

Annual Report 2022



Vital Strategic Growth
the Healthcare Sector

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



Custodian of the Two Holy Mosques
King Salman bin Abdulaziz Al Saud



His Royal Highness
**Prince Mohammed bin Salman
bin Abdulaziz Al Saud**
Crown Prince,
Prime Minister of Saudi Arabia

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The Executive Summary

"Agile Growth"

"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 as a newly-formed public company and benefit from our operational expertise and real significant competitive features."



2022 Milestones

03 Mar

Tibbiyah became a listed company in the Saudi Stock Market.

13 Mar

Tibbiyah acquired (51%) of the stake in Innovative Care Company - New You Medical Center.

29 Jun

Tibbiyah distributed the profits of 2021 to the shareholders.

17 Jul

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

26 Jul

The signing of a definitive Joint Venture Agreement with UNILABS DIAGNOSTICS AB to establish a Limited Liability Company owned 51% by UNILABS – 49% by TIBBIYAH in the Kingdom of Saudi Arabia.

27 Jul

The signing of a definitive Joint Venture Agreement with BGI ALMANAHIL HEALTH FOR MEDICAL SERVICES to establish a Limited Liability Company in the Kingdom of Saudi Arabia.

29 Aug

Completing the acquisition of a 51% stake in Innovative Care Company - New You Medical Center.

08 Nov

Arabian International Healthcare Holding Company completed the purchase of 210,000 of its shares for the Company Employees' Long-Term Incentive Program (LTI).

20 Dec

Al Faisaliah Medical Systems Co, a subsidiary owned 100% by "TIBBIYAH," signs a Contract (Sell, Supply, and installation of Medical Devices) of 36,444,228 Saudi Riyals with National United Procurement Company (NUPCO) under the Tender NPT0052/20.

21 Dec

International Medical Supplies Co. (Premma Health), a subsidiary company owned 100% by "TIBBIYAH," signs a Contract (Supply as per request / Blanket Agreement) of 31,052,420 Saudi Riyals with National United Procurement Company (NUPCO) under the Tender NPT0008/19).

Company's Financial Performance

Revenues FY 2022 of SAR 642.7 million, a growth of 3.9% due to non-organic change from Innovative Healthcare Company (NewYou) acquisition offset by lower sales volumes of medical equipment.

Gross profit FY 2022 of SAR 154.2 million growth of 7.4% due to the successful non-organic acquisition of NewYou; this translated to an improved gross profit margin reaching 24.0%.

Other Financial factors:

- In FY 2022, Tibbiyah strategically invested in personnel to enhance the company's capabilities and drive growth.
- Higher finance charges were incurred in line with the increased interest rates as Tibbiyah secured borrowing to acquire New You.
- FY 2021 included several one-off items and accounting adjustments, such as bad debt reversals and one-off settlements recorded in the previous year.
- Considering these factors, it is essential to recognize that although Tibbiyah's net income decreased to SAR 25.8 million in FY 2022 (FY 2021: SAR 82.3 million), the company's overall performance remains robust.



Our Story

"Delivering Excellence in Healthcare Technology Solutions since 1973"

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 2022, 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.

TIBBIYAH enjoys a leading position as one of the pioneers' 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 health projects, starting from preparing medical sites to providing integrated medical 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, it is always 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

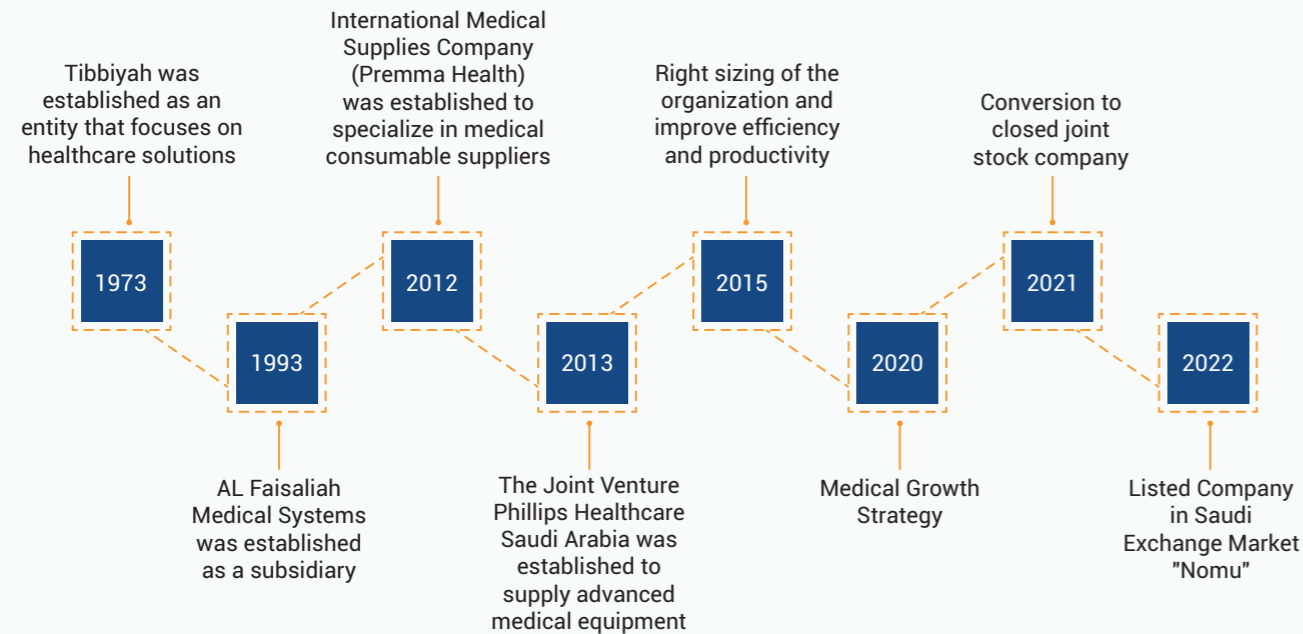
To contribute the improvement of the health and lives of the Saudi population by providing pioneer and innovative healthcare solutions that result in the best possible health outcomes.

Our strengths and competitive Features

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.
- Provides highly efficient supply chains services.
- An effective work team with extensive health experience under the leadership of a different management team.
- The preferred strategic partner for customers and significant international suppliers.
- A proven track record of achievements in significant healthcare projects in the Kingdom of Saudi Arabia.
- Excellence in the operational areas and business efficiency contributed to creating a distinct business feature.

Our Successful Journey



The Company's Capital Structure

TIBBIYAH's Capital structure at the beginning of 2022

Shareholders	Capital	Number of Shares
Advanced Drugs Company for Pharmaceutical	198,000,000	19,800,000
AL Faisaliah Commercial Investment Company	2,000,000	200,000
Total	200,000,000	20,000,000

TIBBIYAH's Capital structure as of December, 2022

Shareholders	Capital	Total 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



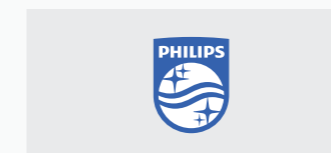
Award by Mindray – Gold Service Channel presented to Al Faisaliah Medical Systems Co. subsidiary of Arabian International Healthcare Holding Co.



Appreciation from WIQAYAH – Public Health AUTHORITY in terms of NATIONAL BIO BANK presented 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



Chairman Message

Peace, mercy and blessings of God be upon you,

It is my honor to present to you, on behalf of Arabian International Healthcare Holding Company ("Tibbiyah") Board of Directors, the Board report for year 2022, hoping that year - 2023 will encounter a brilliant start towards more success pertaining Tibbiyah's sustainable development.

The key to sustaining success in Tibbiyah focused primarily on devoting the concept of leadership at all business levels, and adopting the idea of diversity, whether in Tibbiyah commercial investments or when investing in the people whom the Company works and deals with, being its main source of strength. In addition, Tibbiyah is always keen to unify its team toward a common goal and working hand in hand to achieve its vision, considering that the integrity and dignity are the key. The Company will remain a loyal pioneer supporter that leads the healthcare services in KSA.

2022 events constituted a transitional year for Arabian International Healthcare Holding Company, as Tibbiyah announced the prospectus for offering 5 million shares, representing 25% of its capital, in the parallel market "Nomu"

on January 13, 2022. The offering period for the qualified individual investors took place on Tuesday, February 15, 2022, and ended on Thursday, February 17, 2022, whereas a maximum of one million shares were allocated to them, representing 20% of the total shares offered for IPO. Eventually, on Thursday, March 3, 2022, Tibbiyah officially became a public listed company in the parallel Market NOMU.

Moreover, and during the year, Tibbiyah signed several joint ventures agreements with foreign companies and entering into a definitive agreement to acquire a majority stake in Innovative Care Company, the ultimate owner of the prominent Riyadh-based medical and beauty center, New You Medical Center.

During the same year, Tibbiyah showed great flexibility in absorbing the negative repercussions that hit the local and global markets resulting from the consequences of limiting the spread of Covid-19 pandemic and the Russian-Ukrainian war, considering the global supply chain crisis that had worsened in the past two years. This caused delays in shipments, in addition to other challenges that the company has faced and continues to face with regard to the manufacturing and supplying of medical devices. Notwithstanding the above, Tibbiyah, Thanks to its strategical planning being one of the most important pillars of its activities in general, in addition to conducting in-depth studies of market trends and the tendencies of health care sector customers in the Kingdom was able to re-evaluate its main work streams, and adopt a promising business plan related to developing the healthcare sector, which conveys the Company's position as a leading provider of integrated healthcare solutions in the Kingdom.

During the Year 2022; the Company focused as well on evolving its Administrative Structure, by creating the Nomination and Remuneration Committee (NRC) as one of the Board committees in addition to the Audit Committee; The NRC Charter was approved by the Extraordinary General Assembly on 29th June 2022.

In addition to the above, I, in my capacity as Tibbiyah Chairman of the Board of Directors, extend my sincere appreciation to everyone who participated in the journey of transforming Arabian International Healthcare Holding Company from a Limited Liability Company into a Joint Stock Company listed in the parallel capital market - Nomu, not to forget the importance to sustain the confidence of all shareholders in the next years.

