
	Periodic Bonuses	Profits	Short-term Incentive Plans	Long-term Incentive Plans	Granted Shares (Value)	Total			
Five Senior Executives	4,780,000 SAR	-	158,128 SAR	-	-	4,938,128 SAR	-	-	10,413,627 SAR

## Remuneration for Members of the Committees

### Details of the remuneration of the members of the Audit committee

Name	Membership type	Fixed remunerations	Allowance for attending sessions	Total
Members of current session started on 21/06/2021				
Mohammad Abdulaziz AlGhannam	Independent member	104,658 SAR	12,000 SAR	116,658 SAR
Khalid Abdullah AlDabal <sup>(1)</sup>	Independent member	164,055 SAR	12,000 SAR	176,055 SAR
Khalid Ahmed Refaat	Not a board member	95,671 SAR	12,000 SAR	107,671 SAR
Adeeb Mohammad Abanumi	Not a board member	73,479 SAR	9,000 SAR	82,479 SAR
Mohammad Qadan AlOtaibi	Not a board member	73,479 SAR	9,000 SAR	82,479 SAR
Members of previous session ended on 20/06/2021				
Mohammad Khalil Dehlawi	Not a board member	93,699 SAR	-	93,699 SAR
Lulua Mohammad Bakr	Not a board member	84,329 SAR	-	84,329 SAR

(1) In the Board of Directors' fifth session, Khalid Abdullah AlDabal was reappointed to the Remuneration and Nominations Committee.

### Details of the remuneration of the members of the Remuneration and Nomination Committee

Name	Membership type	Fixed remunerations	Allowance for attending sessions	Total
Members of current session started on 21/06/2021				
Khalid Abdullah AlDabal <sup>(1)</sup>	Independent member	137,055 SAR	3,000 SAR	140,055 SAR
Abdullah Jarallah AlSaawi	Independent member	65,411 SAR	3,000 SAR	68,411 SAR
Miqad Abdullah AlKhamis	Independent Member	65,411 SAR	3,000 SAR	68,411 SAR
Ahmed Abdullatif AlBarrak	Independent Member	65,411 SAR	3,000 SAR	68,411 SAR
Samer Saud Samman <sup>(2)</sup>	Not a board member	137,055 SAR	3,000 SAR	140,055 SAR
Members of previous session ended on 20/06/2021				
Moath Majed AlOhali	Not a board member	58,562 SAR	-	58,562 SAR

(1) In the Board of Directors' fifth session, Khalid Abdullah AlDabal was reappointed to the Remuneration and Nominations Committee.

(2) In the Board of Directors' fifth session, Mr. Samer Saud Samman was reappointed to the Remuneration and Nominations Committee.



## Details of the remuneration of the members of the Investment committee

Name	Membership type	Fixed remunerations	Allowance for attending sessions	Total
Members of current session started on 21/06/2021				
Yousef Abdullah AlRajhi	Independent member	78,493 SAR	6,000 SAR	84,493 SAR
Abdulrahman Hassan Bakheet	Independent member	65,411 SAR	6,000 SAR	71,411 SAR
Miqad Abdullah Al-Khamis	Independent member	65,411 SAR	6,000 SAR	71,411 SAR
Ahmed Abdelatif AlBarrak	Independent Member	65,411 SAR	6,000 SAR	71,411 SAR
Moath Majed AlOhali	Not a board member	78,493 SAR	6,000 SAR	84,493 SAR

\* The Committee did not hold any meeting in the previous session during 2021.

