

2023

Annual Report

Impact of Healthcare
Innovation Solutions



Revenue
SAR **806.9** million



Net Profit
SAR **38.1** million



GP Margin
SAR **190.0** million



Working Capital
SAR **241.1** million

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Executive Summary.

Driven by our deep knowledge of the up-to-date healthcare technical infrastructure requirements, we are proud of our leadership in the Saudi market as a trustworthy provider of the right advance technology solution that, at the same time, develops and thrive our business and benefit from our operational expertise and real significant competitive features.



2023G Milestones



Company's Financial Performance

Revenues, FY 2023 of SAR 806.9 million, a growth of 25.6% this increase is mainly driven by FMS high conversion rates of its strong project backlog, coupled with high contribution from the Innovative HealthCare Company (IHC).

Gross profit, FY 2023 of SAR 190.0 million growth of 23.3% mainly due to FMS solid performance, supported by IHC's contribution, partially offset by inflationary cost such as suppliers' prices.



Other Financial factors:

- ▶ The company demonstrated improved cost efficiency for its core business, reflected in a decrease in the SG&A expenses as a percentage of revenue compared to FY'22, highlighting the effectiveness of the company's rightsizing and productivity initiatives.
- ▶ Higher finance charges were incurred in-line with the increased interest rates, as Tibbiyah secured new loans for stabilizing and funding the new JVs and on going business needs.
- ▶ It's important to note that FY'23 has several one off items, such as incurring an impairment loss on trade receivables to absorbing the impact of increasing Credit Loss Ratio (CLR) as result of slowdown in old receivable collections. Also increasing the finance income due to the pre-defined financial safeguards to mitigate potential shortfalls in IHC's performance targets. Due to early operational challenges, these targets were not achieved, activating the safeguards leading to change in the Fair value of contingent consideration.
- ▶ Considering those facts into consideration, Tibbiyah's net income increased from SAR 20.5M in FY'22 to SAR 38.1M in FY'23, reflecting its strong performance and commitment to growth amidst challenges.

Our Story.

Our Story

Arabian International Healthcare Holding Company ("TIBBIYAH") is a Saudi Joint Stock Company established as a limited liability company as one of the Al-Faisaliah Group Companies. TIBBIYAH was listed on the Saudi Stock Exchange in 2022G, as an ambitious achievement in the right direction, towards expanding its clients base and increasing its portfolio of projects, in line with TIBBIYAH's strategy of sustainable growth and development to achieve the highest levels of satisfaction in addition to interest and maximizing profits for all current and future shareholders, with efficiency and success.

To develop the healthcare provision system in the Kingdom of Saudi Arabia to provide an extraordinary experience from prevention to treatment, TIBBIYAH enjoys a leading position as one of the pioneer providers of integrated medical solutions to provide healthcare services and solutions in both the private and public sectors covering the Kingdom of Saudi Arabia through its headquarters in Riyadh, its subsidiaries, and offices in Jeddah, and Al-Khobar. This is done through five main sectors:

- ▶ **Al-Faisaliah Medical Systems Company ("FMS")**
- equipment, integrated solutions, and turnkey projects.
- ▶ **Premma Health (International Medical Supplies Company)** - supplying medical devices and consumables.
- ▶ **Philips Healthcare Saudi Arabia Ltd.**
- ▶ **Genalive Medical Co.**
- ▶ **Innovative Healthcare Company Holding LTD.**

TIBBIYAH is unique in its successful work process, which has achieved many tangible achievements and successes through an advanced work strategy. TIBBIYAH's approach focuses on ongoing research and studies, as well as on market trends, customers' desires, and their evolving requirements, to provide them with the most advanced global technology in this field. TIBBIYAH's activities include providing integrated medical solutions of devices, machines, and equipment, designing, implementing, and managing HealthCare projects, starting from preparing medical sites to providing integrated medical solutions. TIBBIYAH provides solutions that include instruments, appliances, and equipment, in addition to support services, medical programs, operation, maintenance, and warranty, which gave it preference to implement a wide range of significant projects in this field, with efficiency and competence.

TIBBIYAH's management endeavors also to attract the elite of qualified medical, health, technical, and administrative talent, skills, and expertise and to support and empower them with the most prestigious international management and operational practices. In addition, Tibbiyah always keen to develop an integrated professional business environment, to enable it to support all its working teams with a wide range of services that enhance their performance and loyalty to the business and TIBBIYAH and guarantee them peace of mind, which enhances the stability of its human capital, being one of its success enablers and distinction in this sector in general.



Our Vision

To develop the healthcare provision system in the Kingdom of Saudi Arabia to provide an extraordinary experience from prevention to treatment.



Our Mission

To contribute the improvement of the health and lives of the Saudi population by providing pioneer and innovative healthcare solutions that result in the best possible health outcomes.

Our Strengths and Competitive Advantages

The Company is one of the leading companies in providing integrated medical solutions in the Kingdom of Saudi Arabia through:

- ▶ The ability to provide various options of integrated medical solutions to meet customers' evolving needs at the best value possible.
- ▶ An effective work team with extensive health experience under the leadership of a different management team.
- ▶ A proven track record of achievements in significant healthcare projects in the Kingdom of Saudi Arabia.
- ▶ Provision of highly efficient supply chain services.
- ▶ The preferred strategic partner for customers and significant international suppliers.
- ▶ Excellence in the operational areas and business efficiency contributed to creating a distinct business feature.



Our Successful Journey



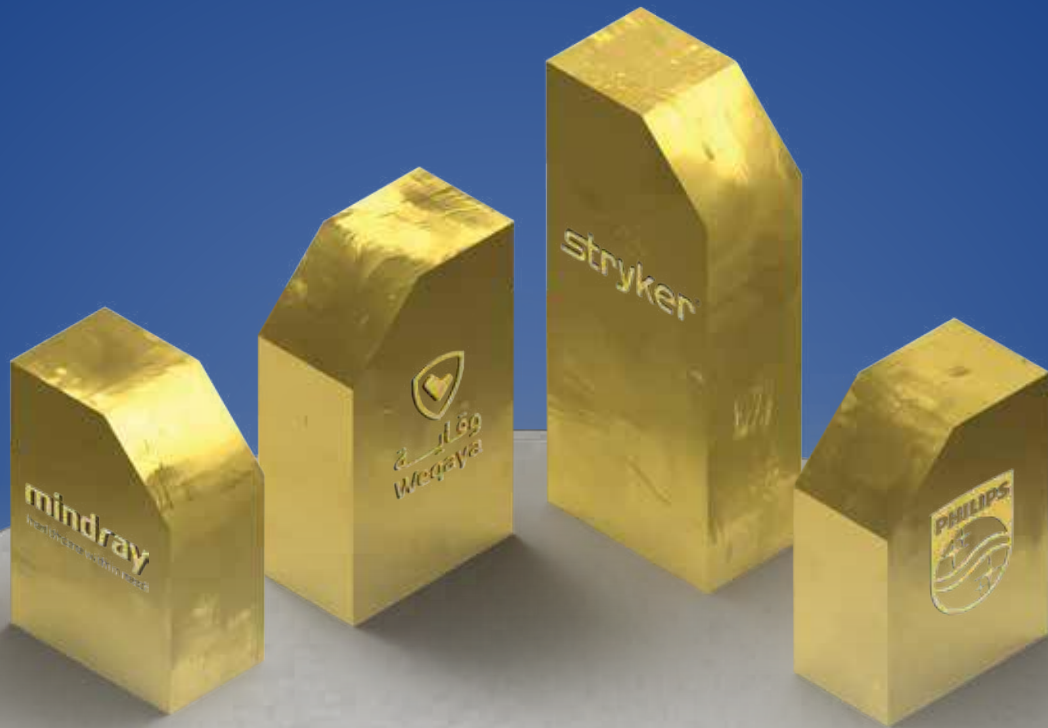
Company's Capital Structure

TIBBIYAH's Capital structure from Jan 2023 until Dec 2023G

Shareholders	Capital (SAR)	Number of Shares
Advanced Drugs Company for Pharmaceutical	150,000,000	15,000,000
Institutional & other Investors	47,900,000	4,790,000
Arabian International Healthcare Holding Company	2,100,000	210,000



Awards and Appreciations



Award by Mindray
– Gold Service Channel presented to Al Faisaliah Medical Systems Co. subsidiary of Arabian International Healthcare Holding Co.

Appreciation from WIQAYAH – Public Health AUTHORITY in terms of NATIONAL BIO BANK presented to Al Faisaliah Medical Systems Co. subsidiary of Arabian International Healthcare Holding Co.

Award from STRYKER
– Best Spine Market Growth Strategy presented to Al Faisaliah Medical Systems Co. subsidiary of Arabian International Healthcare Holding Co.

Award by Phillips
– 2022 Ultrasound META Champion - #1 KSA Highest Market Share.

Board of Directors Report

Chairman Message

Peace and blessings of Allah be upon you,

On behalf of the Board members of the Arabian International Healthcare Holding Company ("TIBBIYAH"), It is with great pleasure that I welcome you to the presentation of our Company Board Report for the year 2023. As we reflect on the past year, it is evident that we have navigated through challenges and embraced opportunities with resilience, determination, and innovation.

Ziad Al-Tunisi
Chairman of the Board



The year 2023 was marked by significant milestones and achievements that reflect the dedication and hard work of our talented team and the unwavering support of our stakeholders. Despite the uncertainties and disruptions in the global landscape, we remained steadfast in our commitment to delivering value and driving sustainable growth.

Our commitment to excellence, integrity, and transparency has been central to our operations, guiding our decisions and actions. We have upheld the highest standards of corporate governance, ensuring accountability and maintaining the trust of our shareholders, employees, and the wider community.

Throughout the year, we have focused on fostering a culture of collaboration, diversity, and inclusion, empowering our team members to excel and innovate. Our strategic initiatives and investments have enabled us to expand our reach, optimize performance, and position ourselves for long-term success in a dynamic healthcare market environment.

As we present the insights and outcomes of our activities in the past year, I invite you to

engage with the report, delve into the details, and recognize the collective efforts that have propelled us forward. Our achievements are a testament to the dedication and passion of every individual who contributes to our shared vision and mission.

Looking ahead, we remain committed to advancing our strategic objectives, embracing innovation, and creating sustainable value for all our stakeholders. The challenges we face are opportunities for growth, transformation, and positive impact, and we stand ready to embrace them with confidence and agility.

I would like to express my gratitude to each member of the board, our executive team, employees, shareholders, and partners for their invaluable contributions and unwavering support. Together, we have laid a strong foundation for continued success and prosperity.

Thank you for your attention, commitment, and partnership as we embark on this journey towards a future filled with promise and opportunity.

Board of Directors Report

CEO Message

Peace and blessings of Allah be upon you,

As we reflect on the achievements of Tibbiyah in 2023, I am pleased to acknowledge the remarkable strides we have made in positioning ourselves as a leader in integrated healthcare solutions. We delivered strong results driven by the strength of our core business, exceeding expectations in several key areas, and established a solid foundation for future growth.

Alaa Ameen
Chief Executive Officer



Our core business, driven by the exceptional performance of Al Faisaliah Medical Systems Co ("FMS") and the steady growth of International Medical Supplies Co ("Premma Health") along with the significant contribution of IHC were the bedrock of this success.

We are particularly excited about the prospects of our newly established ventures, Nephroplus and Unilabs, along with the potential acquisition of Al-Hammad which hold immense potential to offer comprehensive and a diversified range of solutions to address the evolving needs of the KSA healthcare market. Additionally, the ongoing development of GenaLive Medical Co. which started commercial operations in December 2023, promises to bring innovative solutions to the Kingdom. Our strategic foray into the Chinese market is another exciting development, opening doors to new growth opportunities and mitigating potential supply chain risk.

Looking ahead, we are optimistic about the future of Tibbiyah. We remain focused on optimizing our workforce and maximizing the performance of our core business and strategic investments and partnerships. With a clear vision and unwavering dedication, we are committed to remaining at the forefront of the KSA's healthcare sector, continuously innovating and expanding our offerings to deliver exceptional value to our patients, partners, and stakeholders.

Strategic Review .



As we are an experienced provider and operator in advanced healthcare technologies, we rely on solid strategic pillars that allow us to support management teams in making impactful strategic decisions with an eye toward growth and operational excellence."



Our Business Model

TIBBIYAH provides integrated medical solutions to healthcare providers in the health sector in the Kingdom of Saudi Arabia through its subsidiaries. Its activities include providing integrated medical solutions, encompassing devices, instruments, and equipment, designing, implementing, and managing health projects comprising furnishing medical sites, supporting services, medical programs, maintenance, and warranty. TIBBIYAH's objectives, per its By-Laws, are as follows:

- ▶ Managing its subsidiaries or participating in the management and support of other companies it has shared.
- ▶ Investing its funds in shares and other securities.
- ▶ Owning movable and immovable properties necessary to carry out its activities.
- ▶ Owning, utilizing, and leasing industrial property rights, including patents, commercial and industrial trademarks, privileges, and other moral rights to its subsidiaries or other parties.
- ▶ Providing loans, warranties, and financing to its subsidiaries.