The current 2022 Board Report details Tibbiyah performance and achievements within the year 2022, represented by its Board of Directors, the committees and Tibbiyah Management. I would also like to express my gratitude and appreciation to all the shareholders, partners, Board of Directors, the committees, Tibbiyah Management and employees. We hope that the coming years will be full of great achievements, to satisfy their ambitions for growth towards a sustainable leadership in the local and regional health care market.

Ziad Al-Tunisi

CHAIRMAN OF THE BOARD



CEO Message

Peace, mercy and blessings of God be upon you,

After Arabian International Healthcare Holding Company "Tibbiyah" announced the prospectus for offering 5 million shares, representing 25% of its capital, in the parallel market "Nomu" on January 13, 2022; Year 2022 witnessed a strategic transformation in the history of Tibbiyah. Such transformation is built on Tibbiyah commitment to applying the highest levels of governance, and implementing its expansion plans in the Kingdom and abroad, taking into consideration the diversity and quality of services, innovating, and developing new services that are in line with the requirements of the Saudi health care sector.

Since launching Vision 2030, the Kingdom of Saudi Arabia has witnessed steady economic growth, driven by sustainable GDP development and economical restructuring that have strengthened our national economy, not to forget the positive developments which affected the Saudi economy within year 2022, the continuous outstanding performance that strengthened its leadership position locally, and globally. As part of its pioneering role, and its active involvement in achieving the goals of the blessed Vision 2030, Arabian International Healthcare Holding Company "Tibbiyah" has worked with its partners to support the economic growth in the Kingdom in both public and private healthcare sector. The year 2022 encountered many achievements made in accordance with the Company's strategy, which focused on infrastructure development and the enhancement of the services provided to our customers in the healthcare sector taking into consideration the transitional step of being a Public Listed Company in the parallel market NOMU.

Tibbiyah continued to implement its programs and initiatives emanating from its strategy, by announcing several events. Tibbiyah announced that it has entered into a definitive agreement to acquire a majority stake in Innovative Care Company, the ultimate owner of the prominent Riyadh-based medical and beauty center, New You Medical Center. The Transaction represented TIBBIYAH's first major investment in the healthcare services vertical, being a milestone that is in line with its strategy to become a diversified healthcare holding company. Eventually, with a compelling value creation proposition for TIBBIYAH and its shareholders, the acquisition is value accretive, with a clear plan to grow the business.

In addition, Tibbiyah announced that it has entered into a definitive Joint Venture Agreement to cooperate with UNILABS DIAGNOSTICS AB in the formation and operation of a limited liability company in the Kingdom to be owned 51% by

UNILABS – 49% by TIBBIYAH, to provide diagnostic imaging services to hospitals, medical centers and clinics and invest in, operate, manage and maintain departments or divisions of hospitals, medical centers and clinics specializing in diagnostic imaging services in the public and private sectors.

Finally, Tibbiyah announced that it has entered into a definitive Joint Venture Agreement with BGI ALMANAHIL HEALTH FOR MEDICAL SERVICES (a subsidiary company of BGI Health (HK) Co., Ltd) in the formation and operation of a limited liability company in the Kingdom to be owned 50% by BGI ALMANAHIL HEALTH FOR MEDICAL SERVICES and 50% by TIBBIYAH, in order to provide clinical laboratory testing services and bioinformation services to hospitals, research institutes, medical centers and clinics for both in the public and private sectors. The issuance of the commercial registry of the new company was subsequently announced in accordance with the regulations in force in Saudi Arabia, dated 25-12-2022 and registered under the name of Genalive Medical Co.

During 2022, Tibbiyah signed several agreements through its subsidiaries (Al Faisaliah Medical Systems Company and International Medical Supplies Company), both 100% owned by Tibbiyah, with the National United Procurement Company (NUPCO), which were announced in accordance with the regulations in force on Tadawul Website.

Moreover, and as part of Tibbiyah strategy towards providing integrated healthcare solutions, and since the Company Management trusted that human capital is the main factor in the progress of any facility; it is worth mentioning that Tibbiyah has communicated with its employees thru an employee satisfaction survey via the which they could freely express their thoughts about the Company, its performance, and their confidence in its executive management, the Board of Directors, and the Company directions. The results were positive and satisfactory, which indicate how much the Company believed in the human element and its endeavor to develop both Saudi and foreign talents not to forget the great work environment the Company established so far.

Finally, I would like to extend my sincere thanks and gratitude to the Company's Board of Directors, which supported the Company's successful journey, and to all Tibbiyah employees who have played a key role in its achievements. I also underlined that we will keep on the implementation of our strategic initiatives planned for 2023, and providing diversified high-quality services to the satisfaction of our customers. This will count on the concerted efforts of the Company employees to serve its customers, and to realize the ambitious business plans developed and committed to by the Company toward its shareholders and partners.

Alaa Ameen

Chief Executive Officer

The Strategic Review

"Sustainable Growth"

"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:

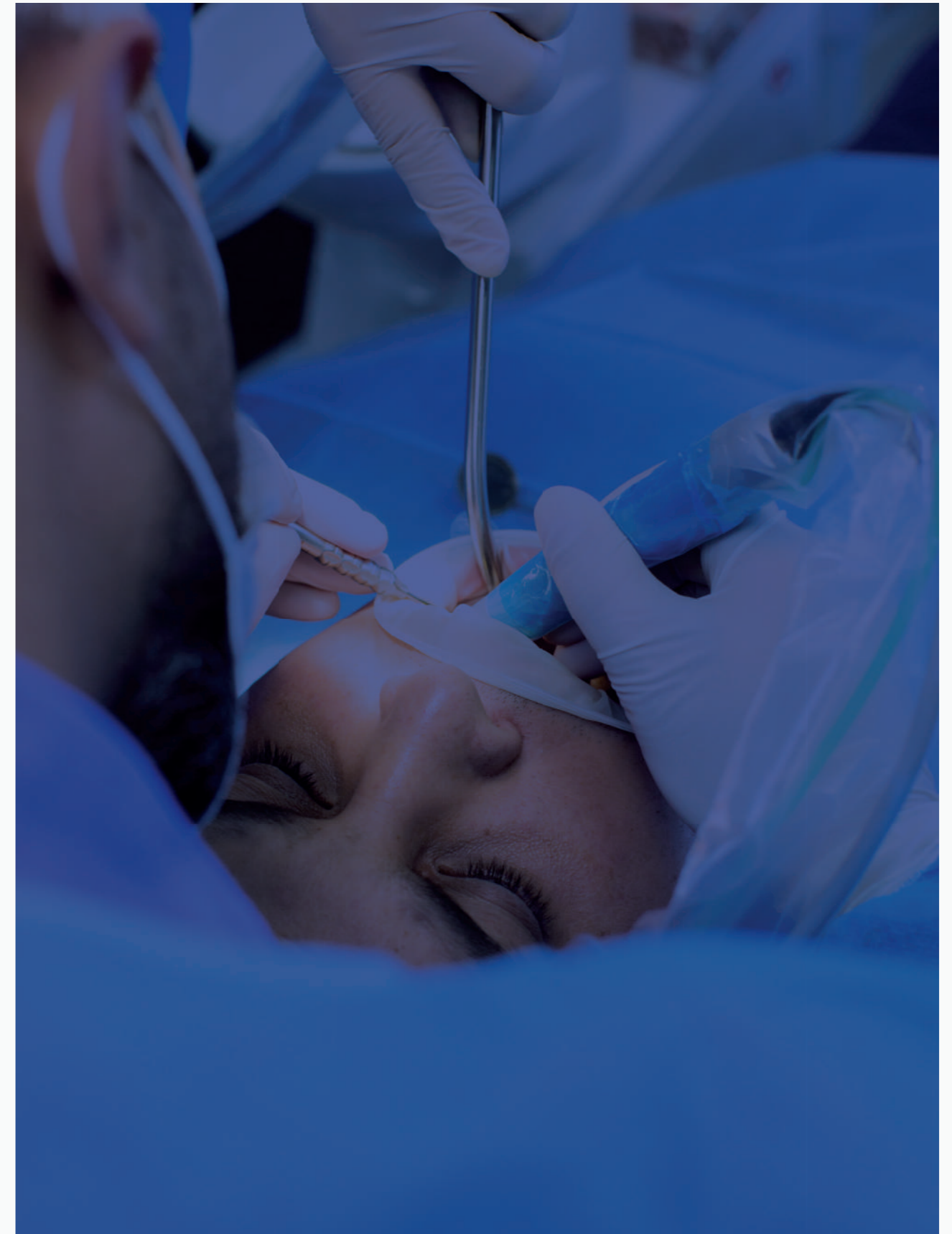
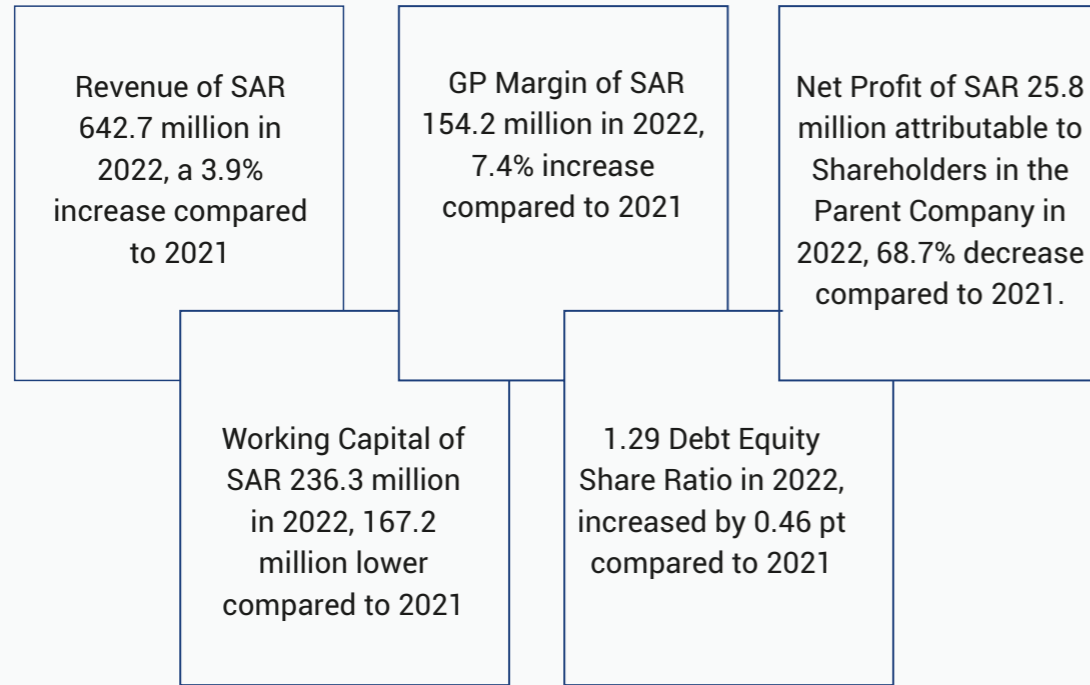
1. Fostering and developing TIBBIYAH's main business:

- Maintaining continuous development by providing the Kingdom's best integrated medical solutions and innovative healthcare technologies.
- 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 bio information services to hospitals, research institutes, medical centers, and clinics for the public and private sectors.