## Details of the remuneration of the members of the Governance and Risk Management committee

Name	Membership type	Fixed remunerations (SAR)	Allowance for attending sessions	Total (SAR)
Ahmed Abdelatif AlBarrak	Independent Member	23,836	3,000	26,836
Abdullah Jarallah AlSaawi	Independent member	19,863	3,000	22,863
Abdulrahman Hassan Bakheet	Independent member	19,863	3,000	22,863
Mohammad Abdulaziz AlGhannam	Independent member	19,863	3,000	22,863
Abdullah Mohammed Hilal AlHarbi	Not a board member	23,836	3,000	26,836

## A description of any interest, contractual papers and subscription rights of board members and their relatives in the shares or debt instruments of the company

First: Ownership of members of The Board for the session that started on 21/06/2021 and their relatives in the shares or debt instruments of the company:

Name	The beginning of the year		The end of the year		Net change	Percentage change
	Number of Shares	Debt instruments	Number of Shares	Debt instruments		
Basem Abdullah Alim	3.886	N/A	3.886	N/A	0	-
Khaled Abdullah Al-Dabal	43.871	N/A	-	N/A	(43.871)	100%-
Abdullah Jarallah AlSaawi	0	N/A	-	N/A	0	-
Mohammad Abdulaziz AlGhannam	0	N/A	0	N/A	0	-
Abdulrahman Hasan Bakheet	0	N/A	-	N/A	0	-
Miqad Abdullah Alkhamis	0	N/A	0	N/A	0	-
Yousef Abdullah Al-Rajhi	72.169	N/A	52,169	N/A	(20,000)	28%-
Ahmed Abdelatif AlBarrak	0	N/A	0	N/A	0	-

Secondly: Ownership of members of The Board for the session that ended on 20/06/2021 and their relatives in the shares or debt instruments of the company:

Name	The beginning of the year		The end of the year		Net change	Percentage change
	Number of Shares	Debt instruments	Number of Shares	Debt instruments		
Bassim Abdullah Alim	3.886	N/A	3.886	N/A	0	-
Khaled Abdullah Aldabal	43.871	N/A	-	N/A	(43.871)	100%-
Wafaa Hashem Zawawi	3.886	N/A	-	N/A	(3.886)	100%-
Aladdin Riyad Sami	0	N/A	0	N/A	0	-
Khalid Mohammed Zahid	1.000	N/A	1.000	N/A	0	-
Abdulaziz Abdulrahman AlOhali	0	N/A	0	N/A	0	-
Yousef Abdullah AlRajhi	72.169	N/A	52,169	N/A	(20,000)	28%-
kholoud Abdelrahman AlDabal	0	N/A	0	N/A	0	-

A statement of the number of shares or stakes owned by members of The Board in the subsidiary companies

There are no shares or stakes owned by members of The Board or senior executives of the subsidiary company.

A Description of any interest, contractual papers and subscription rights of senior executives and their relatives in the shares or debt instruments of the company

There are no shares owned by persons (other than members of the Board of Directors and senior executives) who informed the company of them or any change in them during the year 2021

A statement of the profits distributed to the members of The Board according to their ownership percentages on the date of the approval of the distribution of profits second-half of 2020, by 1.25 per share according to the decision of the Ordinary General Assembly on 29/04/2021

Board of Directors	The number of shares owned on the date of approval of the dividend distribution	Total amount of dividends for second-half of 2020 (1.25 SAR per share)
Bassim Abdullah Alim	3,886 shares	4,857.5 SAR
Khaled Abdullah Aldabal	43,871 shares	54,838.75 SAR
Wafaa Hashem Zawawi	3,886 shares	4,857.5 SAR
Khalid Mohammed Zahid	1,000 shares	1,250 SAR
Yousef Abdullah AlRajhi	72,169 shares	90,211.25 SAR
Total		156,015 SAR

A statement of the profits distributed to the senior executives according to their ownership percentages on the date of the approval of the distribution of profits second-half of 2020, by 1.25 per share according to the decision of the Ordinary General Assembly on 29/04/2021

senior executives	The number of shares owned on the date of approval of the dividend distribution	Total amount of dividends for second-half of 2020 (1.25 SAR per share)
N/A	N/A	N/A
Total		N/A

A statement of the profits distributed for first-half of 2021 to the members of The Board according to their ownership percentages on 29/04/2021 by SAR 0.6 per share in accordance with the authorization granted by the Ordinary General Assembly on 19/08/2021 to The Board to distribute interim dividends in a semiannual or quarterly manner for the Financial Year 2021.