Our Strategy

TIBBIYAH seeks to continue to provide world-class integrated medical services and solutions based on an efficient business model in all its aspects and use its best endeavors to achieve sustainable growth aiming at developing TIBBIYAH's business and improving its competitiveness. TIBBIYAH works on achieving these objectives by setting the current business fields, utilizing growth opportunities in new areas via funded investments, establishing new partnerships, and availing a maximum level of acquisitions in the medical services sector. TIBBIYAH's strategy is pivoted on the below pillars:

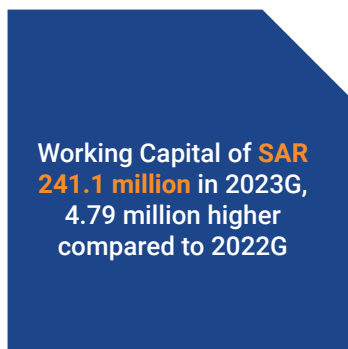
1. Fostering and developing TIBBIYAH's main business:

- ▶ Maintaining continuous development by providing the best integrated medical solutions and innovative healthcare technologies in the Kingdom.
- ▶ Expanding the provision of best-in-class products and integrated solutions to the health sector.
- ▶ Paying attention to public relations and developing relationships with the significant customers the Company is dealing with.
- ▶ Expanding the coverage of additional therapeutic areas.
- ▶ Increasing the volume of TIBBIYAH's business with customers in the private sector.
- ▶ Supporting the health sector transformation strategy in line with Vision 2030.
- ▶ Participating effectively and substantially in public-private partnership initiatives in the health sector.
- ▶ Providing support services for these partnerships, such as biomedical equipment management and maintenance services.
- ▶ Participating in managing radiation diagnostic centers and laboratories in the public sector.
- ▶ Working on nationalizing the health field-related industries by increasing the local component in health products and services.

2. Investment in health services and medical technology, including but not limited to:

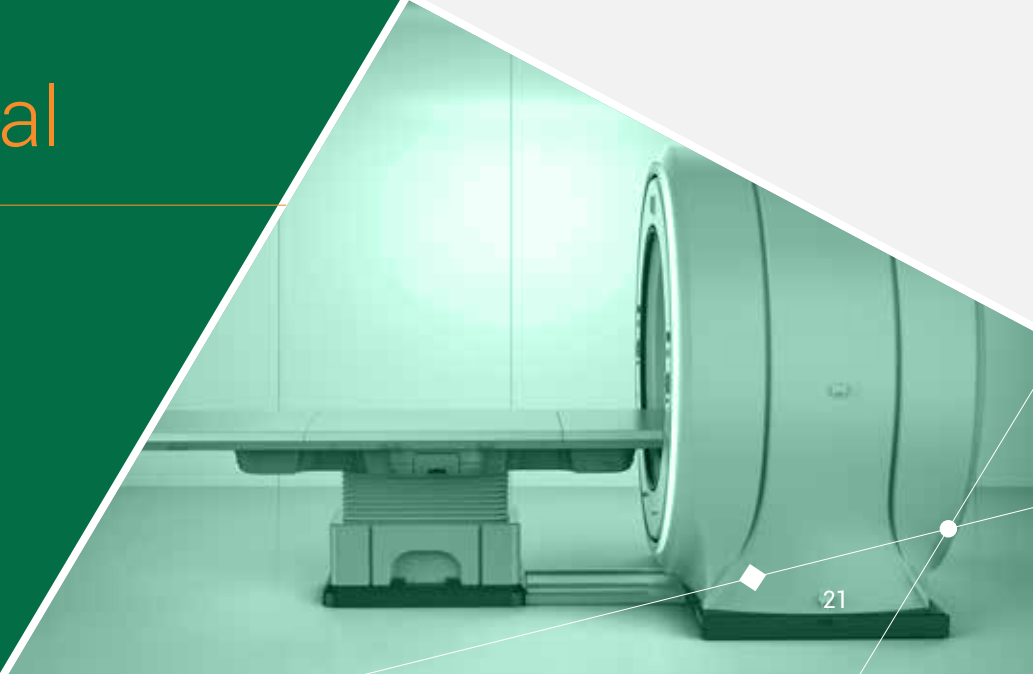
- ▶ Oncology centers by the highest international standards.
- ▶ Radiation diagnostic centers and laboratories with the latest scientific technologies.
- ▶ One-day surgery centers of different specialties.
- ▶ Virtual healthcare platforms and telemedicine.
- ▶ Clinical laboratory testing and bioinformation services to hospitals, research institutes, medical - centers, and clinics for the public and private sectors.

The Financial KPIs





Operational Review .





Besides focusing on getting sustainable improvements in our company's overall performance and business agility by simplifying, reducing waste, improving client supporting, making product discovery effective, reducing risk from new investments, improving ROI, increasing product development, and product delivery capabilities, we enable our teams to uplift the operational business stream works with improving organizational culture, organizational structure, and processes for getting sustainable benefits.

Our Services & Solutions

In line with our strategic vision, we uplift our readiness to align the most reliable, up-to-date healthcare technology, infrastructures, equipment, and tools with our client's requirements and demands, covering the following sectors:



Our Projects

Cardiology Department

Cardiac Centers

Upgrade and Development of Cardiac Centers

King Fahad Armed Forces Hospital - Jeddah

Realization Date (2020G)

This project consisted of cardiac center turnkey solutions including MEP, modular walls, equipment, and furniture, 4 ORs, one hybrid OR, four cath. labs and 48 ICU modular rooms, patient monitors, echo ultrasound, and cardiac information system (CVIS and CPACS).

Cardiac Centers

Design, internal building, and equipping of cardiac centers

King Abdullah Medical City - Mecca

Realization Date (2020G)

This project consisted of cardiac center solutions including MEP, modular walls, equipment, furniture, 4 ORs, one hybrid OR, four cath. labs and 48 ICU/CCU modular rooms, patient monitoring, and echo ultrasound.

Intensive Care Unite

Adult Intensive Care

Upgrade and Development of ICU

1- King Fahad General Hospital - Madina

Realization Date (2018G-2019G)

This project consisted of renovating and expanding 64 ICU single modular rooms. Turnkey solutions included MEP, modular walls, equipment and furniture, patient monitors, IUC beds, pendant, ventilators, pumps, and dialysis.

Intensive Care Unite

Adult Intensive Care

Upgrade and Development of ICU

2 - King Fahad General Hospital – Al Hofuf

Realization Date (2018G – 2019G)

This project consisted of the development of 54 ICU single rooms. Turnkey solutions included MEP, modular walls, sliding doors, equipment and furniture, patient monitors, ICU beds, pendant, ventilators, pumps, and dialysis.

3 - King Salman Specialist Hospital – Al Hail

Realization Date (2018G)

This project consisted of the upgrade and development of 54 ICU single rooms, turnkey solutions included MEP, modular walls, doors, equipment and furniture, patient monitors, ICU beds, pendant, ventilators, pumps, and dialysis.

Adult Intensive Care

Designing, Building, and Equipment

Maternity & Children Hospital, Hail Maternity & Children Hospital - Tabuk and Hail

Realization Date (2020G)

This project covered the design, building, and equipment for 96 ICU rooms split into 2 MOH maternity and child's hospitals. Solutions provided included MEP, modular walls, pendants, patient monitors, and pumps.

Pediatric

Upgrade and Development of PICUs in 5 MOH Hospitals

National Unified Procurement Company (NUPCO)/Ministry of Health (MOH)- Abha, Tabuk, Riyadh, Al Russ, and Medina

Realization Date (2019G)

This project consisted of the renovation and expansion of 106 single PICU rooms. Turnkey solutions included MEP, sliding doors, equipment and furniture, patient monitors, ICU beds, pendant, ventilators, pumps, and dialysis.

Intensive Care Unite

Neonatal Intensive Care

Upgrade and Development of NICUs

Riyadh National Unified Procurement Company (NUPCO) / Ministry of Health (MOH) - Al Ahsa

Realization Date (2019G – 2020G)

This project consisted of the renovation and expansion of 120 single NICU rooms. Turnkey solutions included MEP, sliding doors, equipment and furniture, patient monitors, incubators and infant, pendants, ventilators, and pumps.

Operating Rooms

General Operating Rooms

Designing, Building, and Equipment

1 - Medina Specialist General Hospital - Medina

Realization Date (2020G)

This project provided design, building, and equipment for modular ORs and recovery areas of eight modern glasses. Solutions provided included MEP, glass modular walls, surgical pendants, surgical lights, digital ORs, bed head units, and surgical towers.

2 - Maternity & Children Hospital, Hail Maternity & Children Hospital - Tabuk and Hail

Realization Date (2020)

This project provided design, building, and equipment for 28 ORs split into 2 MOH Maternity and children hospitals. Solutions provided included MEP, modular walls, surgical pendant, surgical light, surgical table, and surgical tower.

3 - Ministry of Health Specialist Hospitals - Riyadh, Taif, Jeddah, Tabuk

Realization Date (2016G)

This project provided design, building, and equipment for 64 ORs split into 4 MOH 500 beds specialist hospitals. Solutions provided included MEP, modular walls, surgical pendants, surgical lights, surgical tables, digital ORs, and surgical towers.

Operating Rooms

Brain Suite – Hybrid

ORs Designing,
Building, Equipment,
and Maintenance
(Hybrid Neuro ORs)

1 - King Faisal Specialist Hospital and Research Centre - Riyadh

Realization Date (2018G)

This project provided the design, building, equipment, and maintenance of Hybrid Intraoperative neuro integrated ORs. Solutions provided included MEP, modular walls, equipment, furniture-MRI, pendant, light, navigation, microscope, table, and anesthesia.

2 - King Khalid University Hospital - Riyadh

Realization Date (2019)

This project provided the design, building, equipment, and maintenance of Hybrid Intraoperative neuro integrated ORs. Solutions provided included MEP, modular walls, equipment, furniture-MRI, pendant, light, navigation, microscope, table, and anesthesia.

3 - King Fahad Medical City - Riyadh

Realization Date (2013G)

This project provided the design, building, equipping, and maintenance of Hybrid Intraoperative neuro integrated ORs. Solutions provided included MEP, modular walls, equipment and furniture-CT, pendant, light, navigation, microscope, table, and anesthesia.

Oncology

Radiotherapy & Cyclotron

Complete Integrated
Oncology center

King Khalid University Hospital - Riyadh

Realization Date (2019G)

This project consisted of the creation of a wholly integrated oncology center. Solutions provided included Linac, cyclotron, hot lab, and MRI image-guided high-intensity focused ultrasound.

Oncology

Radiotherapy

Linear Accelerator

King Faisal Specialist Hospital and Research Centre - Riyadh

Realization Date (2020G)

This project consisted of two high-end linear accelerators. It included Versa HD and Oncology Information System, MOSAIQ, as the central management platform for oncology patients' workflow, data transfer, and archiving.

Hospital Infrastructure

Medical Gas/Bed Head Units

Design, Equipment, Installation, and Maintenance of the Entire Medical Gas Network and Systems

King Faisal Medical Complex - Taif

Realization Date (2013G)

This project provided design, equipment, installation, and maintenance of the entire medical gas system and bedhead units for the 800-bed King Faisal Medical Complex.

Medical Gas System

Designing, Installing, Testing, and Commissioning Medical Gas System

1 - King Fahad Specialist Hospital - Tabuk

Realization Date (2015G)

This project consisted of installing a reliable and high-quality Medical Gas System.

2 - King Abdullah Specialized Children Hospital - Jeddah

Realization Date (2020G)

In a collaboration between FMS and Nems Partner Contracting Co. Ltd., Pneumatech Medical Gas System was installed in KASCH in record time.

Hospital Infrastructure

Medical Gas System

Designing, Installing, Testing, and Commissioning Medical Gas System

3 - Dallah Namar Hospital - Riyadh

Realization Date (2018G)

FMS also cares about the partnership with the private sector, and that reflects in Dallah Namar Hospital.

Bed Head Units

Delivering and Installing Bed Head Units

1- Al Diriyah Hospital - Riyadh

Realization Date (2019G)

Custom-made, versatile, and attractive BHUs were installed in all departments of the Al Diriyah Hospital.

2 -Al Darb Hospital - Al Darb

Realization Date (2019)

Installing a creative single profile, divided into three compartments BHU.

Pneumatic Tube System

Designing, Installing, Testing, and Commissioning Pneumatic Tube System

1- King Khalid Hospital - Hafer Albaten

Realization Date (2018G)

Hygienic, silent, and quick PTS was installed in different hospital departments.

2 -Dr. Mohammed Al Faqih Hospital - Riyadh

Realization Date (2019G)

Outstanding PTS with high-quality stations, linear coupler, and long- distance coupler to connect both hospital buildings perfectly.

Others

Dialysis

Upgrade and
Development of Dialysis
Unit

Farasan General Hospital - Jazan

Realization Date (2020G)

This project consisted of renovation and expansion for 32 modular dialysis beds. Turnkey solutions provided included MEP, modular walls, and equipment and furniture.

Medical Equipment Supply & Installation

King Abdullah Bin Abdulaziz Medical City - Bahrain

Realization Date (2023G)

Al Faisaliah Medical Systems Co. ("FMS"); a subsidiary owned 100% by "TIBBIYAH", signs off a Contract for an amount of 142,301,649.82 Saudi Riyals with Arabian Gulf University (AGU) for the carrying out and completion of the supply and installation of medical equipment and other works specified in the King Abdullah bin Abdul Aziz Medical City, (KAMC) Phase - I; Package 7 - MEDICAL EQUIPMENT, Volume I issued by ARABIAN GULF UNIVERSITY, KINGDOM OF BAHRAIN.

(The Project was announced on Tadawul Website on 17/12/2023; and Tibbiyah stated that its impact will appear in the First Half of 2024)

On Going Projects

1

Arabian International Healthcare Holding Company signed a Joint Venture Agreement with NephroPlus Co. to form a new limited liability company for dialysis care services in KSA (to be owned 49% by Tibbiyah and 51% by NephroPlus).