The Financial KPIs



The Operational Review

"Sustain Excellence"

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:



Services



Our Projects

Cardiology Department

Cardiac Centers
Upgrade and Development of Cardiac Centers

King Fahad Armed Forces Hospital - Jeddah

Realization Date (2020)

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 (2020)

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 (2018-2019)

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

2 - King Fahad General Hospital – Al Hofuf

Realization Date (2018 – 2019)

This project consisted of the development of 54 ICU single rooms. Turnkey solutions include 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 (2018)

This project consisted of the upgrade and development of 54 ICU single rooms. Turnkey solutions include 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, Al Hail Tabuk

Realization Date (2020)

This project covers the design, building, and equipment for 96 ICU Rooms split into 2 MOH maternity and children hospitals. Solutions provided include 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, Medina

Realization Date (2019)

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

Neonatal Intensive Care
Upgrade and Development of NICUs

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

Realization Date (2019 – 2020)

This project consisted of the renovation and expansion of 120 single NICU rooms. Turnkey solutions include 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 (2020)

This project provided design, building, and equipment for modular ORs and recovery areas of eight modern glasses. Solutions provided include 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, Al Hail Tabuk

Realization Date (2020)

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

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

Realization Date (2016)

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



Brain Suite – Hybrid ORs Designing, Building, Equipment, and Maintenance (Hybrid Neuro ORs)

1 - King Faisal Specialist Hospital and Research Centre-Riyadh

Realization Date (2018)

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

3 - King Fahad Medical City-Riyadh

Realization Date (2013)

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

Oncology

Radiotherapy & Cyclotron Complete Integrated Oncology center

King Khalid University Hospital-Riyadh

Realization Date (2019)

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

Radiotherapy Linear Accelerator

King Faisal Specialist Hospital and Research Centre-Riyadh

Realization Date (2020)

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 (2013)

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.

1- King Fahad Specialist hospital-Tabuk

Realization Date (2015)

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

2 - King Abdullah Specialized Children Hospital- Jeddah

Realization Date (2020)

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

3 - Dallah Namar Hospital-Riyadh

Realization Date (2018)

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

1- Al Diriyah Hospital-Riyadh

Realization Date (2019)

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.

Medical Gas System

Designing, Installing, Testing, and Commissioning Medical Gas System

Bed Head Units

Delivering and Installing Bed Head Units

Pneumatic Tube System

Designing, Installing, Testing, and Commissioning Pneumatic Tube System

1- King Khalid Hospital Hafer Albaten-Hafer Albaten

Realization Date (2018)

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

2 -Dr. Mohammed Al Faqih Hospital-Riyadh

Realization Date (2019)

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 (2020)

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





On Going Projects

1

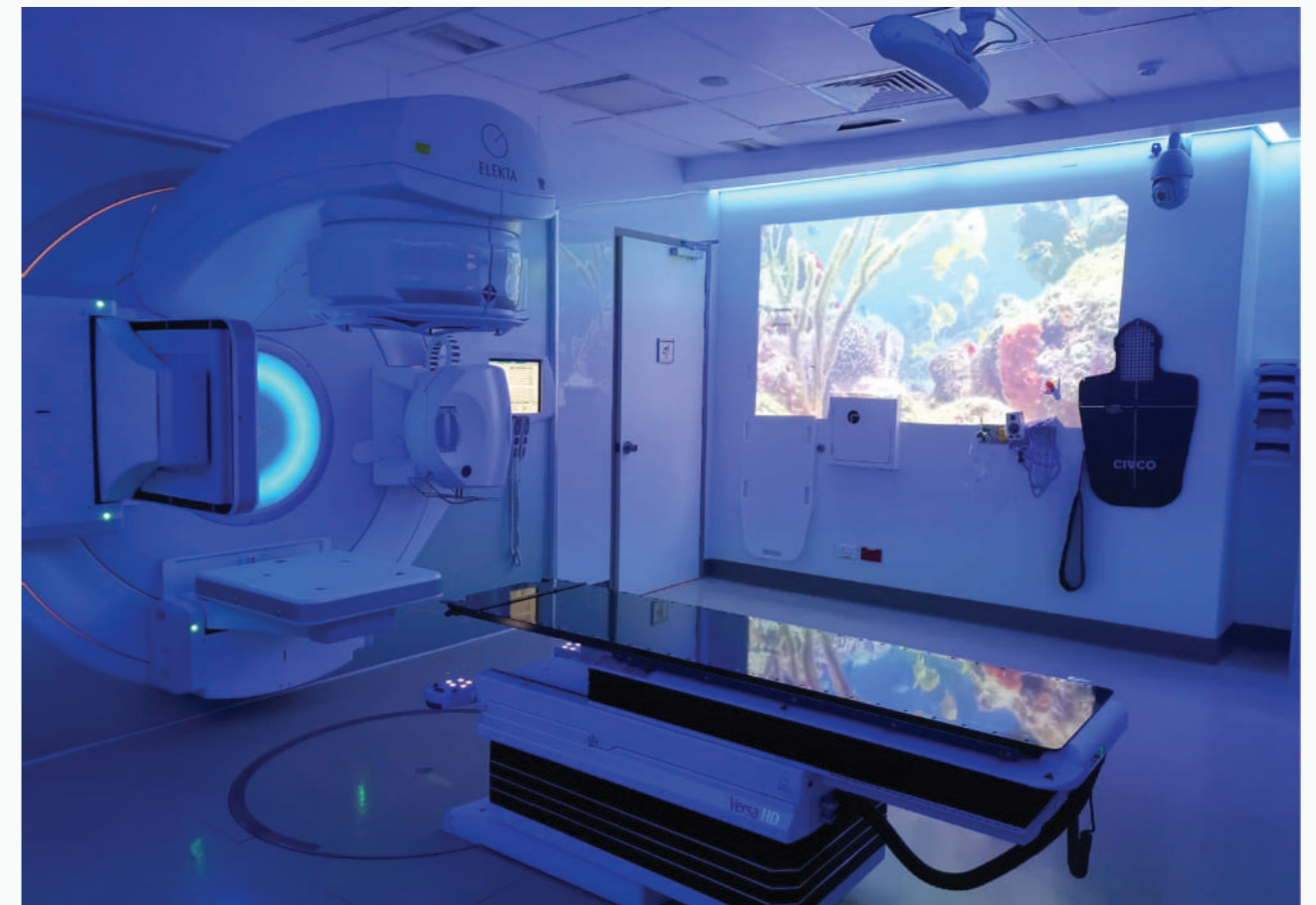
Premma Health, a subsidiary company owned 100% by "TIBBIYAH," signed off a Contract with National United Procurement (NUPCO) for supply as requested.

2

Al Faisaliah Medical Systems Co, a subsidiary owned 100% by "TIBBIYAH," signed off a Contract (Sell, Supply, and installation of Medical Devices) with the National United Procurement Company (NUPCO).

3

The International Medical Supplies Co. (Premma Health), a subsidiary company owned 100% by "TIBBIYAH," signed off a Contract (Sell and Supply) with the National United Procurement Company (NUPCO).



The Company Governance

"Core of Excellency"