Board of Directors	The number of shares owned on the date of approval of the dividend distribution	Total amount of dividends for first-half of 2021 (0.6 SAR per share)
Bassim Abdullah Alim	3,886 shares	2,331.6 SAR
Khaled Abdullah Aldabal	45,240 shares	27,144 SAR
Wafaa Hashem Zawawi	3,886 shares	2,331.6 SAR
Khalid Mohammed Zahid	1,000 shares	600 SAR
Yousef Abdullah AlRajhi	72,169 shares	43,301.4 SAR
Total		75,708.6 SAR

A statement of the profits distributed for first-half of 2021 to senior executives according to their ownership percentages on 29/04/2021 by SAR 0.6 per share in accordance with the authorization granted by the Ordinary General Assembly on 19/08/2021 to The Board to distribute interim dividends in a semiannual or quarterly manner for the Financial Year 2021.

senior executives	The number of shares owned on the date of approval of the dividend distribution	Total amount of dividends for first-half of 2021 (0.6 SAR per share)
N/A	N/A	N/A
Total		N/A

A close-up photograph of a person's hand holding a row of five light-colored wooden blocks. The blocks are arranged in a slightly descending staircase pattern from left to right. In the background, another row of similar wooden blocks is visible, receding into the distance. The lighting is soft and warm, creating a contemplative mood. A semi-transparent yellow banner with a pointed right edge is positioned in the lower-left corner, containing the word "Risks" in white text.

**Risks**



The United International Transportation Company (Budget Saudi) is exposed to some risks due to its commercial activity as a company operating in the transportation field. However, the company has policies and plans to face these risks and always works to develop an effective system that serves the same purpose. In addition, it manages and monitors them through the Board of Directors, the Audit Committee, Risk Management, Executive Management, the company team, and the subsidiary company. The company has adopted a risk management policy based on organized systems, rules, and procedures to face the various risks associated with its activity. This policy aims to ensure that all relevant parties understand the definition of risk management and its organizational rules. It also aims to make these parties aware of their role in managing the risks associated with the company's activity in order to improve the oversight and internal control, and to follow the regulations of the company's governance and the transparency highest standards to achieve high growth rates and reduce risk.

The Principles of Risk Management Policy

- 1. **Transparency:** The company's risk management policy adopts transparency with all relevant parties according to the regulations and governance controls. Therefore, information about current and future risks must be accessible so that individuals can take appropriate action at the proper time.
- 2. **Objectivity:** one of the risk management policy principles is being objective when assessing and managing the risks to support the company's goals and organizational structure. Moreover, to achieve that level of objectivity, the authorized departments and individuals dealing with threats must do so within the internal boundaries drawn through specialized expert cadres working on reviewing risks periodically using proficient methods.
- 3. **Independence:** The risk management policy ensures the independence of the specialized department to identify, assess and manage risks through professional methods to ensure that no internal or external parties interfere when identifying and evaluating risks.
- 4. **Trust:** The company's risk management policy aims to gain the trust of all relevant parties by developing follow-up procedures and informing them of any changes in the types of risks, including the risks of conflict of interest between related parties.
- 5. **Effectiveness:** The company's risk management policy is based on effective risk management methods to identify, evaluate, manage, and review risks to protect all parties' interests through following these policies to reflect the credibility of risk management data and systems.
- 6. **Responsibility:** The risk management policy defines the limits of responsibility for the company's various businesses and activities. Then, it distributes them to the relevant parties to determine each individual's powers and mission statement.
- 7. **Self-control:** The risk management policy is based on self-control over the systems, rules, and procedures of risk management operations by setting rules for the overall quality of risk management processes. The rules include identifying, evaluating, and managing risks, reviewing them periodically, and developing a program for that within the risk management procedures manual to protect the interests of the relevant parties.