2

Al Faisaliah Medical Systems Co. ("FMS"); a subsidiary owned 100% by "TIBBIYAH", signs off a Contract for an amount of 25,890,783.71 Saudi Riyals with National United Procurement Company (NUPCO).

3

Al Faisaliah Medical Systems Co. ("FMS"); a subsidiary company owned 100% by "TIBBIYAH", received 3 POs under one Contract for an amount of 25,8 Million Saudi Riyals with National United Procurement Company (NUPCO) under the Tender NPT0028/22.

4

Arabian International Healthcare Holding Co. announces that Al Faisaliah Medical Systems Co. ("FMS"); a subsidiary company owned 100% by "TIBBIYAH", signs off a Contract (Sell and Supply) of 52,743,794 Saudi Riyals with National United Procurement Company (NUPCO) under the Tender NPT0008/19.

Company Governance.

“ Each of our board of directors, committees, and executive management teams has been engaged and involved to leverage our competitive strength points towards enhancing our strategic and operational activities while relying on very strong governance practices among all the internal and external business relationships and ensuring full transparent and sustainable investor relationships.”



“Tibbiyah” is committed to maintaining high standards of corporate governance, as good corporate governance is a crucial tool to achieve the greatest possible long- term shareholder value and ensure its constant commitment to quality in all its operations and products. The policies and rules contained in the corporate governance regulations are binding on all members of “Tibbiyah” BOD and staff. These policies and rules may not be amended except by a decision issued by the BOD or the General Assembly as appropriate and as required by the governance regulations issued by the Saudi Capital Market Authority.

The corporate governance structure determines how powers and responsibilities are distributed among the various participants in the company, such as members of the BOD, executive management and shareholders, It also defines the rules and procedures followed in making decisions to the company's affairs. In doing so, it provides a structure through which the company's goals and means of achieving them are defined, as well as performance monitoring. The BOD is responsible for developing and implementing the corporate governance regulations for the “Tibbiyah” Company.

The role of shareholders in governance is to appoint members of the BOD, members of the audit committee, and auditors and to ensure the application of an appropriate governance structure. The responsibility of the BOD includes setting the strategic goals of the company, providing the necessary leadership support to achieve these goals, supervising the management of the company's business, and submitting reports to shareholders to guide them by the requirements of the corporate law and corporate governance regulations issued by the Capital Market Authority.

The framework and procedures of the BOD are subject to the laws, regulations, and the shareholders in the meetings of the General Assembly. A corporate governance regulation for “Tibbiyah” has been prepared in line with the corporate governance regulations issued by the Capital Market Authority, the international principles and best practices of corporate governance and should be considered a corporate governance framework. In all matters, the following regulatory requirements must be taken into account, in particular, unless there is a provision regarding it in the corporate governance regulations when it comes to corporate governance issues.

The requirements and instructions of the Capital Market Authority and the Saudi Stock Exchange "Tadawul."



By-laws for "Tibbiyah."



The Saudi Companies Law and the relevant official circulars issued by the Ministry of Commerce.



The BOD also approves any amendments to the framework of the governance regulations from time to time or calls for the General Assembly to convene to approval any modifications that require shareholders' approval to comply with legal requirements and ensure sound practices in management and governance.

BOD Composition

"TIBBIYAH" is managed by a Board of Directors consisting of seven (7) members elected by the Ordinary General Assembly of the Shareholders for a period not to exceed (3) three years, who may be re-elected.

The term of membership of the first Board of Directors starts from the date of issuing the ministerial decision announcing the transformation of TIBBIYAH into a joint stock company. However, and as an exception, the Transformational General Assembly appoints the first Board of Directors for a period of (5) five years. The members of the Board of Directors were appointed by the TIBBIYAH Transformational General Assembly, which was held on 10/08/1442H (corresponding to 23/03/2021G) for a period of five (5) years. The Board of Directors holds its meetings at least two (2) times yearly.

Board Responsibilities

Notwithstanding the powers prescribed for the General Assembly, the Board of Directors shall have the most extended powers and authorities in managing TIBBIYAH, supervising its management, implementing its business, and conducting its affairs. The role of TIBBIYAH 's Board of Directors is to set general strategies, policies, main plans, and financial objectives for TIBBIYAH's business, to appoint TIBBIYAH's executive managers, and certify all financial reserves and budgets.

Moreover, the Board of Directors shall protect the interests and rights of shareholders by ensuring full compliance with all laws and regulations in force in the Kingdom following the Statute and the Corporate Governance regulations.

Name	Position	Membership	Nationality	Age	Direct Percentage Ownership		Indirect Percentage Ownership		Appointment
					Before Offering	After Offering	Before Offering	After Offering	
Ziad Mohammed Makki Saleh Al-Tunisi	Chairman	Non-Executive / Non Independent	Saudi	53	-	-	-	-	2021G
Prince/ Mohammed bin Abdul Rahman bin Abdullah Al Saud	Deputy Chairman	Non-Executive / Non Independent	Saudi	32	-	-	-	-	2021G
Steven Swinson	Board Member	Non-Executive / Independent	Swiss	66	-	-	-	-	2021G
Mohamed Omar Idriss Khoudli	Board Member	Non-Executive / Non Independent	French	59	-	-	-	-	2021G
Mahmoud Bin Abdul Jabbar Bin Ahmad Al Yammani	Board Member	Non-Executive / Non Independent	Saudi	57	-	-	-	-	2023G
Bassem Mohamed Bendary Hussein	Board Member	Non-Executive / Non Independent	Egyptian	51	-	-	-	-	2021G
Mark Ian Adams	Board Member	Non-Executive / Non Independent	British	61	-	-	-	-	2023G

Biographies of The Members of the Board of Directors

Ziad Mohammed Makki Saleh Al-Tunisi

Current Position

- ▶ Chairman of the Board of Directors of Arabian International Healthcare Holding Company since 2021G.

Previous Jobs and Experience

- ▶ Chairman of the Board of Directors of Arabian International Healthcare Holding Company since 2021G.
- ▶ CEO of Al-Faisaliah Group Holding Company in Riyadh since 2017G.
- ▶ Deputy CEO of Al-Faisaliah Group Holding Company in Riyadh from 2008G to 2017G.
- ▶ Financial Director and Investment Manager at Al Faisaliah Group Holding Company in Riyadh from 2003G to 2008G.
- ▶ Manager of Treasury at Al Faisaliah Group Holding Company in Riyadh from 1998G to 2003G.
- ▶ Investment Advisor in Private Banking Services at Samba Financial Group in Riyadh from 1991G to 1998G.
- ▶ Member of the Board of Directors of Samba Financial Group in Riyadh from 2011 to 2018.

Academic Qualification

- ▶ He holds a master's degree in international securities and investment banking from the University of Reading in the United Kingdom in 1996G.
- ▶ He holds a bachelor's degree in business administration from King Saud University in Riyadh in 1991G.

Prince/ Mohammed bin Abdul Rahman bin Abdullah Al Saud

Current Position

- ▶ Deputy-Chairman of the Board of Directors of Arabian International Healthcare Holding Company since 2021.

Previous Jobs and Experience

- ▶ Member of the Board of Directors and CEO of the Virtual Data Company" Clinicy" in Riyadh since 2016
- ▶ Strategic advisor at Saudi Accenture Company Ltd. in Riyadh from 2015 to 2016.

Academic Qualification

- ▶ He holds a master's degree in Innovation Management from Birkbeck University of Business Administration in the United Kingdom in 2015
- ▶ He holds a bachelor's degree in Project Management from Al-Faisal University in Riyadh in 2012.

Steven Swinson

Current Position

- ▶ Member of the Board of Directors of Arabian International Healthcare Holding Company since 2021G.

Previous Jobs and Experience

- ▶ Partner and Director of Swensen SNC Management and Consulting in Switzerland since 2017G.
- ▶ Vice President of the Department of Spine and Biology in Europe and Canada at Medtronic International in Switzerland from 2011G to 2014G.
- ▶ Vice President and General Manager of the Global Spine Department at Medtronic International in Switzerland during 2011G.
- ▶ Vice President of Spinal Technologies and Surgery Department at Medtronic International in Switzerland during 2010G.
- ▶ Regional Vice President for Europe at Medtronic International in Switzerland from 2008G to 2009G.
- ▶ Vice President of Developing Markets at Medtronic International in Switzerland during 2007G.
- ▶ Vice President of the Department of Spine, Nose, and Throat Diseases at Medtronic International in Switzerland from 2004G to 2006G.
- ▶ General Manager of the International Division of Diagnostic Radiology at General Electric Company in Massachusetts, USA, from 2001G to 2002G.
- ▶ Vice President and General Manager of the US Commercial Operations Division at General Electric Company in Massachusetts, USA, from 1999G to 2000G.
- ▶ Vice President of the Asian Health System Division at Market Medical System Company in China from 1997G to 1999G.
- ▶ Marketing Manager of the Asia Division of Hewlett-Packard Company in California, USA, in 1996G.
- ▶ Manager of Medical Distribution for the International Sales Department in Europe at Hewlett-Packard Company in California, USA, from 1994G to 1995G.
- ▶ Manager of European Medical Distributors in Hewlett-Packard Company in California, USA, during 1993G.
- ▶ Medical Director of Hewlett-Packard Company in California, USA, from 1990G to 1992G.
- ▶ Senior Sales Representative at Hewlett-Packard Company in California, USA, in 1989G.

Mohamed Omar Idriss Khoukli

Academic Qualification

- ▶ He holds a Ph.D. in Electrical and Electronics Engineering from the University of Manchester in the United Kingdom in 1981G.
- ▶ He Holds a master's degree in business administration from the University of Chicago Business in Illinois, USA, in 1988G.
- ▶ He holds a master's degree in digital electronics from the University of Manchester in the United Kingdom in 1979G.
- ▶ He holds a bachelor's degree in biomedical electronics from the University of Salford in the United Kingdom in 1978G.
- ▶ He holds a certificate of accredited engineer and was a member of the Institute of Electrical and Electrical Engineers in the United Kingdom in 1986G.

Current Position

- ▶ Member of the Board of Directors of Arabian International Healthcare Holding Company since 2021G.

Previous Jobs and Experience

- ▶ CEO of the Arabian International Healthcare Holding Company in Riyadh from 2015G to 2020G.
- ▶ CEO of General Electric Company in Egypt from 2008G to 2014G.
- ▶ Marketing Manager at General Electric in France from 2003G to 2007G.
- ▶ CEO of General Electric Company in Italy from 1997G to 2002G.
- ▶ Project Manager at the International Business Systems Company in France from 1990G to 1996G.
- ▶ Research Engineer at the French Electricity Company in France from 1985G to 1989G.

Academic Qualification

- ▶ He holds a master's degree in business administration from INSEAD University in France in 1996G.
- ▶ He holds a Ph.D. in fluid mechanics from the Central University of Lyon in France in 1989G.
- ▶ He holds a master's degree in science from the Central University of Lyon in France in 1985G.

Mahmoud Bin Abdul Jabbar Bin Ahmad Al Yamani

Current Position

- ▶ Member of the Board of Directors of Arabian International Healthcare Holding Company.
- ▶ Currently the Sector head of Health Wellbeing & Biotech at NEOM Company.
- ▶ He is also the Chairman of the Board of Directors, Al-Madinah Al-Munawarah Health Cluster (Healthcare Network) Al-Madinah, Saudi Arabia, since Oct 2019
- ▶ Dr. Al-Yamani held the position of President Central Second Health Cluster Riyadh, Saudi Arabia, and was CEO King Fahad Medical City KFMC Feb 2013-Sep 2018.

Academic Qualification

- ▶ Holds a master's degree in executive health management from Washington University in St. Louis, USA 2008 (special interest in health economics and health care strategies)
- ▶ A bachelor's degree in medicine from the College of Medicine, King Saud University 1991, in addition to the professional certificates such as Harvard Business School Leadership Program in Health Strategy 2019, Harvard Business School Executive Finance Program 2017, Leadership at the Peak, Center for Creative Leadership, Colorado USA, 2018, Leadership, Innovation and Strategy for Healthcare, 2013 and American Fellowship in Neurosurgery 2005.

Mark Ian Adams

Current Position

- ▶ Member of the Board of Directors of Arabian International Healthcare Holding Company.

Previous Jobs and Experience

- ▶ Non-Executive Director and Chairman of the Board, and Operations and Quality Committee Member at NMC Healthcare Group, UAE. October 2022 – To date
- ▶ Non-Executive Director at the John Hopkins/Aramco Healthcare joint venture in KSA, November 2020 - To date
- ▶ Non-Executive Director – Chairman at Lumina Advisors (UAE), April 2016 – March 2018
- ▶ Non-Executive Director, INVESTOR at the Healthcare Network (UAE), 2018 - 2019
- ▶ He also held several executive positions such as but not limited to:
 - CEO – Community Integrated Care (UK) 1 September 2017, October 2022
 - FOUNDER, CEO – Anglo Arabian Healthcare (UAE), January 2012 – August 2017
 - CEO – Gulf Healthcare International (UAE), 2009 - 2012.

Bassem Mohamed Bendary Hussein

Current Position

- ▶ Member of the Board of Directors of Arabian International Healthcare Holding Company since 2021G.

Previous Jobs and Experience

- ▶ COO of Al-Faisaliah Group Holding Company in Riyadh since 2018G.
- ▶ CFO for Saudi Arabia, Gulf, Levant, and Iraq in the Saudi Snack Food Company Ltd. "PepsiCo Foods" in Riyadh from 2011G to 2018G.
- ▶ CFO at PepsiCo in Egypt from 2006G to 2011G.
- ▶ Financial Controller at Pepsico North Africa Company in Egypt from 1999G to 2006G.
- ▶ Auditor at KPMG, Chartered Auditors and Accountants in Egypt from 1994G to 1999G.
- ▶ Member of the Audit Committee of the First Mills Company in Jeddah since 2021G.
- ▶ Chairman of the Audit Committee of Al-Safi Danone Limited Company in Riyadh since 2019G.