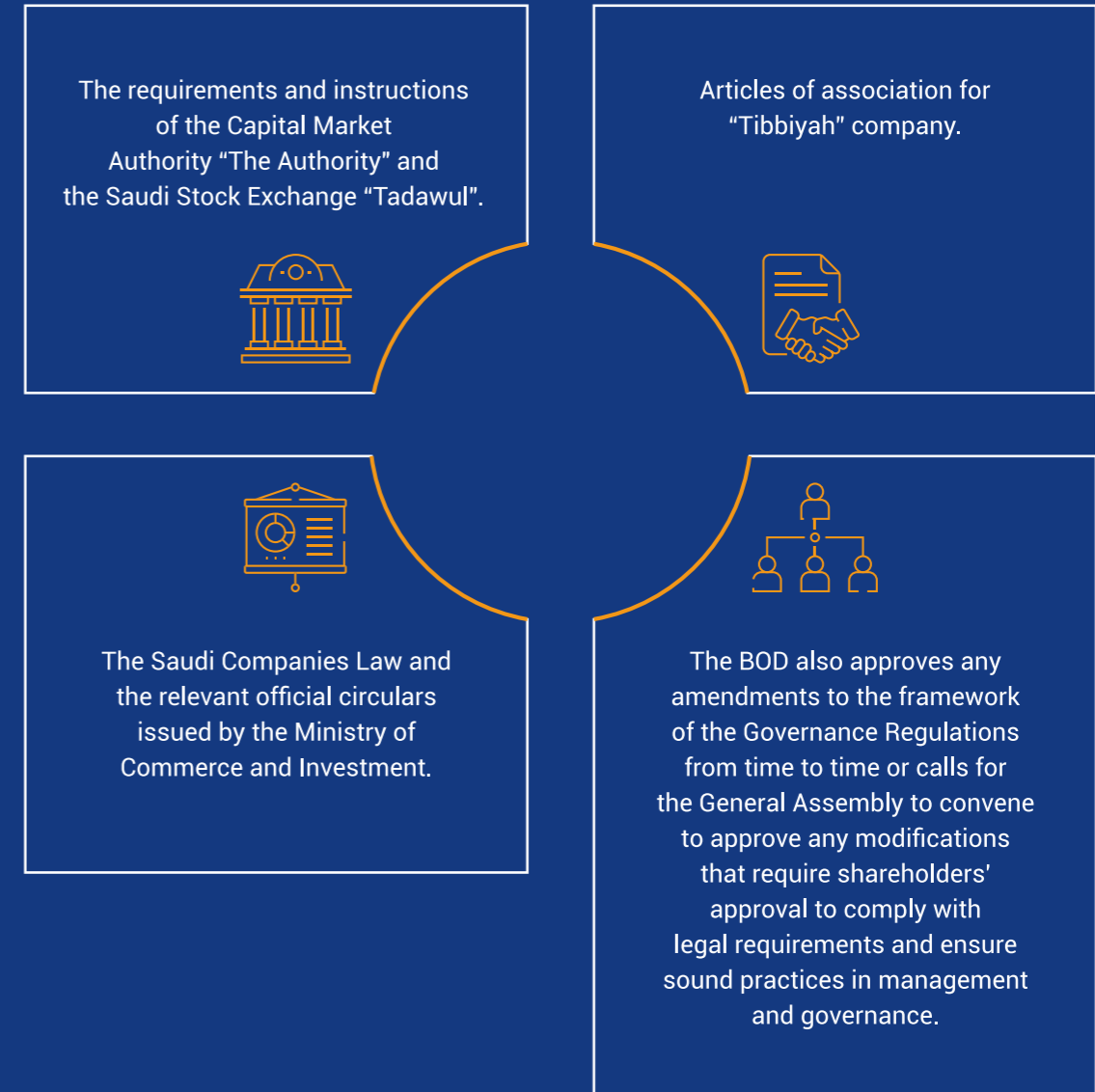
" Each of our board of directors, committees, and executive management teams have been engaged and involved to leverage our competitive strength points towards enhancing our strategic and operational activities while relying on very strong governance practices among all the internal and external business 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. They may not be amended except by a decision issued by the BOD or the General Assembly as appropriate and 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 by the corporate governance regulations issued by the Capital Market Authority and by 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:



BOD Composition

"TIBBIYAH" is managed by a Board of Directors consisting of (7) seven 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. With an exception to that, 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 23/03/2021) 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 expansive powers and authorities in managing TIBBIYAH, supervising the management and implementing the 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 Law.

Name	Position	Membership	Nationality	Age	Direct Percentage of Ownership		Indirect Percentage of Ownership		Appointment 2021
					Before Offering	After Offering	Before Offering	After Offering	
Ziad Mohammed Makki Saleh Al-Tunisi	Chairman of Board of Directors	Non-executive/ Non	Saudi	53	-	-	-	-	2021
Prince/ Mohammed bin Abdul Rahman bin Abdullah Al Saud	Deputy Chairman of the Board	Non-executive/ Non Independent	Saudi	32	-	-	-	-	2021
Steven Swinson	Board Member	Non-executive/ Independent	Swiss	66	-	-	-	-	2021
Mohamed Omar Idriss Khoudli	Board Member	Non-executive/ Non Independent	French	59	-	-	-	-	2021
Rami Hassan Naeem Farhat*	Board Member	Non-executive/ Non Independent	Lebanese	42	-	-	-	-	2021
Bassem Mohamed Bendary Hussein	Board Member	Non-executive/ Non Independent	Egyptian	51	-	-	-	-	2021
Keith Lostaglio	Board Member	Non-executive/ Non Independent	American	57	-	-	-	-	2021

* Mr. Rami Hasan Naeem Farhat resigned on 20th October 2022. His resignation was approved by the Board and announced on Tadawal Website on 23rd October 2022.

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 2021.

Previous Jobs and Experience

- Chairman of the Board of Directors of Arabian International Healthcare Holding Company since 2021.
- CEO of Al-Faisaliah Group Holding Company in Riyadh since 2017.
- Deputy CEO of Al-Faisaliah Group Holding Company in Riyadh from 2008 to 2017.
- Financial Director and Investment Manager at Al Faisaliah Group Holding Company in Riyadh from 2003 to 2008.
- Manager of Treasury at Al Faisaliah Group Holding Company in Riyadh from 1998 to 2003.
- Investment advisor in private banking services at Samba Financial Group in Riyadh from 1991 to 1998.
- Member of the Board of Directors of Samba Financial Group in Riyadh from 2011 to 2018.

Academic Qualification

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

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.

Steven Swinson

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.

Current Position

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

Previous Jobs and Experience

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

Mohamed Omar Idriss Khoudli

- Manager of European Medical Distributors in Hewlett-Packard Company in California, USA, during 1993.
- Medical Director of Hewlett-Packard Company in California, USA, from 1990 to 1992.
- Senior Sales Representative at Hewlett-Packard Company in California, USA, in 1989.

Academic Qualification

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

Current Position

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

Previous Jobs and Experience

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

Academic Qualification

- He holds a Master's in Business Administration from INSEAD University in France in 1996.
- He holds a Ph.D. in fluid mechanics from the Central University of Lyon in France in 1989.
- He held a master's degree in science from the Central University of Lyon in France in 1985.

Rami Hassan Naeem Farhat*

Position as of 23rd of October 2022*

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

Previous Jobs and Experience

- Head of Investment, Mergers, and Acquisitions at Al-Faisaliah Group Holding Company in Riyadh since 2014.
- Vice President of Mergers, Acquisitions, and Business Development at Mubadala GE Company in the United Arab Emirates from 2010 to 2014.
- Vice President of Mergers, Acquisitions, and Business Development at Audi Capital in the United Arab Emirates from 2004 to 2010.
- Financial Analyst at Procter and Gamble in Lebanon from 2003 to 2004.
- Assistant Financial Analyst at Price water house Coopers in Lebanon from 2001 to 2003.

Academic Qualification

- He holds a bachelor's degree in Business Administration from the American University of Beirut, Lebanon, in 2000.
- He holds a Chartered Financial Analyst certificate from the Institute of Chartered Financial Analysts in Virginia, USA, in 2005.

* Mr. Rami Hasan Naeem Farhat resigned on 20th October 2022. His resignation was approved by the Board and announced on Tadawal Website on 23rd October 2022.

Bassem Mohamed Bendary Hussein

Current Position

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

Previous Jobs and Experience

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

Academic Qualification

- He held a bachelor's degree in Accounting from Zagazig University in Egypt in 1991.
- He holds a fellowship certificate from the Egyptian Society of Accountants and Auditors in Egypt in 2018.
- He held a certificate of certified legal auditor for joint stock companies from the Egyptian Ministry of Finance in Egypt in 1998.

Keith Lostaglio

Current Position

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

Previous Jobs and Experience

- Head Executive of Portfolio for the Healthcare and Pharmaceutical Sector at Al Faisaliah Group Holding Company in Riyadh from 2019 to 2021.
- Head of the Health care and Life Sciences Sector at EV Parthenon in Singapore from 2018 to 2019.
- Head of the Asia Pacific Healthcare Division at IT Kearney in Japan and Singapore from 2014 to 2018.
- Head of the healthcare practice at McKinsey & Co. in Japan from 2001 to 2014.

Academic Qualification

- He holds a master's degree in public health from Yale University in Connecticut, USA, in 1997.
- He holds a bachelor's degree in Arts and Sciences from Cornell University in New York State, USA, in 1987.

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 Riyadh since 2020.	Inside the Kingdom	Member of the Board of Directors of the Saudi National Bank in Riyadh since 2018	Inside the Kingdom
		Member of the Board of Directors of Sackville Capital Limited in the KSA since 2020.	Inside the Kingdom	Member of the Board of Directors of the Knowledge Economic City Company in Madinah since 2018.	Inside the Kingdom
		Chairman of the Board of Directors of AWJ Holding Company in Riyadh since 2019.	Inside the Kingdom	Chairman of the Board of Directors of Philips Healthcare Saudi Arabia Limited in Riyadh since 2016	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 Lafana Holding Company in Riyadh since 2015.	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 2015.	Inside the Kingdom
		-	-	Chairman of the Board of Directors of Axantia Holding Company in Riyadh since 2014.	Inside the Kingdom
2	Prince/ Mohammed bin Abdulrahman bin Abdullah Al Saud	-	-	Chairman of the Board of Directors of Al- Safi Danone Co. Ltd. in Riyadh since 2009	Inside the Kingdom
		Member of the Board of Directors and CEO of the Virtual Data Company" Clinicy" in Riyadh since 2016.	Inside the Kingdom	-	-
3	Steven Swinson	Chairman of Comphy SA in Switzerland since 2019.	Outside the Kingdom	-	-
		Partner and Director of Swensen SNC Management and Consulting in Switzerland since 2017.	Outside the Kingdom	-	-
4	Mohamed Omar Idriss Khoudli	-	-	-	-
5	Rami Hassan Naeem Farhat*	Member of the Board of Directors at Mezzan Food Company in Riyadh since 2016	Inside the Kingdom	-	-
6	Bassem Mohamed Bendary Hussein	Member of the Board of Directors of the International Company for Pharmaceutical and Chemical Industries and Medical Appliances in Jordan since 2019.	Inside the Kingdom	-	-
7	Keith Lostaglio	Member of the Board of Directors at Axantia Holding Company in Riyadh since 2020.	Inside the Kingdom	-	-

*Mr. Rami Hasan Naeem Farhat resigned on 20th October 2022. His resignation was approved by the Board and announced on Tadawal Website on 23rd October 2022.

Periodic 2022 BOD Meetings

The Board of Directors meets four 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 2022.