The primary steps for implementing the risk policy:

- |                     |                   |
|---------------------|-------------------|
| 1. Risk Identifying | 3. Risk Managing  |
| 2. Risk assessing   | 4. Risk Reviewing |

These steps are conducted according to the following procedures:

- |                     |   |
|---------------------|---|
| 1. Risk Measuring   | 5. Risk Evaluating                            |
| 2. Risk Analysing   | 6. Risk Reporting - threats and opportunities |
| 3. Risk Defining    | 7. The Decision                               |
| 4. Risk Description | 8. Risk Facing                                |
|                     | 9. Following-up                               |

Risk Management

The risks that the company may face:

- 1. Risks associated with pandemics: Given the ongoing pandemic and human infections caused by Covid-19, and the possibility of its increase, the government may implement a partial or total lockdown as a preventive measure, similar to the ones implemented in 2020 to combat the virus, resulting in a direct decrease in the company's revenues.
- 2. Risks associated with changes in the transportation sector: the official authorities may impose additional fees or new regulatory conditions on the transportation sector, which may negatively impact the company's activity.
- 3. Risks related to logistics and supply chain services: the semiconductor shortage crisis and a lack of supplies can result in a high inflation rate, an increase in cars costs and spare parts, and thus an increase in operating expenses.
- 4. Political and geological risks: as the region is affected by surrounding political circumstances, political and geological risks may affect future investment opportunities and project growth.
- 5. Foreign currency risks: the increase in the price of some foreign currencies compared to the Saudi Riyal may result in cost increases, especially in countries where the majority of the company's car fleet is manufactured in its factories (such as Japanese and Korean cars)
- 6. Risks related to the sale of vehicles at the end of their operational life: the decrease in the selling price of used cars may lower the company's revenues, as the company generates revenue through this activity as well as the short and long-term leasing.
- 7. Credit risk: the possibility of not collecting outstanding debts from the company's customers, as some car renters fail to comply with paying the rental values. This behavior may result in a decrease in the profit of both short- and long-term rental contracts and an increase in the company's receivables. It may also negatively impact the company's operational results due to its inability to collect large sums of accounts receivable.
- 8. Risks of high rents: The high rental prices of real estate in the Kingdom, especially the rent of sites in airports, may increase expenses due to the high rental value of car rental sites.

9. The risks associated with relying on the human element and workforce: the company's activity is dependent on the efficiency of the human element, particularly in the field of car maintenance, which reflects the quality of service provided by the company to its customers and, as a result, gains the customer's confidence and achieves its goals. If the company couldn't attract administrative competencies and high technical skills, that may impact its plans and growth rates.
10. The risks associated with the company's foreign investments may face some threats because of the conditions and circumstances of the country in which the investment is made, such as the economic or political status or the country currency movement compared to the Saudi Riyal.
11. Liquidity risk: including the possibility of the company's inability to provide the cash required to meet its obligations. Given that the company's management regularly manages and monitors liquidity risks to ensure its availability, maintain a set of good relationships with banks, and ensure the availability of cash item in the company's cash flow lists.
12. Competition risks: The sectors in which the company operates are very competitive, which may constrain the company from keeping customers or attracting new ones.
13. Risks associated with the use of trademark licenses: the company may not be able to expand its activity outside the geographical area specified by the franchisor.
14. Insurance risks include the possibility of an increase in the cost of car insurance, which may lead to a direct increase in revenue.
15. The risks associated with funding: the company depends on the expansion of its business on several factors. The most important one is its ability to secure funding sources through internal and external cash resources. If external financing is not available or is high cost, the company may face difficulties expanding and achieving its goals and growth rates.
16. Risks associated with possible Zakat and tax: the Zakat, Tax and Customs Authority may claim additional Zakat and/or impose new taxes that may affect the customers' purchasing power, which indirectly leads to a decrease in the company's revenues and incomes.
17. Risks associated with government work permit fees: the increase in expenses resulting from the rise of work permit fees and the required fees to issue and renew residence and work permits.