Academic Qualification

- ▶ He holds a bachelor's degree in accounting from Zagazig University in Egypt in 1991G.
- ▶ He holds a fellowship certificate from the Egyptian Society of Accountants and Auditors in Egypt in 2018G.
- ▶ He holds a certificate of Chartered Accountant for joint stock companies from the Egyptian Ministry of Finance in Egypt in 1998G.

Companies inside or outside the Kingdom in which a member of TIBBIYAH's Board of Directors is a member of its current and previous Boards of Directors or one of its managers.

No.	Member Name	Names of companies in which a board member is a member of their current board of directors or one of their managers	Inside or Outside the Kingdom	Names of companies in which a member of the board of directors is a member of their previous boards of directors or one of their managers	Inside or Outside the Kingdom
1	Ziad Mohammed Makki Saleh Al-Tunisi	Chairman of the Board of Directors of Nuwa Capital Company in Dubai since 2020G.	Outside The Kingdom	Member of the Board of Directors of the Saudi National Bank in Riyadh since 2018G	Inside The Kingdom
		Member of the Board of Directors of Sackville Capital Limited in the KSA since 2020G.	Inside The Kingdom	Member of the Board of Directors of the Knowledge Economic City Company in Madinah since 2018G.	Inside The Kingdom
		Chairman of the Board of Directors of AWJ Holding Company in Riyadh since 2019G.	Inside The Kingdom	Chairman of the Board of Directors of Philips Healthcare Saudi Arabia Limited in Riyadh since 2016G.	Inside The Kingdom
		Member of the Board of Directors of a digital platform for information Technology Company in Riyadh since 2019G.	Inside The Kingdom	Member of the Board of Directors of Lafana Holding Company in Riyadh since 2015G.	Inside The Kingdom
		Member of the Board of Directors of a digital platform for Information Technology Company in Riyadh since 2019.	Inside The Kingdom	Member of the Board of Directors of the Saudi Accenture Company Ltd. in Riyadh since 2015G.	Inside The Kingdom
		-	-	Chairman of the Board of Directors of Axantia Holding Company in Riyadh since 2014G.	Inside The Kingdom
		-	-	Chairman of the Board of Directors of Al- Safi Danone Co. Ltd. in Riyadh since 2009G	Inside The Kingdom
2	Prince/ Mohammed bin Abdulrahman bin Abdullah Al Saud	Member of the Board of Directors and CEO of the Virtual Data Company" Clinicy" in Riyadh since 2016G.	Inside The Kingdom	-	-

No.	Member Name	Names of companies in which a board member is a member of their current board of directors or one of their managers	Inside or Outside the Kingdom	Names of companies in which a member of the board of directors is a member of their previous boards of directors or one of their managers	Inside or Outside the Kingdom
3	Steven Swinson	Chairman of the Board of Directors of Convia SA in Switzerland since 2019G.	Outside The Kingdom	-	-
		Partner and Director of Swensen SNC Management and Consulting in Switzerland since 2017G.	Outside The Kingdom	-	-
4	Mohamed Omar Idriss Khoudli	-	-	-	-
5	Mahmoud Bin Abdul Jabbar Bin Ahmad Al Yammani	-	Inside The Kingdom	-	-
6	Bassem Mohamed Bendary Hussein	Member of the Board of Directors of the Axantia and Medical Appliances in Jordan since 2019G.	Outside The Kingdom	-	-
7	Mark Ian Adams	-	Inside The Kingdom	-	-

Periodic 2023G BOD Meetings

The Board of Directors meets four (4) times per year, at least, or when two Board members call for a meeting to follow up on the operations and monthly and quarterly financial results and to supervise the executive management. The followings are the data and dates of the Board of Directors meetings during the year 2023G:

No	Member Name	1 st Meeting 2 March 2023	2 nd Meeting 16 May 2023	3 rd Meeting 27 July 2023	4 th Meeting 12 Dec 2023
1	Ziad Mohammed Makki Saleh Al-Tunisi Chairman of Board of Directors	✓	✓	✓	✓
2	Prince/ Mohammed bin Abdul Rahman bin Abdullah Al Saud Deputy of Chairman of the Board	✓	✓	✓	✓
3	Steven Swinson Board Member	✓	✓	✓	✓
4	Mohamed Omar Idriss Khoudli Board Member	✓	✓	✓	✓
5	Mahmoud Bin Abdul Jabbar Bin Ahmad Al Yammani Board Member	✓	✓	✓	✓
6	Bassem Mohamed Bendary Hussein Board Member	✗	✓	✓	✓
7	Mark Ian Adams Board Member	✓	✓	✓	✓

Board Members' Remuneration for 2023G

No	Member Name	Remuneration
1	Ziad Mohammed Makki Saleh Al-Tunisi Chairman of Board of Directors	Waived
2	Prince/ Mohammed bin Abdul Rahman bin Abdullah Al Saud Deputy of Chairman of the Board	Waived
3	Steven Swinson Board Member	250.000 SAR
4	Mohamed Omar Idriss Khoudli Board Member	250.000 SAR
5	Mahmoud Bin Abdul Jabbar Bin Ahmad Al Yammani Board Member	250.000 SAR
6	Bassem Mohamed Bendary Hussein Board Member	Waived
7	Mark Ian Adams Board Member	250.000 SAR

The Board Committees

To achieve greater efficiency, Tibbiyah's Board of Directors established (2) Committees (the Audit Committee and the Remunerations and Nominations Committee), which it deems necessary to achieve effective governance and supervision of TIBBIYAH's operations while defining its powers, objectives, and reporting mechanisms. On an annual basis, the BOD reviews and approves or amends the powers of its sub-committees to ensure that these powers remain fit and do not require any amendments.

1- The Audit Committee

The Audit Committee represents and assists the Board of Directors in fulfilling its oversight responsibility of the integrity of the financial statements and internal control, through the supervision of both the internal and external auditors, and their independence and effectiveness.

The audit committee oversees the integrity of a company's financial reporting by supervising the external auditors and approving their work. They also help ensure the effectiveness of internal controls and internal audit functions. Additionally, the committee plays a crucial role in managing legal and compliance risks by fostering a culture of ethical behaviour and monitoring adherence to relevant regulations.

The Audit Committee shall consider Tibbyiah's consolidated financial statements, reports, and notes provided by the auditor and express its views on them, if any. It shall also prepare a report on its opinion regarding the adequacy of the company's internal control system and the other work it has undertaken that fall within the scope of its competence.

Members of the "Audit Committee"

No.	Member Name & Position	Membership
1	Bassem Mohamed Bendary Hussein Head Of the Audit Committee	Non-executive/ non-independent
2	Youssef Mohammad Ali ALSohibani Member Of the Audit Committee	Independent
3	Mohammed Aamir Aamir Javed Member Of the Audit Committee	Non-executive/ non-independent



Biographies of the Audit Committee Members

**Bassem
Mohamed
Bendary Hussein**

Please review the CVs of the members of the Board of Directors mentioned previously.

**Youssef
Mohammad Ali
Al Sohibani**

Current Positions and Experience

- ▶ Member of the Audit Committee of the Arabian International Healthcare Holding Company
- ▶ November 2022 - present, internal Audit Director at Saudi Agricultural and Livestock Investment Company (SALIC)
- ▶ Apr 2018 - Nov 2022, Internal Audit Senior Manager, Malath insurance
- ▶ Feb 2015 - Jun 2016, Operational Risk Manager, Medgulf
- ▶ Sep 2014 - Jan 2015, Senior Consultant, EY United Kingdom
- ▶ Dec 2010 - Feb 2015, Senior Consultant, EY Kingdom of Saudi Arabia

Academic Qualification

- ▶ Bachelor's degree in Accounting from King Saud University
- ▶ Master's degree in Financial Management from the University of Portsmouth

**Mohammed
Aamir Aamir
Javed**

Current Positions and Experience

- ▶ Member of the Audit Committee of the Arabian International Healthcare Holding Company since 2021G.
- ▶ CFO of Al-Faisaliah Group Holding Company in Riyadh since 2020G.
- ▶ Executive VP in Suntory PepsiCo Vietnam Beverages Company in Vietnam from 2018 to 2020G.
- ▶ CFO of PepsiCo in Pakistan and Afghanistan from 2013G to 2017G.
- ▶ Executive Planning Officer at Levant Snack Food Company in all Gulf Cooperation Council countries from 2010G to 2013G.
- ▶ Planning Director for PepsiCo's non-carbonated beverage business in Riyadh from 2007G to 2010G.
- ▶ Operations Controller at Schlumberger Company in Iran from 2000G to 2007G.
- ▶ Tax Auditor at Price WaterHouse Coopers in Pakistan from 1992G to 2000G.

Academic Qualification

- ▶ He holds a bachelor's degree in accounting from the University of Karachi in Pakistan in 1991G.
- ▶ He holds the Fellowship of the Institute of Chartered Accountants of Pakistan in 1997G.

Audit Committee Meetings:

No.	Member Name	1 st Meeting 28 Feb	2 nd Meeting 29 Mar	3 rd Meeting 14 May	4 th Meeting 23 Jul	5 th Meeting 27 Aug	6 th Meeting 22 Nov	TOTAL
1	Bassem Mohamed Bendary Hussein Head Of the Audit Committee	✓	✓	✓	✓	✓	✓	6
2	Youssef Mohammad Ali AlSohibani Member Of the Audit Committee	✓	✓	✓	✓	✓	✓	6
3	Mohammed Amer Amer Javed Member Of the Audit Committee	✓	✓	✓	✓	✓	✓	6

The Audit Committee Remunerations

No	Member Name	Remuneration
1	Bassem Mohamed Bendary Hussein Head Of the Audit Committee	Waived
2	Youssef Mohammad Ali AlSohibani Member Of the Audit Committee	100,000 SAR
3	Mohammed Amer Amer Javed Member Of the Audit Committee	Waived

2- The Nomination and Remuneration Committee

Following Article (61) of the Corporate Governance Regulations issued by the Capital Market Authority and the Extraordinary General Assembly meeting held on (06/29/2022G), the Tibbiyah's BOD approved, in its meeting held on (10/17/2022G), the formation of the "Nomination and Remuneration Committee" and define its tasks. The committee consists of (3) members and all the decisions are issued by majority vote the committee members. In the event of equal votes and the committee cannot agree on the decision within fifteen (15) days, the decision shall be referred by any of the members of the Committee to the Board of Directors for consideration and approval.

No.	Member Name & Position	Membership
1	Mr. Steven Swinson Chairman of the Nomination and Remuneration Committee	Independent
2	Mr. Faisal Bn Fahad Bn Ibrahim Al Arfaj Member of the Nomination and Remuneration Committee	Non-executive/ non-independent
3	Bassem Mohamed Bendary Hussein Member of the Nomination and Remuneration committee	Non-executive/ non-independent



The Biographies of the “Nomination and Remuneration Committee” Members

**Faisal bin Fahad
bin Ibrahim Al
Arfaj**

Current Positions and Experience

- ▶ CHR & Corporate Support Service Officer - Feb. 2014G – Present, Al- Faisaliah Group.
- ▶ Group HR & Admin Director – Oct. 2006G – 2014G, Al-Faisaliah Group.
- ▶ Group HR Manager – 2000G – 2006G, Al-Faisaliah Group.
- ▶ HR Team Leader - SAP Implementation Project, Oct. 1999G – Oct. 2000G, Al-Faisaliah Group.
- ▶ HR Manager – 1999G – Sep. 1999G, Al-Faisaliah Group.
- ▶ Recruitment Manager – 1998G – Jan. 1999G, Al-Faisaliah Group

Academic Qualification

- ▶ He holds a master's degree in human resource development from Indiana State University (1995G).

Steven Swinson

Please review the CVs of the members of the Board of Directors mentioned before.

**Bassem Mohamed
Bendary Hussein**

Please review the CVs of the members of the Board of Directors mentioned before.

The “Nomination and Remuneration Committee” Meetings

No.	Member Name	Meetings held from 1 st January 2023 to December 31, 2023			
		1 st Meeting	2 nd Meeting	3 rd Meeting	4 th Meeting
1	Mr. Steven Swinson Chairman of the Nomination and Remuneration committee	✓	✓	✓	✓
2	Bassem Mohamed Bendary Hussein Member of the Nomination and Remuneration committee	✓	✓	✓	✓
3	Mr. Faisal Bn Fahad Bin Ibrahim Al Arfaj Member of the Nomination and Remuneration committee	✓	✓	✓	✓

The “Nomination and Remuneration Committee” Committee Remunerations

No.	Member Name	Remuneration
1	Mr. Steven Swinson Chairman of the Nomination and Remuneration committee	250,000 SAR*
2	Bassem Mohamed Bendary Hussein Member of the Nomination and Remuneration committee	Waived
3	Mr. Faisal Bn Fahad Bin Ibrahim Al Arfaj Member of the Nomination and Remuneration committee	Waived

* the remuneration paid is included in his package as a Board member; the Total Mr Steve received on 2023 is 250,000 SAR covering both positions as Board member and NRC Chairman.

Executive Management

"Tibbiyah" Company comprises several key departments that manage and develop TIBBIYAH's business, each according to its role. Each department must carry out the duties and tasks that fall under its responsibility to activate TIBBIYAH's overall performance and achieve its vision, mission, goals, and strategies on a short-term and long-term basis.