No	Member Name & Position	March 10, 2022	May 12, 2022	July 28, 2022	November 3, 2022
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	Rami Hassan Naeem Farhat* Board Member	✓	✓	✓	✗
6	Bassem Mohamed Bendary Hussein Board Member	✓	✓	✓	✓
7	Keith Lostaglio Board Member	✓	✓	✓	✓

* Rami Hasan Naeem Farhat resigned on 20th October 2022. His resignation was approved by the Board and announced on Tadawal Website on 23rd October 2022.

Board Members' Remuneration for 2022

No.	Member Name & Position	Remuneration
1	Ziad Mohammed Makki Saleh Al-Tunisi Chairman of Board of Directors	Voluntary Waived
2	Prince/ Mohammed bin Abdul Rahman bin Abdullah Al Saud Deputy of Chairman of the Board	Voluntary Waived
3	Steven Swinson Board Member	250,000 SAR
4	Mohamed Omar Idriss Khoudli Board Member	250,000 SAR
5	Rami Hassan Naeem Farhat Board Member	Voluntary Waived
6	Bassem Mohamed Bendary Hussein Board Member	Voluntary Waived
7	Keith Lostaglio Board Member	250,000 SAR

* Mr. Rami Hasan Naeem Farhat resigned on 20th October 2022. His resignation was approved by the Board

The Board Committees

To achieve greater efficiency, Tibbiyah's Board of Directors established (2) Committees (the Internal 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 don't require any amendments.

The Internal Audit Committee

Following Article (54) of the Corporate Governance Regulations issued by the Capital Market Authority, and a decision of the ordinary general assembly in its meeting held on (04/20/2021), The EGM approved the formation of the Audit Committee and defined its tasks, work controls. approved the formation of the Audit Committee and define its tasks, work controls and remunerations of its members and the term of their membership for (5) five years.

The Audit Committee is responsible for monitoring Tibbiyah's business, and for this purpose, it has the right to review its records and documents and to request any clarification or statement from the members of the board of directors or the executive management, and it may ask the board of directors to invite the Tibbiyah's general assembly to convene If the Board of Directors obstructs its work or if the company suffers severe damages or losses.

The Audit Committee shall consider Tibbiyah's 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.

04/20/2021

The EGM approved the formation of the Audit Committee and defined its tasks, work controls.

The 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	Rami Hassan Naeem Farhat* Member of the Audit Committee	Non-executive/ non-independent
3	Mohammed Amer Amer Javed Member of the Audit Committee	Non-executive/ non-independent

* Mr. Rami Hasan Naeem Farhat resigned as Audit Committee Member on 24th October 2022. His resignation was approved by the Board on 24th October 2022 and announced on Tadawal Website on 25th October 2022.

Biographies of the Audit Committee Members

Bassem Mohamed Bendary Hussein

Current Position

- Please review the CVs of the members of the Board of Directors mentioned above..

Previous Jobs and Experience

- Please review the CVs of the members of the Board of Directors mentioned above

Academic Qualification

- Please review the CVs of the members of the Board of Directors mentioned above.

Mr. Bassem's Biography from the "Biographies of The Members of the Board of Directors"

Rami Hassan Naeem Farhat*

Current Position

- Please preview the BOD's biographies mentioned hereinbefore.
Mr. Rami Hasan Naeem Farhat resigned as Audit Committee Member on 24th October 2022. His resignation was approved by the Board on 24th October 2022 and announced on Tadawal Website on 25th October 2022

Previous Jobs and Experience

- Please preview the BOD's biographies mentioned hereinbefore.

Academic Qualification

- Please preview the BOD's biographies mentioned hereinbefore.

Mr. Rami's Biography from the "Biographies of The Members of the Board of Directors"

Mohammed Amer Amer Javed

Current Positions and Experience

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

Academic Qualification

- He held a bachelor's degree in Accounting from the University of Karachi in Pakistan in 1991.
- Holds the Fellowship of the Institute of Chartered Accountants of Pakistan in 1997.

The Audit Committee Meetings

The Audit Committee held its meetings from 1st January 2022 until 31st December 2022 as follows:

No.	Member Name & Position	Meetings held from 1st January 2022 until 31st of December 2022				
		March 9, 2022	May 11, 2022	July 26, 2022	August 22, 2022	October 5, 2022*
1	Bassem Mohamed Bendary Chairman of the Audit Committee	✓	✓	✓	✓	✓
2	Rami Hassan Naeem Farhat Member of the Audit committee	✓	✓	✓	✓	✓
3	Mohammed Amer Amer Javed Member of the Audit committee	✓	✓	✓	✓	✓

This meeting was held before the resignation of Mr. Rami Hassan Naeem Farhat on 24th October 2022.

The Audit Committee Remuneration

No.	Member Name & Position	Remuneration
1	Bassem Mohamed Bendary Chairman of the Audit Committee	Voluntarily Waived
2	Rami Hassan Naeem Farhat Member of the Audit committee	Voluntarily Waived
3	Mohammed Amer Amer Javed Member of the Audit committee	Voluntarily Waived

The Nomination and Remuneration Committee

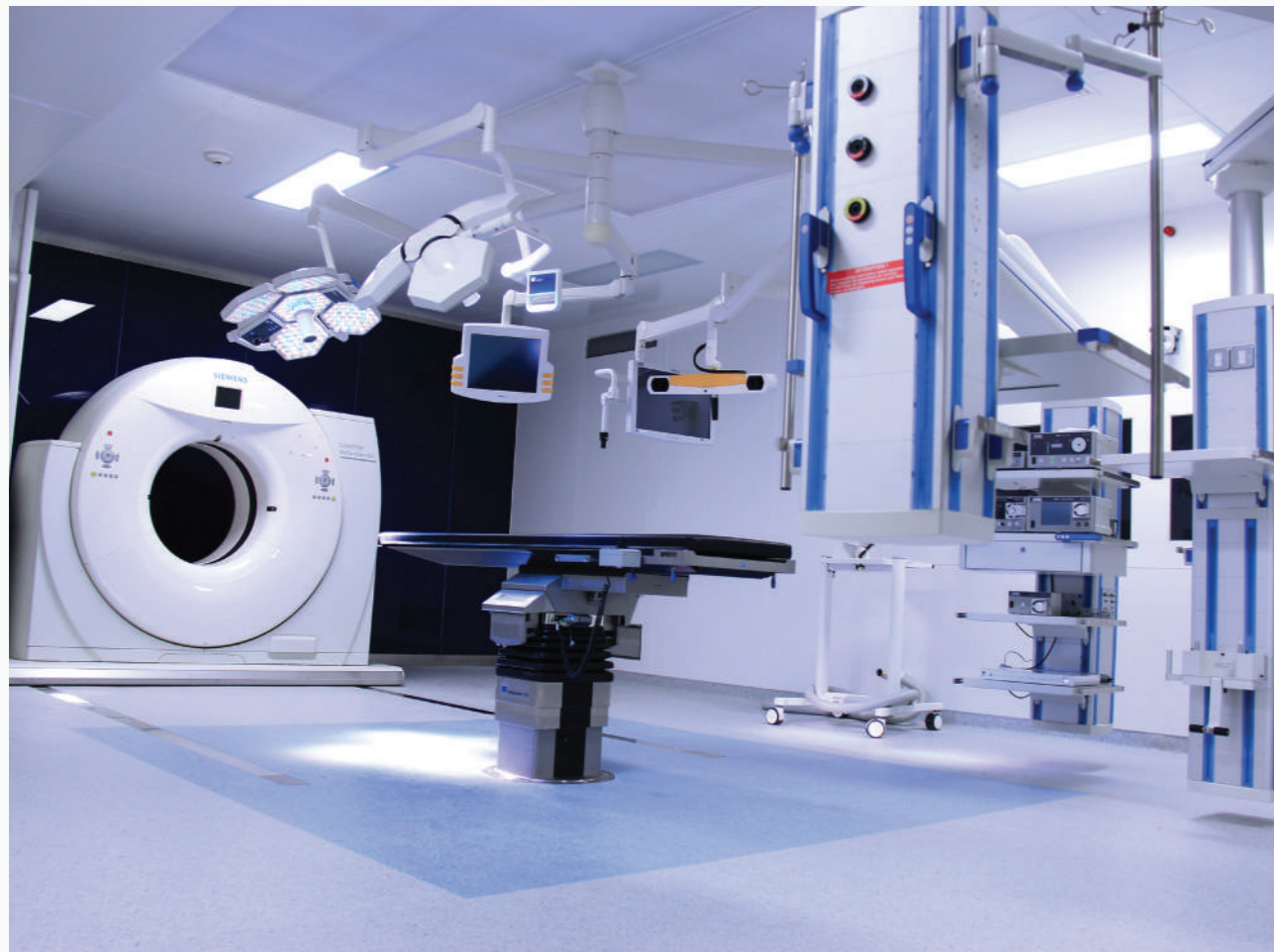
Following Article (61) of the Corporate Governance Regulations issued by the Capital Market Authority and the Extraordinary General Assembly meeting held on (06/29/2022), the company's BOD approved, in its meeting held on (10/17/2022), for the formation of the "Nomination and Remuneration Committee" and define its tasks, consisting of (4) members.

10/17/2022

the formation of the "Nomination and Remuneration Committee"

Most of its members issue all decisions of the Nomination and Remuneration Committee. 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.



The Members of the "Nomination and Remuneration Committee"

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	Mr. Mohammad Omar Idris Khoudli Member of the Nomination and Remuneration committee	Non-executive/ non-independent
4	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 Bn Fahad Bn Ibrahim Al Arfaj

Current Positions and Experience

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

Academic Qualification

- He held a Master in Human Resource Development from Indiana State University (1995).

Steven Swinson

Current Position

- Please review the CVs of the members of the Board of Directors mentioned above..

Previous Jobs and Experience

- Please review the CVs of the members of the Board of Directors mentioned above

Academic Qualification

- Please review the CVs of the members of the Board of Directors mentioned above.

Mr. Steven's Biography from the "Biographies of The Members of the Board of Directors"

Mohammed bin Abdul Rahman bin Abdullah Al Saud

Current Position

- Please review the CVs of the members of the Board of Directors mentioned above..