## Achievements and Awards



## Mowaamah Certification

We at The United International Transportation Company are interested in recruiting people with disabilities. Therefore, we are constantly on the lookout for ways to assist them in providing appropriate, equal, and fair work environments that enable them to overcome obstacles. We are also eager to create decent, real, and competitive job opportunities for them to support the strategies of the Ministry of Human Resources and Social Development and the Authority for the Care of People with Disabilities to create attractive work environments and support disabled individuals' rights to work. In this regard, we have hired (10) employees with disabilities in various regions of the Kingdom. The company's buildings and facilities have been fully equipped and well designed to provide suitable and sustainable job opportunities for them.

As a result, the Ministry of Human Resources and Social Development awarded the United International Transportation Company the Mowammah certificate for approved facilities that provide a supportive work environment for people with disabilities.



## Best CEO Award

The success of the company's leadership reflects the company's success. The Group CEO, Mr. Fawaz Abdullah Danish, received the Best CEO Award in the car rental and logistics industry in Saudi Arabia, presented by The Global Economics for the year 2021.



## Guinness Book of Records

The cooperation between United International Transportation Company and the Al-Irada organization has achieved a world record that the Guinness Book of World Records registered for sending the highest number of text messages within one hour.



## ISO Certification

Based on the efficiency of our services and our interest in applying the highest levels of services provided by us, We are the United International Transport Company, We have obtained the following ISO certificates:

ISO certificate in Occupational Health & Safety Management System 45001

ISO certificate in Environmental Management System 14001

ISO certificate in Occupational Health & Safety Management System 9001

And our journey is still continuing to provide the best always.





A close-up photograph showing two hands planting a small green seedling into the soil. The seedling has several bright green, lobed leaves. The hands are positioned on either side of the plant, with fingers gently holding the soil around its base. The soil is dark brown and appears rich. The background is a soft-focus green field under bright, warm sunlight, creating a bokeh effect. A semi-transparent grey banner with a diagonal cutout is overlaid on the lower left of the image.

**Sustainability**





Introduction

Our commitment to sustainability is unwavering and continues to be at the heart of everything we do. The journey is just getting started! We are committed to offering the greenest, smartest, and safest fleet in our industry and delivering on this promise through many technologies and strategies. We at the United International Transportation Company will continue to look for partnership opportunities as we evolve our business to meet a future where mobility is completely connected, integrated, on-demand shared, and most of all, sustainable.

Economic Sustainability Sector

The way The United International Transportation Company has been operating for a long time is that it heavily depends on long-term contracts which consist of 70% of the business. That has helped tremendously during the pandemic where the United International Transportation Company's long-term contracts were not affected.

Facts

- One of the biggest achievements of using this specific type of oil in our cars is that the United International Transportation Company has proudly reduced the petrol engine oil consumption to 258,000 liters in 2017, a drop of 56% Its noteworthy to also mention that 32.98 % of our fleet's average fuel consumption is between 18 up to 20 km per liter.
- In addition to that, the United International Transportation Company has started operating hybrid vehicles and plans to reach a hybrid percent of 30% in all operating cars by 2025. All of the United International Transportation Company's forklifts are electric.