Biographies of Executive Management Members

Alaa Abdul Majeed Amin

Current Positions

- ▶ Chief Executive Officer, Arabian International Healthcare Holding Company, since 2020G.

Previous Posts and Experiences

- ▶ CEO, Signify (formerly Philips Lighting Saudi Arabia), Riyadh, 2017G to 2020G.
- ▶ General Manager, Honeywell Company, Riyadh, from 2014G to 2017G.
- ▶ Sales Director at General Electric Company, Riyadh, from 2008G to 2014.
- ▶ Regional Sales Manager, ABB, Riyadh, from 1998G to 2008G.

Academic Qualifications

- ▶ He holds a bachelor's degree in electrical engineering from King Saud University, Riyadh, in 1998G.
- ▶ He holds a degree in Business Administration from the University of Leicester, UK, 2007G.

Firas Sobhi Sadaqah

Current Positions

- ▶ General Manager of Sales, Al Faisaliah Medical Systems Company, since 2006G.

Previous Posts and Experiences

- ▶ Sales Engineer, Saudi Health Services Company, Riyadh, from 2003G to 2006G.
- ▶ Sales Engineer at Munir Sukhtian Trading Group in Jordan from 2002F to 2003G.

Academic Qualifications

- ▶ He holds a bachelor's degree in electronic engineering from Yarmouk University, Jordan 2002G.

Biographies of Executive Management Members

Wael Aref

Current Positions

- ▶ Chief Financial Officer, Tibbiyah Riyadh, Saudi Arabia, December 2022 – Present

Previous Posts and Experiences

- ▶ Regional CFO, Al Salem Johnson Controls - Saudi Arabia Business June 2020–December 2022
- ▶ Group CFO, G4S International- Saudi Arabia Business September 2015–May 2020
- ▶ Finance Director- Facility Business, G4S International- Saudi Arabia Business September 2013–August 2015
- ▶ Financial Controller, PepsiCo Egypt- Beverage Business April 2011–December 2012
- ▶ Financial Planning Manager, PepsiCo Egypt-Snacks Business November 2008–April 2011
- ▶ Commercial Controller, PepsiCo Egypt- Snacks Business October 2006–November 2008
- ▶ Senior Planning Analyst, PepsiCo Egypt- Snacks Business June 2004–October 2006
- ▶ Senior Cost Control Accountant, Schneider Electric Egypt September 2000–June 2004

Academic Qualifications:

- ▶ He holds a bachelor's degree in accounting from Ain shams university in Egypt in 1999G
- ▶ He holds a Certified management accountant "CMA" from IMA USA.

Biographies of Executive Management Members

Ashjan Helmi Abdelghani

Current Positions

- ▶ Human Resources Director, Arabian International Healthcare Holding Company, since 2021G.

Previous Posts and Experiences

- ▶ Head of Human Resources at Acumed Saudi Company Ltd., Riyadh, from 2020G to 2021G.
- ▶ Senior partner for human resources business, Sanofi Company, Jeddah, from 2018G to 2020G.
- ▶ Head of Human Resources for the Middle East, Boeri Switzerland Limited, United Arab Emirates, from 2015G to 2016G.
- ▶ Head of Human Resources for the Saudi Arabia and Yemen Region, Beiersdorf Middle East Company, Jeddah, from 2013G to 2014G.
- ▶ Human Resources Business Partner, Kamal Othman Jamjoom Company, Jeddah, from 2012G to 2013G.
- ▶ Regional Manager of the Human Resources and Incentives System, Crystal International Company, Jeddah, from 2009G to 2012G.
- ▶ Human Resources Developer, Siemens Saudi Company Ltd., Jeddah, from 2005G to 2009G.

Academic Qualifications

- ▶ She holds a bachelor's degree of computer sciences, King Abdulaziz University, Jeddah, 2004G.

Biographies of Executive Management Members

Ahsan Javed

Current Positions

- ▶ Internal Audit Manager starting May 2022G

Previous Posts and Experiences

- ▶ Audit In-Charge for John Hopkins Aramco Healthcare in Dhahran from 2019G to 2022G.
- ▶ Audit Assistant Manager for International Medical Center in Jeddah from 2016G to 2019G.
- ▶ Senior Consultant for KPMG Professional Services in Jeddah from 2014G to 2016G.
- ▶ Deputy Manager, Assurance and Business Advisory in Pakistan from 2009G to 2014G.

Academic Qualifications

- ▶ He is a qualified Chartered Accountant (ACA) from the Institute of Chartered Accountants of England and Wales (ICAEW) in the UK and achieved membership in 2015G.
- ▶ He is a qualified Chartered Certified Accountant (FCCA) from the Association of Chartered Certified Accountants (ACCA) in the UK and achieved membership in 2012G.
- ▶ He holds the Certified Internal Audit (CIA) Certification from the Institute of Internal Auditors (IIA) in the USA, 2020G.
- ▶ He holds the Certified Information Systems Auditor (CISA) Certification from the Information Systems Audit and Control Association (CISA) in the USA, 2020G.
- ▶ He earns a bachelor's degree of science in applied accounting from Oxford Brookes University in the UK, 2012G.

Alaa Salem Babji

Current Positions

- ▶ Director of Regulatory Affairs, Arabian International Healthcare Holding Company since 2011.

Previous Posts and Experiences

- ▶ Microbiologist, Al Jazeera Pharmaceutical Industries, Riyadh, 2009G to 2011G.
- ▶ Microbiologist, United Company for Medical Industries Ltd., Riyadh, from 2007G to 2009G.

Academic Qualifications

- ▶ He holds a bachelor's degree in microbiology from King Saud University in Riyadh, 2007G.

Biographies of Executive Management Members

Ahmed Bin Bosayes

Current Positions

- ▶ CRM Director, Arabian International Healthcare Holding Company (TIBBIYAH).

Previous Posts and Experiences

- ▶ Section Head of Medical Supplies, National Unified Procurement Company (NUPCO)
- ▶ Senior Specialist of Medical Supplies, National Unified Procurement Company (NUPCO), Riyadh
- ▶ Operating Theatre Clinical Director, Prince Sultan Military Medical City, Riyadh
- ▶ Perioperative Counseling Committee Member, Saudi Commission for Health Specialties, Riyadh
- ▶ Operating Theatre Manager, Prince Sultan Military Medical City, Riyadh
- ▶ Surgical Care Practitioner, Prince Sultan Military Medical City
- ▶ Operating Department Specialist, Prince Sultan Military Medical City, Riyadh

Academic Qualifications

- ▶ MSc of Procurement, Logistic and Supply Chain Management, University of Salford, Manchester, United Kingdom
- ▶ Executive Leadership Programme, Said Business School, Oxford University, Oxford, United Kingdom
- ▶ Bachelor of science in Intra and Perioperative Practice, (Surgery & Anesthesia) Cardiff University, Cardiff First class, United Kingdom
- ▶ Diploma of Operating Department Practitioner (Surgery & Anesthesia) Riyadh Military Health Studies Centre, Riyadh, Saudi Arabia.

Biographies of Executive Management Members

Mahmoud Drdeer

Current Positions

- ▶ Merger and Acquisition Director at Tibbiyah Holding Co., Nov., 2022G – Present.

Previous Posts and Experiences

- ▶ Finance and Investment Director at Raghad Holding Co., May 2021G- Oct. 2022G.
- ▶ Investment Director at ReAya Holding Co., April 2014G- May 2021G
- ▶ Board Member at Zahrawi Gulf, "UAE, Qatar, Bahrain & Oman," Jan. 2017G – May 2021G.
- ▶ Board Member at Dar Zahrawi for Medical Supplies, KSA Jan. 2017G – May 2021G.
- ▶ Finance Manager at Primary Care Group, KSA, June 2017G – May 2021G
- ▶ Assurance & Advisory Manager at Rödl Middle East, KSA, May 2012G-May 2014G.
- ▶ Senior Assurance at Grant Thornton Consulting, Egypt, June 2007G– April 2012G.

Academic Qualifications

- ▶ A bachelor's degree of Commerce from Ain Shams University in Cairo.
- ▶ Accounting CMA, IMA from London Business School BSc., 2021G.

Zafar Mohammed

Current Positions

- ▶ Chief Portfolio Officer Healthcare Services- Arabian International Healthcare Holding Company - Tibbiyah Holdings.

Previous Posts and Experiences

- ▶ Dr. Zafar is a visionary leader with experience of over 25 years in the field of healthcare in GCC, Africa, Europe and Indian Markets. His core strengths are in Management, Strategy, Business Development, Project Management, finance and Business Valuation. Prior to joining Tibbiyah, he has served in various senior leadership positions including the largest diagnostic chain and hospital group in UAE. He has also served as advisor for the projects involving Mergers and Acquisitions in the healthcare space
- ▶ Dr. Zafar is a proud recipient of the Burj CEO of the year award, March 2022 for Business Leadership and Excellence especially during Covid pandemic.

Academic Qualifications

- ▶ Dr Zafar has Doctorate, MBA, MSc and other professional certifications including Harvard Business School Leadership, to his credit, garnered over a period of time.

Biographies of Executive Management Members

Bassel Mounif El Ammoury

Current Positions

- ▶ Head of Legal Affairs and Compliance at Arabian International Healthcare Company since June 2019G.