Previous Jobs and Experience

- Please review the CVs of the members of the Board of Directors mentioned above

Academic Qualification

- Please review the CVs of the members of the Board of Directors mentioned above.

Mr. Mohammed's Biography from the "Biographies of The Members of the Board of Directors"

Bassem Mohamed Bendary Hussein

Current Position

- Please review the CVs of the members of the Board of Directors mentioned above..

Previous Jobs and Experience

- Please review the CVs of the members of the Board of Directors mentioned above

Academic Qualification

- Please review the CVs of the members of the Board of Directors mentioned above.

Mr. Bassem's Biography from the "Biographies of The Members of the Board of Directors"



The "Nomination and Remuneration Committee" Meetings

The "Nomination and Remuneration Committee" held since its creation until December 31, 2022, one (1) meeting during 2022, as shown in the following table:

No.	Member Name & Position	November, 2022
1	Mr. Steven Swinson Chairman of the Nomination and Remuneration committee	✓
2	Mr. Faisal Bn Fahad Bn Ibrahim Al Arfaj Member of the Nomination and Remuneration committee	✓
3	Mr. Mohammad Omar Idris Khoudli Member of the Nomination and Remuneration committee	✓
4	Bassem Mohamed Bendary Hussein Member of the Nomination and Remuneration committee	✓

The "Nomination and Remuneration Committee" Members' Remunerations

Member Name & Position	Remuneration
Mr. Steven Swinson Chairman of the Nomination and Remuneration committee	Voluntary Waived
Mr. Faisal Bn Fahad Bn Ibrahim Al Arfaj* Member of the Nomination and Remuneration committee	Voluntary Waived
Mr. Mohammad Omar Idris Khoudli Member of the Nomination and Remuneration committee	Voluntary Waived
Bassem Mohamed Bendary Hussein Member of the Nomination and Remuneration committee	Voluntary Waived

The Executive Administration

"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. TIBBIYAH executive management members are as follows:

Biographies of Executive Management Members

Alaa Abdul Majeed Amin

Current Positions

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

Previous Posts and Experiences

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

Academic Qualifications

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

Firas Sobhi Sadaqah

Current Positions

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

Previous Posts and Experiences

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

Academic Qualifications

- He holds a bachelor's degree in Electronic Engineering from Yarmouk University, Jordan 2002.

Murali Mohan**Current Positions**

- Chief Financial Officer and Operations Officer, at Arabian International Healthcare Holding Company, since 2017.

Previous Posts and Experiences

- Executive General Manager of Al Faisaliah Group Holding Company, Riyadh, from 2016 to 2017.
- Executive General Manager, Modern Media Systems Company, Riyadh, from 2008 to 2015.
- General Manager of Al Faisaliah Commercial Investment Company, Riyadh, from 2007 to 2008.
- Financial Controller and Head of the Retail Department, Modern Electronic Company, Riyadh, from 2001 to 2007.
- Manager of Information Technology, Al Faisaliah Group Holding Company, Riyadh, from 1999 to 2001.
- Senior Consultant, Ernst & Young & Co., Riyadh, from 1998 to 1999.
- Financial Manager, Al- Ajjal Marble Factory Company, Riyadh, from 1996 to 1998.
- Senior Manager of Financial Affairs, Eicher Group in India, from 1987 to 1995.

Academic Qualifications

- He holds a bachelor's degree in Commerce from the University of Madras, India, 1984.
- He holds a Chartered Accountant Certificate from the Institute of Chartered Accountants of India, 1987.
- He holds a Certificate of Corporate Secretary from the Institute of Company Secretaries, India, 1989.

Samer Yusuf Nasser**Current Positions**

- Customer Support Manager, Arabian International Healthcare Holding Company, since 2004.

Previous Posts and Experiences

- Maintenance Manager, Environmental Consulting Office, from 2002 to 2003.
- Service Engineer, Ministry of Economics and Commerce, Syria, from 1995 to 2002.

Academic Qualifications

- He holds a master's degree in Energetics, from Tishreen University, Syria, in 1996.
- He holds a bachelor's degree in Electrical Engineering from Tishreen University, 1995

Ayman Ababneh**Current Positions**

- General Manager of Sales, Al Faisaliah Medical Systems Company.

Previous Posts and Experiences

- Business Unit Manager at AL Jeel Medical Company, Saudi Arabia, 2014
- Products Marketing Manager at AL Jeel Medical Company, Saudi Arabia, 2014
- Senior Sales and Products Specialist at Al Jeel Medical Company, Saudi Arabia, 2012
- Product Specialist Engineer at AL Jeel Medical Company, Saudi Arabia, 2009
- Technical Service Engineer at United Medical & Electronic Equ., Jordan 2008
- Sales Representative at Life with Herb Company, Jordan 2005

Academic Qualifications

- Ph.D. in Strategic Management and Innovation from LIGS University US, 2020-2021
- The Credential of Readiness (CORe), Business Administration and Management from Harvard University, 2019-2020
- Digital Leadership from Boston University, 2020
- Certified Customer Experience Executive from CX EXECUTIVE ACADEMY, 2019-2020
- Business Analytics from Cornell University USA, 2019
- Executive Leadership Communication Program from INSEAD Business School France, 2018
- Master's Degree in Business Administration from the University of Columbus, USA, 2014
- Bachelor's Degree in Biomedical Engineering from Jordan University for Science & Technology Jordan, 2008

Akram Mohammed Al Tawarah

Current Positions

- Medical Planning Manager, Arabian International Healthcare Holding Company, since 2021.

Previous Posts and Experiences

- Biomedical Engineering Manager, Takamol Holding Company, Al Khobar, from 2016 to 2021.
- Biomedical Engineering Manager, Farooq Medical City, Iraq, from 2012 to 2016.
- Biomedical Engineer, Royal Scientific Society, Jordan, from 1994 to 2012.

Academic Qualifications

- He holds a master's degree in Industrial Engineering, Hashemite University, Jordan 2010.
- He holds a bachelor's degree in Electronic Engineering, Yarmuk University, Jordan, 1994.
- He holds a professional certificate in Risks Management, the American Project Management Institute, Pennsylvania, USA.
- He holds a professional project manager certificate, American Project Management Institute, Pennsylvania, USA.

Ashjan Helmi Abdelghani

Current Positions

- Human Resources Manager, Arabian International Healthcare Holding Company, since 2021.

Previous Posts and Experiences

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

Academic Qualifications

- She holds a bachelor's degree of Computer Sciences King Abdulaziz University, Jeddah, 2004.

Khalil Al-Rahman Mohammed Rafi Al-Din*

Current Positions

- Internal Audit Manager, Arabian international Healthcare Holding Company, since 2018- until 2022

Previous Posts and Experiences

- Head of Internal Audit, National Agricultural Development Company "NADEC", Riyadh, from 2008 to 2018
- Internal Audit Consultant, Saudi Telecom Company, Riyadh, from 2007 to 2008.
- Internal Auditor, National Agricultural Development Company "NADEC", Riyadh, from 2006 to 2007.
- Manager of Internal Audit, Zan Trading Company, Riyadh, from 2002 to 2006.
- Senior Management Accountant, National Glass Company, Riyadh, from 2001 to 2002.
- Financial Manager, Marateg Trading and Contracting Company, Riyadh, 1999 to 2001.
- Supervisor of Financial Planning and Budgets, General Arab Company for Medical Services Ltd, Riyadh, from 1992 to 1999.
- General Accountant, Luluat International Hospital Group, Jubail, from 1988 to 1992.

Academic Qualifications

- He holds a master in Finance Business Administration from St. Mark's and St. John's University, United Kingdom, 2018.
- He holds a master's degree in Business Administration from the University of Wales, UK, in 2011.
- He holds a bachelor's degree in Accounting from the University of Jaffna, Sri Lanka, 1987.
- He holds a certificate of Certified Forgery Examiner, Institute of Forgery Examiners, State of Texas, USA, 2006.

Ahsan Javed**Current Positions**

- New Hired Internal Audit Manager starting on may 2022

Previous Posts and Experiences

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

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 2015
- He is a Qualified Chartered Certified Accountant (FCCA) from the Association of Chartered Certified Accountants (ICAEW) in the UK and achieved Membership in 2012
- He held the Certified Internal Audit (CIA) Certification from the Institute of Internal Auditors (IIA) in the USA in 2020
- He held the Certified Information Systems Auditor (CISA) Certification from the Information Systems Audit and Control Association (CISA) in the USA in 2020
- He earned a Bachelor of Science in Applied Accounting from Oxford Brookes University in the UK in 2012.

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, 2009 to 2011.
- Microbiologist, United Company for Medical Industries Ltd., Riyadh, from 2007 to 2009.

Academic Qualifications

- He held a bachelor's degree in microbiology from King Saud University in Riyadh in 2007.

Bandar Zahrani**Current Positions**

- Customer Relations Director

Previous Posts and Experiences

- Customer Experience Manager MOH at ABBOTT DIAGNOSTIC Company, KSA, 2019
- Account Manager and Business Development at Advanced Electronic Company, KSA, 2014
- Country Sales Manager at GE, KSA, 2012-2014
- Senior Engineer "supervisor" at KFMC, 2009-2012

Academic Qualifications

- Bachelor's Degree in Biomedical Engineering from King Saud University, Riyadh, 2003.

Mahmoud Drdeer**Current Positions**

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

Previous Posts and Experiences

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

Academic Qualifications

- Bachelor of Commerce from Ain Shams University in Cairo
- Accounting CMA, IMA from London Business School BSc., 2021

**Sandeep Kumar
Joginipally**

Current Positions

- Chief Portfolio Officer Healthcare Services- Arabian International Healthcare Holding Company - Tibbiyah Holdings, From July 2021

Previous Posts and Experiences

- Regional Chief Executive Officer - SMC - UAE & Oman, From June 2017 – April 2020
- Chief Operating Officer at AVIVO GROUP, Dubai, From May 2013 – May 2017
- Chief Executive Officer at Apollo Medical Centre, Muscat, Sultanate of Oman, From April 2010 – April 2013
- Chief Operating Officer at Apollo Medical Centre, Muscat, Sultanate of Oman, From April 2006 – April 2010.