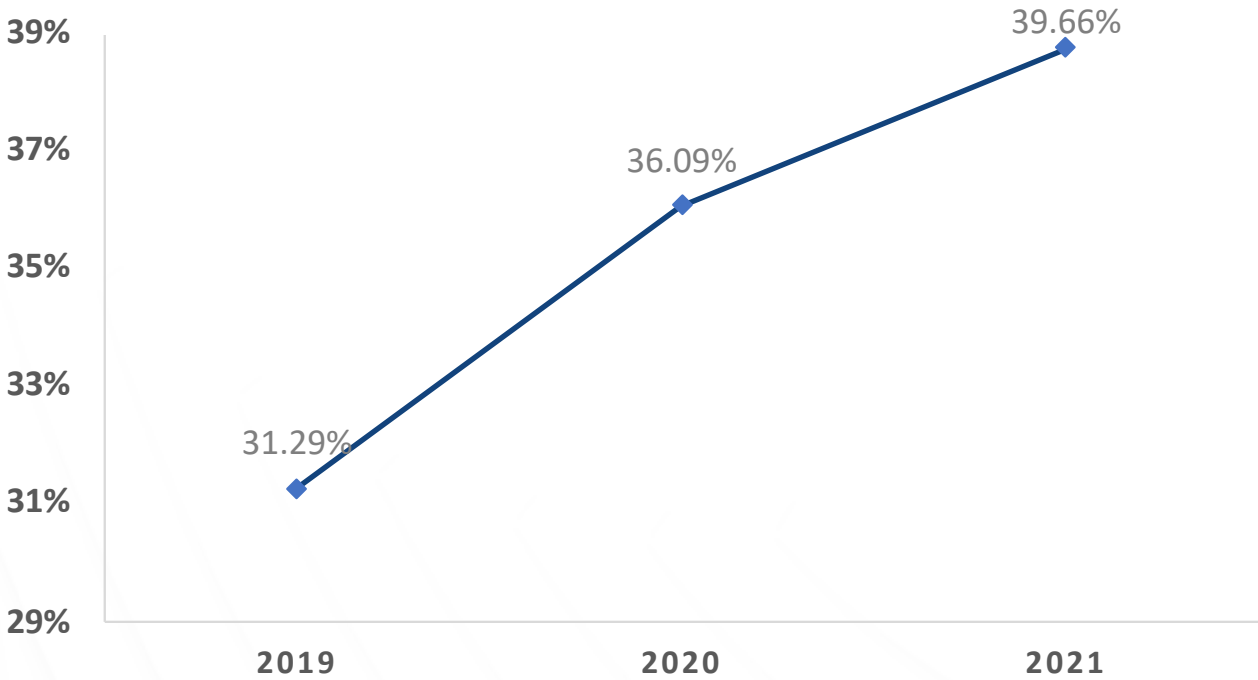
Water Efficient Cleaning Process

Another big milestone for United International Transportation Company was implementing the Water Efficient Cleaning Process, where we have successfully installed new car wash systems which recycle and reuse up to 80% of the used water which would be otherwise wasted.

The development in the rate of Saudization

United International Transportation Company has complied with the updated policy of the Kingdom of Saudi Arabia implemented in 2016 issued by the Ministry of Labor and Social Development "Saudization" in accordance with Saudi Vision 2030 to reduce the number of unemployed Saudis. Moreover, Nitaqat in the United International Transportation Company for 2022 is almost 40% (High Green), and we aim to reach 50% by 2024. In addition, in the United International Transportation Company, we strive to recruit talented and disabled talents in compliance with the Saudization policy.

The development in the rate of Saudization





A low-angle shot of two hands reaching towards each other against a clear blue sky. The hand on the left is a darker skin tone, and the hand on the right is a lighter skin tone. They are positioned as if about to clasp or support each other. A semi-transparent yellow banner is overlaid on the left side of the image.

## Corporate Social Responsibility

## Social Responsibility

### • Supporting Charities

The company is proud of its partnership with Al-Irada organization and providing the opportunity for the United International Transportation Company customers to donate to the organization during the payment process in all our locations. The company cherishes its sponsorship of the Gifted with Disabilities, as a contribution to its social responsibility to empower this dear group of society.



### • Sports Responsibility

Sponsorship for the most popular player award in King Cup



### • Environmental Responsibility

The United International Transportation Company appreciates international efforts to protect the environment and seeks to be part of the Kingdom's initiatives to protect the environment on Earth Day



### • Support Women

Holding educational and awareness sessions for breast cancer in cooperation with King Fahd Armed Forces Hospital





- **Awareness Responsibility**

Spreading awareness is one of the most important aspects of giving, so the United International Transportation Company is particularly interested in spreading societal awareness on an ongoing basis through its many channels in social media.







# UNITRANS

الشركة المتحدة الدولية للمواصلات  
UNITED INTERNATIONAL TRANSPORTATION COMPANY