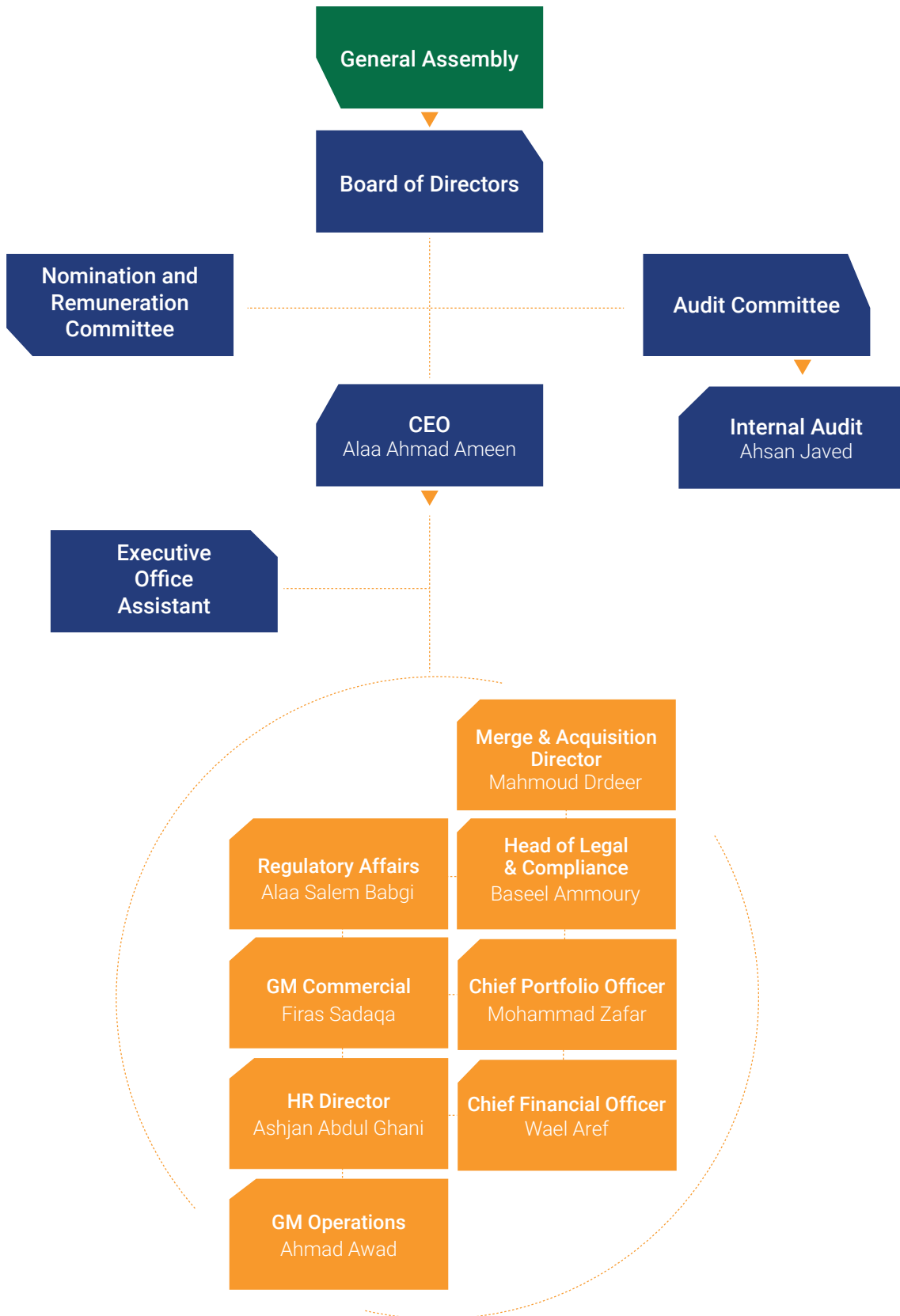
Previous Posts and Experiences

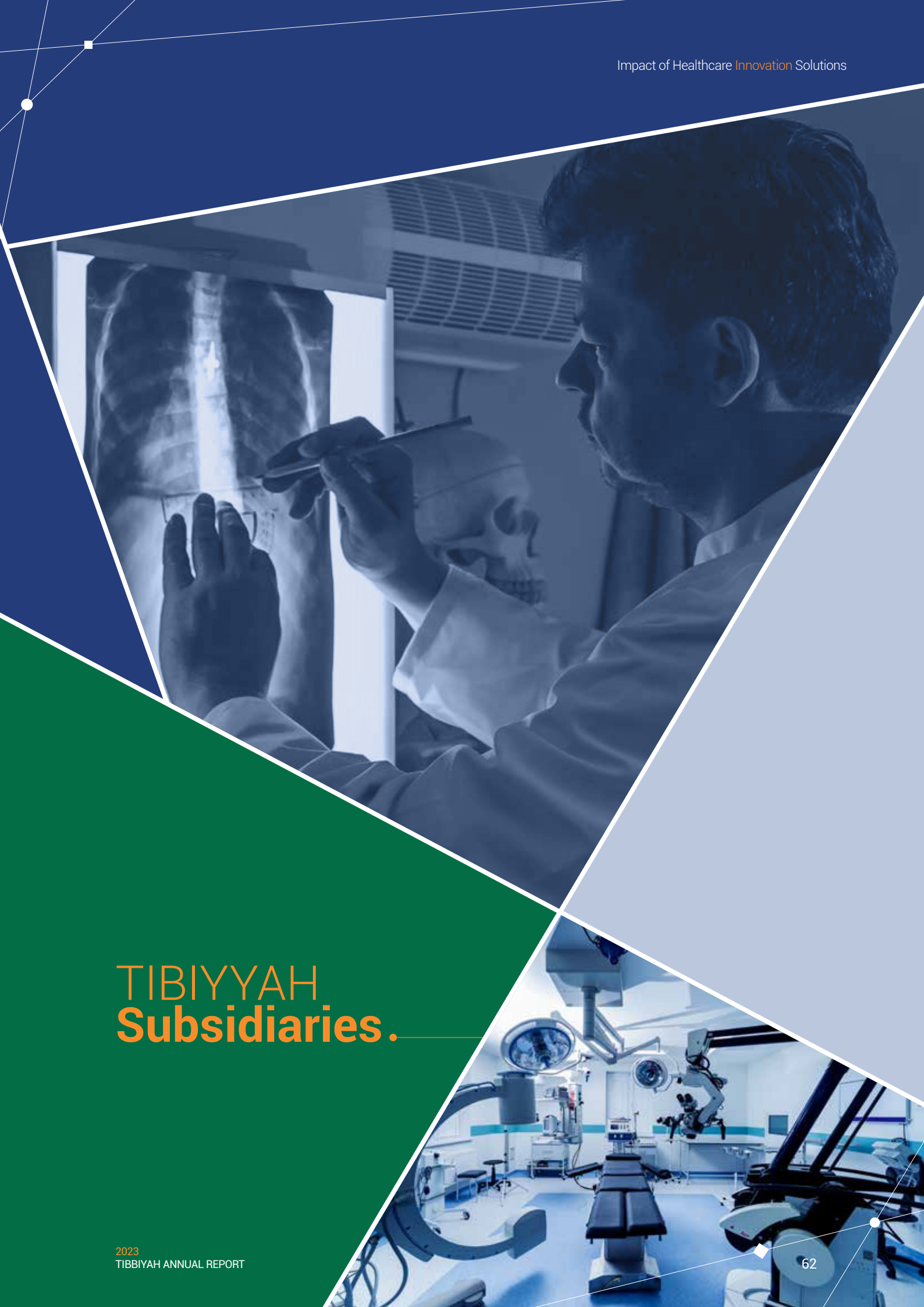
- ▶ Senior Legal Adviser and Senior Contract Administrator, Nesma & Partners Contracting Co. Ltd., Riyadh, 2014G to 2019G.
- ▶ Legal Adviser, Mohammed Al-Jarbou 'Law Firm, Riyadh, from 2011G to 2014G.

Academic Qualifications

- ▶ He holds a bachelor's degree in law from Lebanese University, Lebanon, 2011G.
- ▶ He is certified by the Global Compliance Institute ("GCI") as Certified Compliance Manager.

Organization Structure (as of 31st of December 2023G)





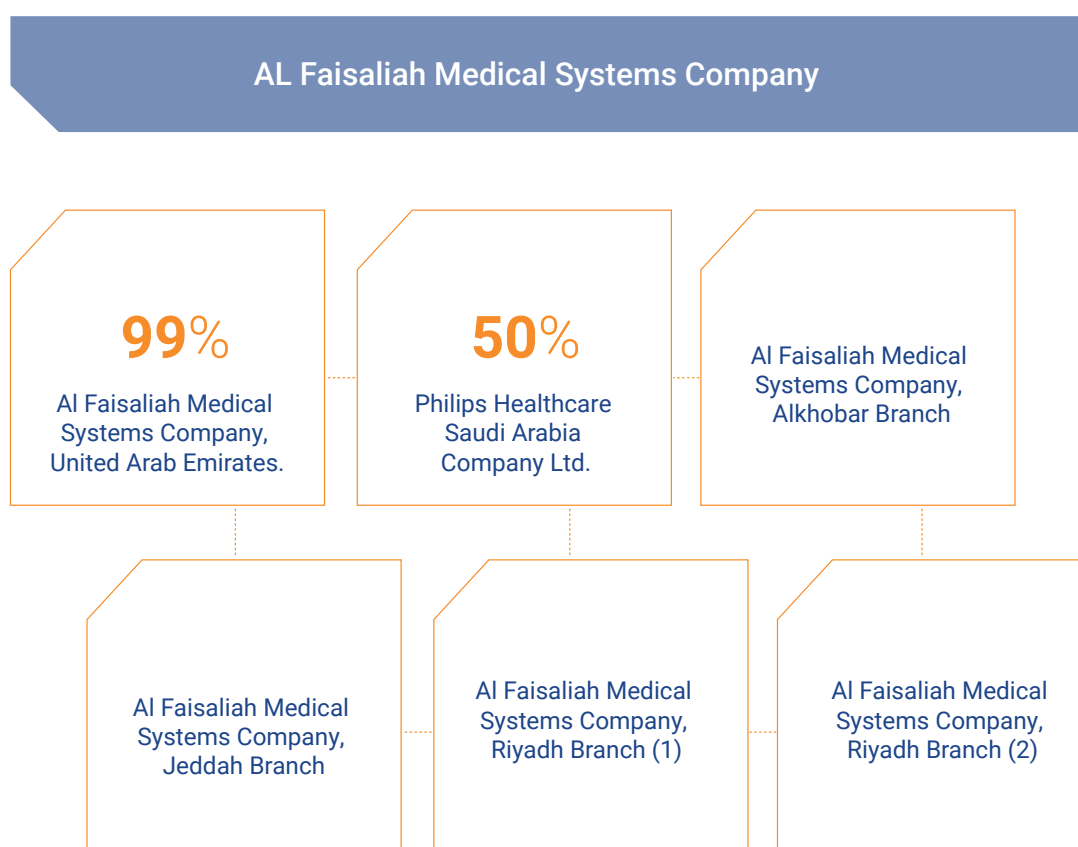
TIBIYYAH Subsidiaries.

Arabian International Healthcare Holding Company (TIBBIYAH)



AL Faisaliah Medical Systems Company

Al Faisaliah Medical Systems Company is a Limited Liability Company under commercial registration no. (1010162957) issued in Riyadh on 22/08/1421H (corresponding to 20/11/2000G). The capital of Al Faisaliah Medical Systems Company is one hundred million (100,000,000) Saudi Riyals divided into ten million (10,000,000) cash shares of equal value of ten (10) Saudi Riyals per share. The Company headquarters is located in Riyadh. The following figure shows the subsidiaries of Al Faisaliah Medical Systems Company, its branches and its ownership ratios in its subsidiaries:



Ownership Structure of Al Faisaliah Medical Systems Company

Shareholders	No. of Shares	Share value (SAR)	Total Value of Shares (SAR)	Ownership (%)
Arabian International Healthcare Holding Company	10,000,000	10	100,000,000	100.00%
Total	10,000,000	-	100,000,000	100.00%

Company Activities and Its Branches

Al Faisaliah Medical Systems Company

Activities

Installation of radiology and medical equipment and devices; wholesale of pharmaceuticals; retail sale of medical devices, equipment, and supplies; medical equipment and products stores; medical operation of medical complexes and day surgery centers.

Medical Systems Company - Riyadh Branch (1)

Activities

Managing and operating stores of medical equipment and products.

Al Faisaliah Medical Systems Company - Riyadh Branch (2)

Activities

Extension of electrical wires, finishing of buildings and building maintenance services activities.

Al Faisaliah Medical Systems Company - Jeddah Branch

Activities

Wholesale and retail trade in medical, surgical, audio-visual devices and equipment, display devices, people with special needs, surgical and hospital supplies, laboratory reagents, software, medical systems, laboratory equipment, medical gas equipment, maintenance of medical devices and equipment, and analytical laboratory equipment.

Al Faisaliah Medical Systems Company – Al Khobar Branch

Activities

Wholesale and retail trade in medical, surgical, audio-visual devices and machines, display devices and people with special needs.

1- Al Faisaliah Medical Systems Company - United Arab Emirates

Al Faisaliah Medical Systems Company - United Arab Emirates - is a Limited Liability Company under commercial registration no. (1026679) issued in Dubai on 29/03/1429H (corresponding to 06/04/2008G). The capital of Al Faisaliah Medical Systems Company, UAE, is three hundred thousand (300,000) Arab Emirates Dirhams, divided into three hundred (300) cash shares of equal values of one thousand (1,000) AED per share. The Company headquarters is located in Dubai, United Arab Emirates. The following table shows the ownership structure of Al Faisaliah Medical Systems- United Arab Emirates:

Shareholders	No. of Shares	Share value (AED)	Total Value of Shares (AED)	Ownership (%)
Al Faisaliah Medical Systems Company	297	1,000	297,000	99.00%
Al Faisaliah Commercial Investment Company	3	1,000	3,000	1.00%
Total	300	-	300,000	100.00%

The activities of Al Faisaliah Medical Systems - United Arab Emirates - following its commercial registration include trading scientific and laboratory equipment and devices and trading medical, therapeutic, and surgical instruments and supplies. It is worth mentioning that Al Faisaliah Medical Systems, United Arab Emirates - has neither existing business nor activities nor entered

into any business contracts or projects. Apart from the actions of Al Faisaliah Medical Systems - United Arab Emirates, the Medical Company has neither any commercial activity outside the kingdom nor any properties or assets outside the Kingdom.

2- Philips Healthcare Saudi Arabia Company, Ltd. - Joint Venture

Philips Healthcare Saudi Arabia Company Ltd. is a Limited Liability Company under commercial registration no. (1010365836), issued in Riyadh on 20/04/1434H (corresponding to 02/03/ 2013G). The capital of Philips Healthcare Saudi Arabia Company Ltd. is forty million (40,000,000) Saudi Riyals divided into four million (4,000,000) cash shares of equal value of ten (10) Saudi Riyals per share. The Company headquarters is located in Riyadh.

The main activity of Philips Healthcare Saudi Arabia Company Ltd. includes importing, selling, installing, repairing, and leasing medical devices and equipment and providing training services and technical support related to medical devices and equipment, information technology, and software.

Al Faisaliah Medical Systems has concluded a Joint Venture agreement with Philips Medical Systems Netherland B.V. in Holland, under which Philips Healthcare Saudi Arabia Company Ltd. was established in the Kingdom of Saudi Arabia. The following table shows the Joint Venture structure in Philips Healthcare Saudi Arabia Company Ltd.

Shareholders	No. of Shares	Share value (SAR)	Total Value of Shares (SAR)	Ownership (%)
Al Faisaliah Medical Systems Company	2,000,000	10	20,000,000	50.00%
Philips Medical Systems Netherland B.V.	2,000,000	10	20,000,000	50.00%
Total	4,000,000	-	40,000,000	100.00%

International Medical Supplies Company

International Medical Supplies Company is a Limited Liability Company under commercial registration no. (1010337603) issued in Riyadh on 11/06/1433H, (corresponding to 02/05/2012G). its capital is five hundred thousand (500,000) Saudi Riyals divided into fifty (50,000) thousand cash shares of equal value of ten (10) Saudi Riyals per share. The Company headquarters is located in Riyadh. The following figure shows the branches of International Medical Supplies Company:

International Medical Supplies Co. - Saudi Arabia



Ownership Structure of International Medical Supplies Company

Shareholders	No. of Shares	Share value (SAR)	Total Value of Shares (SAR)	Ownership (%)
Arabian International Healthcare Holding Company	50,000	10	500,000	100.00%
Total	50,000	-	500,000	100.00%

The following table shows the activities of International Medical Supplies Company and its branches in accordance with their Commercial Registrations:

International Medical Supplies Company

Activities

Installation of medical equipment and devices; wholesale of pharmaceuticals, wholesale of perfumes, cosmetics, and cosmetic soap; retail sale of medical devices, equipment, and supplies; medical equipment and products stores; medical operation of medical complexes and day surgery centers

International Medical Supplies Company – Jeddah Branch

Activities

Import, export, wholesale and retail trade in medical instruments, devices, equipment, medical, surgical, audio-visual machines, display devices, people with special needs, surgical and hospital supplies, laboratory reagents, laboratory equipment, medical gas equipment, cosmetics, maintenance of medical devices, equipment, and laboratory equipment.

International Medical Supplies Company – Al Khobar branch

Activities

Import, export, wholesale and retail trade in medical instruments, devices, equipment, medical and surgical instruments, audio-visual devices, display devices, people with special needs, surgical and hospital supplies, laboratory reagents, laboratory equipment, medical gas equipment, cosmetic supplies, maintenance of medical devices, medical equipment, analytical laboratory equipment, import, export and marketing services for others.