Academic Qualifications

- Masters in Hospital Management (MHM) from Apollo Institute of Hospital Administration, Hyderabad (affiliated to Osmania University, Hyderabad).

**Bassel Mounif
El Ammoury**

Current Positions

- Head of Legal and Compliance at Arabian International Healthcare Company since June 2019

Previous Posts and Experiences

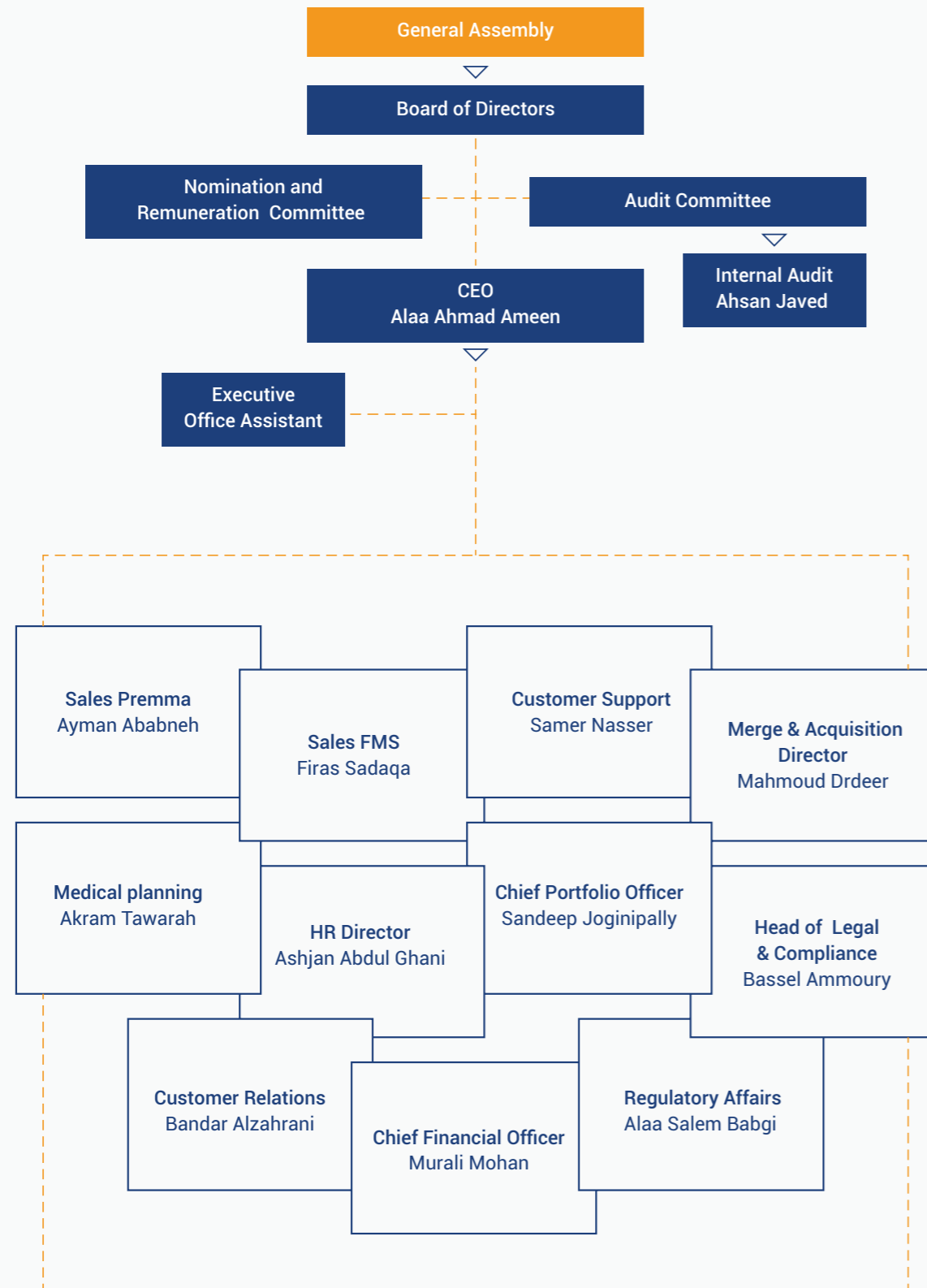
- Senior Legal Adviser and Senior Contract Administrator, Nesma & Partners Contracting Co. Ltd., Riyadh, 2014 to 2019.
- Legal Adviser, Mohammed Al-Jarbou 'Law Firm, Riyadh, from 2011 G to 2014.

Academic Qualifications

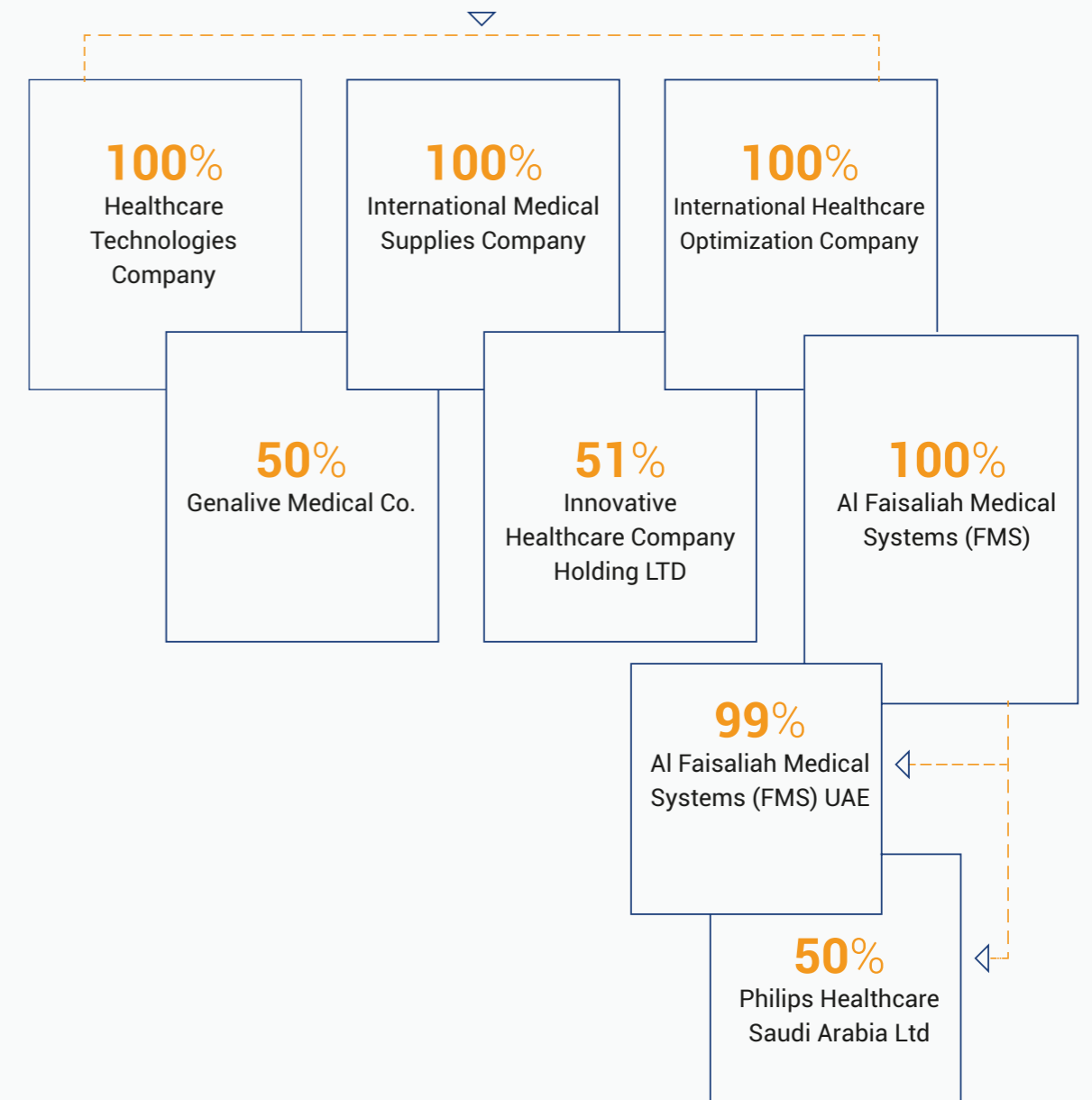
- He holds a bachelor's degree in Law from Lebanese University, Lebanon, 2011.
- He is certified by the Global Compliance Institute ("GCI") as Certified Compliance Manager.