International Healthcare Optimization Company

International Medical Supplies Company is a Limited Liability Company under commercial registration no. (1010337603) issued in Riyadh on 11/06/1433H, (corresponding to 02/05/2012G).

Its capital is five hundred thousand (500,000) Saudi Riyals divided into fifty (50,000) thousand cash shares of equal value of ten (10) Saudi Riyals per share. The Company headquarters is located in Riyadh.

International Healthcare Optimization Co.- Saudi Arabia

International Healthcare Optimization Company, Khobar Branch.

International Healthcare Optimization Company, Jeddah Branch.

Ownership Structure of the International Healthcare Optimization Company

Shareholders	No. of Shares	Share value (SAR)	Total Value of Shares (SAR)	Ownership (%)
Arabian International Healthcare Holding Company	50,000	10	500,000	100.00%
Total	50,000	-	500,000	100.00%

Activities of the International Healthcare Optimization Company and its branches

International Healthcare Optimization Company

Activities

Maintenance of colleges, institutes, universities, training centers; maintenance of hospitals, medical complexes, clinics, health centers, advanced medical centers and organizations clinics, laboratories, advanced laboratories, advanced radiology centers and maintenance of biomedical equipment.

International Healthcare Optimization Company - Jeddah Branch

Activities

Equipping medical education houses including colleges, institutes, universities, and training centers; establishing owning and equipping hospitals, medical complexes, clinics, health centers, medical facilities, advanced medical centers, clinics, laboratories, advanced laboratories, advanced radiology centers, provision of biomedical equipment maintenance services and equipping hospitals and providing them with medical personnel.

International Healthcare Optimization Company - Al Khobar Branch

Activities

Equipping medical education houses including colleges, institutes, universities, and training centers; establishing, owning, and equipping hospitals, medical complexes, clinics, health centers, medical facilities, advanced medical centers, clinics, laboratories, advanced laboratories, advanced radiology centers, and the provision of biomedical equipment maintenance services and equipping hospitals.

Healthcare Technologies Company

Healthcare Technologies Company is a Limited Liability Company under commercial registration no. (1010 211341) issued in Riyadh on 18/06/ 1426H (corresponding to 24/07/2005G). The Company's capital is Five Hundred Thousand (500,000) Saudi Riyals divided into fifty thousand (50,000) cash shares of equal value of ten (10) Saudi riyals per share. The Company headquarters is located in Riyadh. This Company has no existing business or activities, has not entered into any business contracts or commercial projects, and has no revenues to date.

Branches of the Healthcare Technologies Company:

Healthcare Technologies Company

Healthcare Technologies Company, Khobar.

Healthcare Technologies Company, Jeddah.

Ownership Structure of Healthcare Technologies Company

Shareholders	No. of Shares	Share value (SAR)	Total Value of Shares (SAR)	Ownership (%)
Arabian International Healthcare Holding Company	50,000	10	500,000	100.00%
Total	50,000	-	500,000	100.00%

Activities of the Healthcare Technologies Company and Its Branches

Healthcare Technologies Company

Activities

Installation of medical equipment and devices: wholesale of pharmaceuticals, wholesale of perfumes, cosmetics, and cosmetic soap; retail sale of medical devices, equipment, and supplies; medical equipment and products stores; medical operation of medical complexes and day surgery centers.

Healthcare Technologies Company - Jeddah Branch

Activities

Wholesale and retail trade in medical and surgical devices and machines, radiology, hospital supplies, chemicals, x-ray films, laboratory and consumable reagents for the human medicine and dentistry sector, veterinary devices, measurement, testing and calibration systems in analytical laboratories and in the field of environment, computer system programs and hardware and software maintenance.

Healthcare Technologies Company Al Khobar Branch

Activities

Supply of medical equipment and devices: supplies & medical equipment warehousing.

Genalive Medical Company (Genalive)

Genalive Medical Company (Genalive) is a Saudi Arabian Mixed Limited Liability Company incorporated in Riyadh under the commercial registration number (1010849621), dated 01/06/1444H, with its registered address at Om Al Hamm Al Gharbi , P.O. Box 7350, Riyadh 12322, KSA.

Ownership Structure of Genalive Medical Company

Shareholders	No. of Shares	Share value (SAR)	Total Value of Shares (SAR)	Percentage (%)
Arabian International Healthcare Holding Company	4,525,000	10	45,250,000	50%
BGI Almanahil Health for Medical Services	4,525,000	10	45,250,000	50%
Total	9,050,000	10	90,500,000	100%

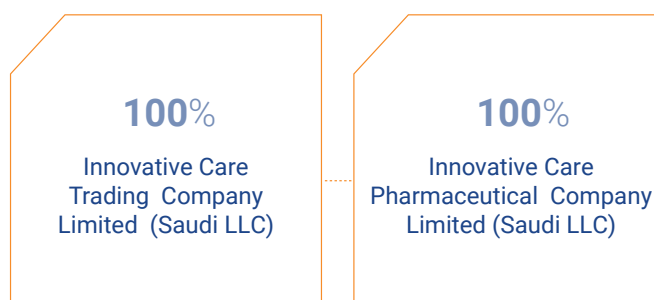
The Company Activities



Innovative Healthcare Company Holdings Ltd

Innovative Healthcare Company Holdings Ltd, a company incorporated under the laws of the ADGM with its registered number 000007043; dated 17 February 2022G, 2462, ResCowork 01, 24th Floor, Al Sila Tower, Abu Dhabi Global Market Square, Al Maryah Island, Abu Dhabi, United Arab Emirates

Innovative Healthcare Company Holding LTD (ADGM)



Ownership Structure of Innovative Healthcare Company Holdings Ltd

Shareholders	No. of Shares	Share value (\$)	Total Value of Shares (\$)	Percentage (%)
Arabian International Healthcare Holding Company	51	1	51\$	51%
LE MONDE HOLDING LTD	49	1	49\$	49%
Total	100	1	100\$	100%

Ownership Structure of Innovative Care Trading Company Limited (Saudi LLC)

Shareholders	No. of Shares	Share value (SAR)	Total Value of Shares (SAR)	Percentage (%)
Innovative Healthcare Company Holdings Ltd	1000	100	100,000	100%
Total	1,000	100	100,000	100%

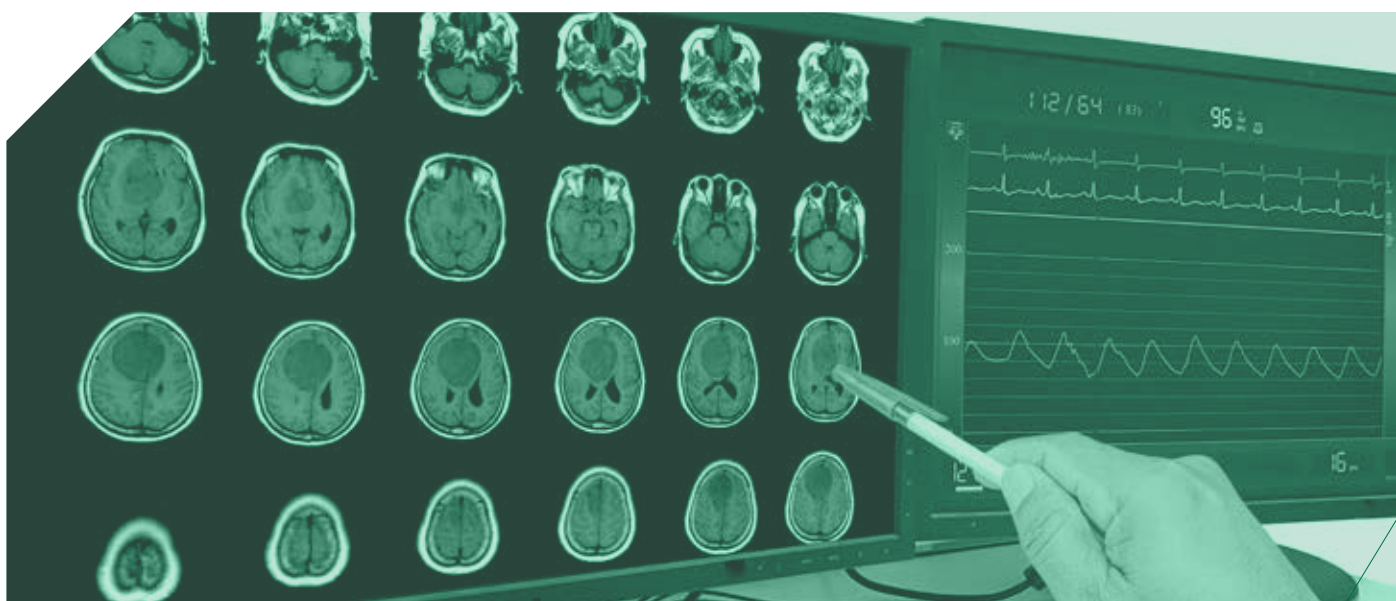
Ownership Structure of Innovative Care Pharmaceutical Company Limited (Saudi LLC)

Shareholdersn	No. of Shares	Share value (SAR)	Total Value of Shares (SAR)	Percentage (%)
Innovative Care Trading Company Limited (Saudi LLC)	100	1000	100,000	100%
Total	100	1000	100,000	100%

Statutory Payments and Regular Payments

"Tibbiyah" is committed to paying legal fees and expenses to government agencies in the Kingdom of Saudi Arabia by applicable laws and regulations. These expenses are imposed as a result of the Company's operations. The following table shows the value of statutory payments during 2023G, with a brief description of them:

Payment	Actual Payment	
	2022 (SAR)	2023 (SAR)
Zakat Payment	11,420,296.20	12,150,837.87
VAT Payment	1,577,373.50	15,471,965.97
MOI / Jawazat Payment	156,000.00	313,227.22
MOL / License Renewal Payment	1,941,709.15	2,802,450.00
GOSI Payment	4,457,013.15	5,537,572.45
Grand Total	19,552,392.00	36,276,053.51





Penalties and Sanctions

During 2023G, "Tibbiyah" was not subjected to any penalty, precautionary measure or precautionary restriction from any regulatory, supervisory or judicial authority.

BOD's Declarations

The BOD was keen to ensure the professionalism of the company's performance during 2023G and approved the following, accordingly:

1. All the account records have been adequately prepared.
2. The audit system has been designed on solid foundations and implemented effectively.
3. There is no significant doubt about the company's ability to continue its activities.
4. There are no procedures that may have led to blocking shareholders' voting rights.
5. No significant events affected the soundness of the company's financial position after the end of 2023G and required disclosure other than the available and announced information.
6. All information published by the company, whether directly or indirectly, is considered accurate and correct statements about facts or a statement of opinion and does not aim to affect the share price.

General Assembly and Shareholder Relations

"Tibbiyah" Company by-laws and its governance regulations guarantee that the shareholders get all their rights related to the shares, especially their right to obtain a percentage of the agreed dividends, their right to receive a share of the company's assets upon liquidation, and the right to attend the shareholders' general assembly meetings (participate in its discussions and vote on its decisions), the right to dispose of shares, the right to supervise the work of the Board of Directors, to file a liability suit against its members, and the right to inquire and request information, provided that it does not affect the interests of the company or conflict with the provisions of the Capital Market Authority and its implementing regulations.

"Tibbiyah" allows the participation of the maximum number of its shareholders in the meetings of the General Assembly and is keen to ensure that the place and time are chosen that allow for full participation. Tibbiyah's by-laws and its governance regulations also stipulate the provisions related to the general assembly of shareholders, which include the procedures and precautionary steps necessary to ensure that all shareholders exercise their rights regularly.

It is also possible to the general assembly meetings through modern technology, and "online meetings" may also be held.

The General Assembly of Shareholders is the highest authority in the company. Its exclusive powers include appointing and terminating the members of the Board of Directors, approving the consolidated financial statements, appointing external auditors and determining their fees, approving the percentage of dividends following the recommendations of the Board of Directors, increasing or decreasing the company's capital, and amending regulations and articles of association of the company.

"Tibbiyah" provides sufficient access to shareholders to read the minutes of the General Assembly meetings by uploading them on the Company's website, and a copy of these minutes is submitted to the Capital Market Authority within (10) days only from the date of the meeting. Investor relations is the continuous channel of communication with investors and answers their questions during working days and is considered a mutual communication channel between investors and the Company's Board of Directors and Executive Management.

"Tibbiyah" uses the General Assembly as an opportunity to participate, communicate with its shareholders, and solicit their input and suggestions in the Company's management.

Herein bellow is a list of the dates of the extraordinary general assembly meetings held during 2023G, and the names of the members of the BOD who attended them:

No.	Member Name & Position	Meeting held on
1	Ziad Mohammed Makki Saleh Al-Tunisi Chairman	18-6-2023
2	Prince/ Mohammed bin Abdul Rahman bin Abdullah Al Saud Vice Chairman	18-6-2023
3	Steven Swinson Member	18-6-2023
4	Mohamed Omar Idriss Khoudli Member	18-6-2023
5	Mahmoud Bin Abdul Jabbar Bin Ahmad Al Yammani Member	18-6-2023
6	Bassem Mohamed Bendary Hussein Member	18-6-2023
7	Mark Ian Adams Member	18-6-2023

The decisions and recommendations resulted by applying the voting policy during the meeting:

No.	Decisions and recommendations
1	Approving the Annual Board Report for the year ending 31 December 2022.
2	Approving the Consolidated Financial Statement of the year ending 31 December 2022.
3	Approving the external auditor report for the year ending 31 December 2022.
4	Approving the Audit Committee report for the year ending 31 December 2022.
5	Approving the discharging the members of the Board of Directors from liability for the fiscal year ending on 31 December, 2022.
6	Approving the assignment of the external auditor KPMG Professional Services among the nominated candidates based on the recommendation of the Audit Committee to audit the financial statement of the semi-annual and annual for the fiscal year ending on 31 December 2023, as well as determining their fees.
7	Approving based on the Board Recommendation, the distribution of cash dividends to the shareholders for the year ending on December 31, 2022, a total amount of 20,000,000 Riyals (Twenty Million Saudi Riyals) representing 10% of the Company Capital, as of 1 (one) Riyal per share, provided that the eligibility is for the shareholders registered in the company's shareholders register in Securities Depository Center Company (EDAA) at the end of the second trading day following the day of the Ordinary General Assembly, noting that the dividends distribution date was on 5 July 2023.
8	Approving the appointment of Dr Mahmoud Bn Abdul Jabbar Bn Ahmad Al Yamani; as an independent Board Member from the date of this appointment on 19 January 2023 to complete the Board current session which ends on March 30, 2026, instead of the previous member Mr Rami Hassan Farhat – Non-Executive)
9	Approving the appointment of Mr. MARK IAN ADAMS; British Nationality; as an independent Board Member from the date of this appointment on 1st of May 2023 to complete the Board current session which ends on March 30, 2026, instead of the previous member Dr. Keith Lostaglio – Non-Executive)
10	Approving the appointment of Mr. Youssef Mohammad Ali Al Sohibani; from outside the Board as an Audit Member from the date of this appointment on 30th of January 2023 to complete the Audit Committee current session, instead of the previous member Mr. Rami Hassan Farhat – Non-independent); provided that the appointment shall be effective from the date of the Board decision issued on 30 January 2023, and this appointment comes in accordance with the regulations of the Audit Committee Charter
11	Approving to delegate the Board of Directors so it distributes the cash dividends on semi-annual basis for the fiscal year 2023.
12	Approving the Board members remuneration a total amount of 750,000 SAR (Seven Hundred Fifty Thousand Saudi Riyals) for the fiscal year ending on 31 December 2022.
13	Approving to delegate the Board of Directors with the powers of the Ordinary General Assembly, with the authorization mentioned in Paragraph (1) of Article 27 of the Companies Law, for a period of one year from the date of the General Assembly approval or until the end of the session of the delegated Board of Directors, whichever is earlier, in accordance with the conditions stipulated in the executive regulations of the corporate system for listed joint stock companies.

The Announcements on Tadawul in 2023G:

No.	Date	Announcement Content
1	17/12/2023	Al Faisaliah Medical Systems Co.("FMS"); a subsidiary owned 100% by "TIBBIYAH", signs off a Contract for an amount of 142,301,649.82 Saudi Riyals with Arabian Gulf University (AGU).
2	30/10/2023	Arabian International Healthcare Holding Co. Announces an update on its Announcement pertaining the receipt of the preliminary decision No. 3080 for the year 1443 AH related to the registered case No. 329 for year 1439 H.
3	06/09/2023	Arabian International Healthcare Holding Co. Announces the signing of a Definitive Joint Venture Agreement to establish a Limited Liability Company to deliver dialysis services in the Kingdom of Saudi Arabia.
4	03/09/2023	Arabian International Healthcare Holding Co. announces its Interim Financial Results for the Period Ending on 30 June 2023 (Six Months).
5	22/08/2023	Arabian International Healthcare Holding Co. Announces that Al Faisaliah Medical Systems Co.("FMS"); a subsidiary owned 100% by "TIBBIYAH", signs off a Contract for an amount of 25,890,783.71 Saudi Riyals with National United Procurement Company (NUPCO).
6	20/07/2023	Arabian International Healthcare Holding Co. Announces the Execution of a Non-binding Memorandum of Understanding (MOU) with the shareholders of Mohammed Hamad Abdullah Al Hammad for Medical Services Co, a limited liability company to acquire 100% of Mohammed Hamad Abdullah Al Hammad for Medical Services Company.
7	17/07/2023	Arabian International Healthcare Holding Co. announces that Al Faisaliah Medical Systems Co.("FMS"); a subsidiary company owned 100% by "TIBBIYAH", received 3 POs under one Contract for an amount of 25,8 Million Saudi Riyals with National United Procurement Company (NUPCO) under the Tender NPT0028/22.
8	19/06/2023	Arabian International Healthcare Holding Co. Announces the Results of the Ordinary General Assembly Meeting, (First Meeting) held on Sunday 29 Dhu al-Qa'dah 1444 H Corresponding to 18 June 2023.
9	28/05/2023	Arabian International Healthcare Holding Co. Announces an update on Arabian International Healthcare Holding Co. announced the signing of a definitive Joint Venture Agreement with BGI ALMANAHIL HEALTH FOR MEDICAL SERVICES and subsequently the establishment of Genalive Medical Co. Under commercial registration No 1010849621.
10	25/05/2023	Arabian International Healthcare Holding Co. announces the invitation of its Shareholders to attend the Ordinary General Assembly Meeting (First Meeting).
11	02/05/2023	Arabian International Healthcare Holding Co. Announces Resignation and Appointment of a Board Member.
12	02/04/2023	Arabian International Healthcare Holding Co. announces the distribution of cash dividend for Fiscal Year 2022.
13	30/03/2023	Arabian International Healthcare Holding Co. announces its Annual Financial Results for the Period Ending on 31 December 2022.
14	30/01/2023	Arabian International Healthcare Holding Co. Announces Appointment Audit Committee Member.
15	19/01/2023	Arabian International Healthcare Holding Co. Announces Appointment of a Board Member.
16	08/01/2023	Arabian International Healthcare Holding Co. announces that Al Faisaliah Medical Systems Co.("FMS"); a subsidiary company owned 100% by "TIBBIYAH", signs off a Contract (Sell and Supply) of 52,743,794 Saudi Riyals with National United Procurement Company (NUPCO) under the Tender NPT0008/19.

Sustainability and ESG

Sustainability

Arabian International Healthcare Holding Company ("TIBBIYAH") integrates the value of sustainability in all its activities in a way that contributes to meeting the legislative requirements of the business and managing the risks associated with its business. It takes into account social, environmental, and economic impacts, which include ethical values, occupational health and safety, sound work practices, employee and community rights, and environmental protection to be an ideal source of giving and work that is socially and commercially responsible, environmentally sustainable, fair and safe. While its responsibilities go beyond contractual performance and legislative compliance, TIBBIYAH maintains a sustainable business in the interest of its customers, partners, employees, and the local communities in which we operate by dedicating a culture of health, safety, and clean environment management in all our businesses, supply chains and partners.

Quality and Safety Management

TIBBIYAH is committed to strengthening its capabilities in managing security and safety in all work environments and its various service facilities. TIBBIYAH also makes unremitting efforts to provide a sound and healthy professional environment for all its employees. It is committed to implementing an advanced occupational health and safety management system to provide a safe and healthy environment for all its employees. TIBBIYAH's safety and security department provides training and monitoring services while controlling procedures to ensure the implementation of an effective safety system by an experienced team in the field of security services, supported by the latest equipment, fixtures, and relevant methods. In this context, TIBBIYAH, through its two subsidiaries in KSA, obtained several international certificates for compliance with international standards of health, safety, and environment, such as:

Certified affiliate Company	ISO Standard.	Certificate Number	Certificate Expiry
Al Faisaliah Medical Systems Company	(ISO 9001:2015)	SA18/2577	29/03/2024
Al Faisaliah Medical Systems Company	(ISO: 13485:2016)	PK10/81900	30/11/2025
International Medical Supplies Company	(EN ISO: 13485:2016)	SA21/21232347280	19/11/2024
International Medical Supplies Company	(ISO 9001:2015)	SA15/92821	07/11/2026

Environmental and Societal Relations Governance (ESG)

The Board of Directors of "TIBBIYAH" is committed to having TIBBIYAH carry out all its activities and business by the principles and foundations consistent with TIBBIYAH's applicable values, taking into account the interests of society in general. The Board is also aware of all the impacts of TIBBIYAH's various activities and business, whether on employees, shareholders, community, other relevant stakeholders, or the environment in which it operates, and adherence to the laws and regulations issued by the competent authorities. TIBBIYAH applies a set of measures toward the climate following the relevant legislation and strives to reduce pollutants that can be harmful to human health and the environment together, in addition to its profound interest in the principle of reducing energy consumption and carbon emissions harmful to the environment.

Governance of Environmental Relations

TIBBIYAH depends on strict professional standards to sustainably control its environmental practices and its commitment to each of the following:

- ▶ Compliance with environmental laws and regulations in all manufacturing and operational work environments.
- ▶ Setting standards, procedures, and environmental management controls
- ▶ and maintaining them to ensure an equal balance of ecological considerations with competing priorities and other major commercial activities.
- ▶ Communicate with complete transparency and clarity with staff, regulatory bodies, the public, and shareholders on environmental issues and continuously improve them.

This is in addition to its commitment to the Environmental Management System, which is based on the following international principles and practices:

- ▶ Evaluation of environmental impact and conservation of biodiversity
- ▶ Managing the waste of the manufacturing and production operations that is harmful to the human beings and the environment
- ▶ Management of water treatment, air pollution, and chemical waste
- ▶ Working on energy conservation.

Risk Management and Business Continuity Policy

Effective risk management is essential to execute corporate strategies, create sustainable shareholder value, protect the brand, and ensure good governance. The "Arabian International Healthcare Holding Company" is exposed to some risks due to its activity as an entity operating in the healthcare field. For this reason, TIBBIYAH applies best practices in managing and monitoring these risks through the Board of Directors and works on a specialized risk management team based on developing strategies for preparation, and readiness to face threats and mitigate their effects.

The Board of Directors is also committed to adopting different risks that can object to the performance of the operational TIBBIYAH's

subsidiaries with the highest standards of transparency to spare the various business units with their multiple activities in TIBBIYAH any risk.

TIBBIYAH's management pays attention to the risk management process as a means of identifying, assessing, prioritizing, and mitigating risks, through its subsidiaries and each business unit, with a cost-effective, coordinated, and practical application of resources to minimize the possibility or the impact of any adverse effects, monitor and control them to achieve optimal use of opportunities. The risks are also effectively managed by TIBBIYAH through the practical application of various controls:

Risk Factors

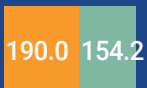
The risks below are listed in an order that does not reflect their significance. Also, additional risks, including risks not currently known or considered immaterial at present, are as follows:

1. Risks related to difficulty in hiring experienced staff in the healthcare sector.
2. Credit risk.
3. Liquidity risk.
4. Risks related to reliance on suppliers.
5. Risks related to standardizing the purchase of medicines, equipment, and medical supplies.
6. Risks related to the concentration of TIBBIYAH's revenue.
7. Risk relating to customers' concentration.
8. Risks related to reliance on critical persons.
9. Risks related to current and future projects and their implementation.
10. Risks related to the economic performance of the Kingdom of Saudi Arabia.
11. Risks related to political and economic instability in the Middle East.
12. Risks relate to growth opportunities.
13. Risks related to currency exchange rate fluctuations.
14. Risks related to interest rate fluctuations.
15. Risks related to the volume of government spending on the Health Sector.
16. Risks related to Saudization requirements.
17. Risk related to integration of business, processes and systems with new acquisitions/mergers and JVs.
18. Risks related to reduction in market share due to not timely adapting to new government initiatives.
19. Risks related to non-compliance with existing regulations and laws and/or the issuance of new regulations and laws.

Financial Performance

2023 ● 2022

REVENUE



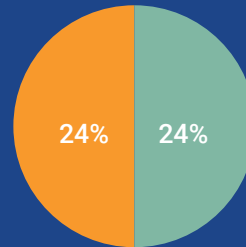
GROSS PROFIT



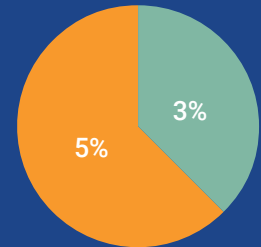
NET INCOME

FOR SHAREHOLDERS IN THE PARENT COMPANY

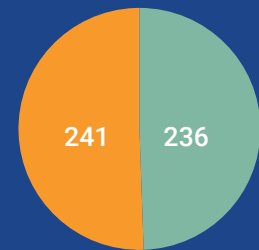
GROSS MARGIN



NET INCOME MARGIN

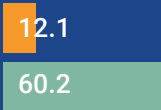


NET WORKING CAPITAL



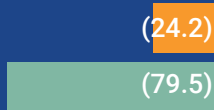
CASHFLOW

FROM OPERATING ACTIVITIES



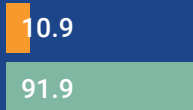
CASHFLOW

FROM INVESTING ACTIVITIES



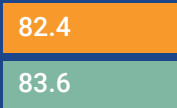
CASHFLOW

FROM FINANCING ACTIVITIES



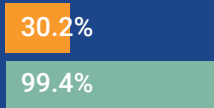
CASH

AND CASH EQUIVALENT

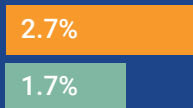


CASH

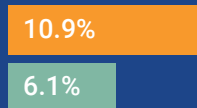
CONVERSION RATIO (CCR) %



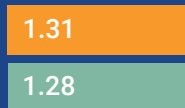
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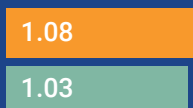
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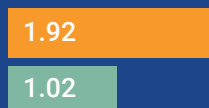
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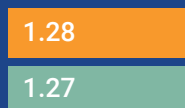
NET D/E



EPS



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