Organization Structure (as of 31st of December, 2022)

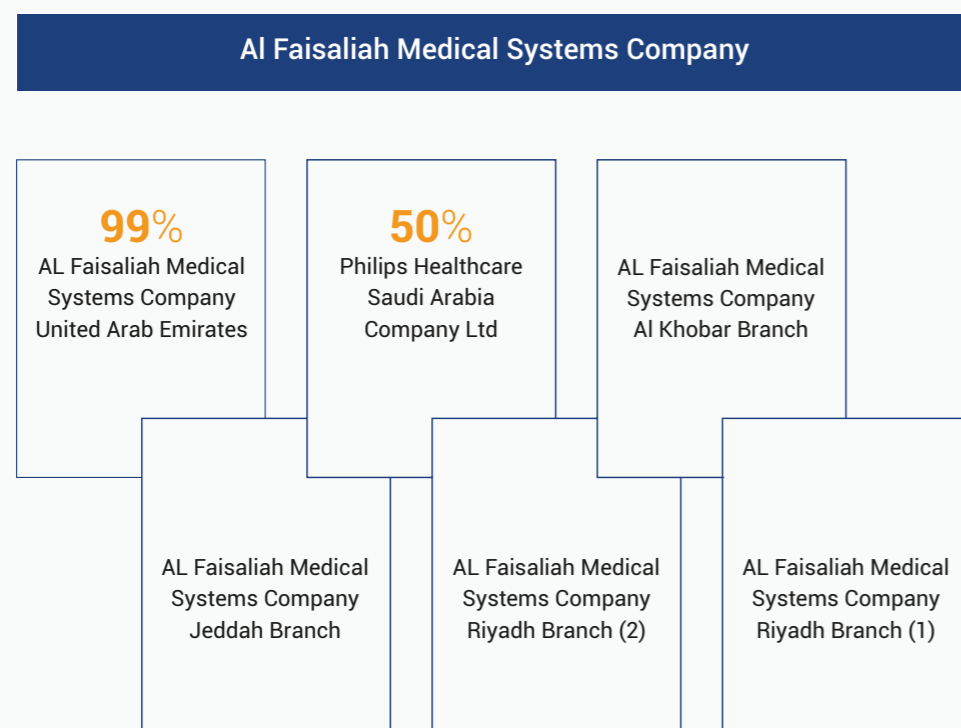


Arabian International Healthcare Holding Company (TIBBIYAH)



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/ 1421 H (corresponding to 20/ 11 / 2000). 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 and its branches and ownership ratios in its subsidiaries:



Ownership Structure of AL Faisaliah Medical Systems

Member Name & Position	No. of Shares	Share value (SAR)	Total Value of Shares (SAR)	Ownership (%)
Arabian International Healthcare Holding Company	1,000,000	10	10,000,000	100.00%
Total	1,000,000	-	10,000,000	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

AL Faisaliah 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 06/04/2008). 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.

300,000 AED

The capital of AL Faisaliah Medical Systems Company

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/ 2013). 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

40,000,000 SAR

The capital of Philips Healthcare Saudi Arabia Company Ltd.

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 register no. 1010337603 issued in Riyadh on 11/06/1433H, (corresponding to 02/05/2012). 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.

500,000
SAR
The capital of International Medical Supplies Company

The following figure shows the branches of International Medical Supplies Company:

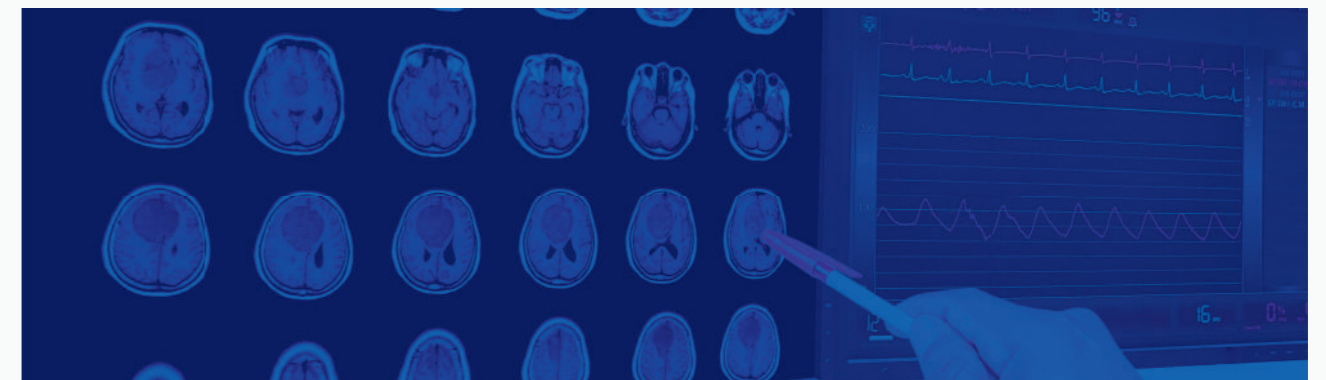


Ownership Structure of International Medical Supplies Company

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 to their Commercial Registrations.

International Medical Supplies Company	<p>Activities</p> <p>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.</p>
International Medical Supplies Company – Jeddah Branch	<p>Activities</p> <p>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.</p>
International Medical Supplies Company – Al Khobar branch	<p>Activities</p> <p>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.</p>

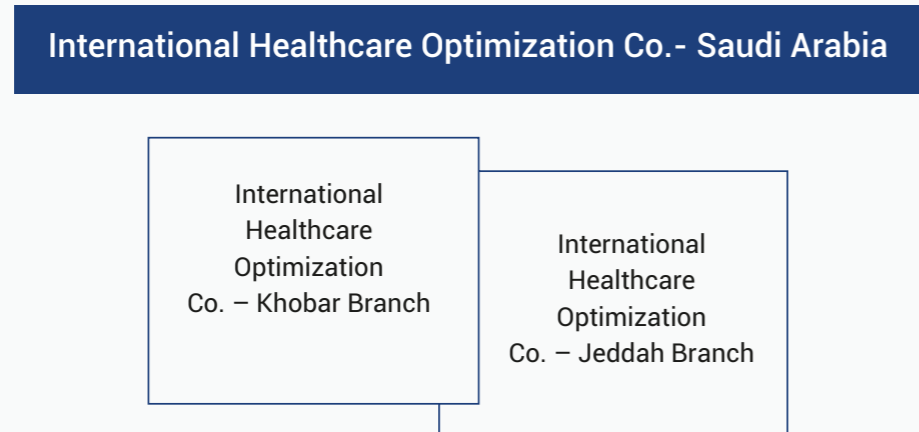


International Healthcare Optimization Company

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

500,000
SAR
The capital of
The International
Healthcare
Optimization Company

The following figure shows the branches of International Medical Supplies Company:



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

<p>International Healthcare Optimization Company</p>	<p>Activities</p> <p>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.</p>
<p>International Medical Supplies Company – Jeddah Branch</p>	<p>Activities</p> <p>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</p>
<p>International Medical Supplies Company – Al Khobar branch</p>	<p>Activities</p> <p>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.</p>

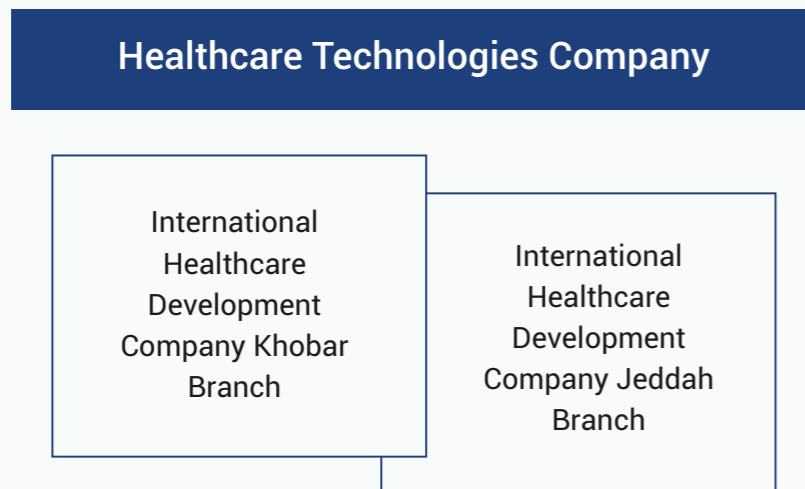


Healthcare Technologies Company

Healthcare Technologies Company is a Limited Liability Company under commercial Registration no. (1010 211341), issued in Riyadh on 18/06/1426H (corresponding to 24/07/2005). 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.

500,000
SAR
The capital of
Healthcare Technologies
Company

Branches of the Healthcare Technologies Company



The 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

<p>Healthcare Technologies Company</p>	<p>Activities</p> <p>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.</p>
<p>Healthcare Technologies Company - Jeddah Branch</p>	<p>Activities</p> <p>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.</p>
<p>Healthcare Technologies Company Al Khobar Branch</p>	<p>Activities</p> <p>Supply of medical equipment and devices: supplies & medical equipment warehousing.</p>



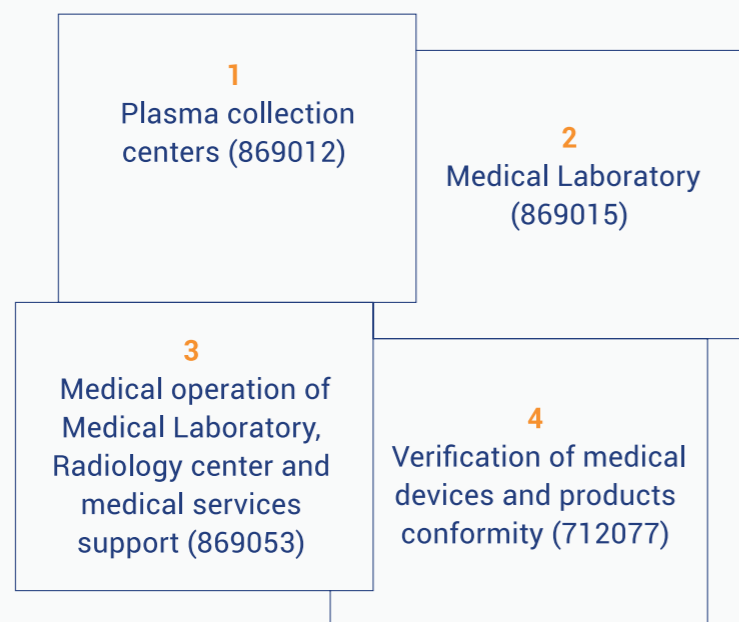
Genalive Medical Company (Genalive)

Genalive Medical Company (Genalive) 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

Shareholder	No. of Shares	Value of Each Share	Total SR	Percentage
Arabian International Healthcare Holding Company	25000	10	250,000	50%
BGI Almanahil Health for Medical Services	25000	10	250,000	50%
Total	50,000	10	500,000	100%

Company Activities



Innovative Healthcare Company Holdings Ltd

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

Ownership Structure of Innovative Healthcare Company Holdings Ltd

Shareholder	No. of Shares	Value of Each Share (USD)	Total USD	Percentage
Arabian International Healthcare Holding Company	51	1	51\$	51%
LE MONDE HOLDING LTD	49	1	49\$	49%
Total	100	1	100\$	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 2022, with a brief description of them and their reasons:

Nature of Payment	Actual Payment	
	2021	2022
Zakat Payment	24,000,000.00	11,420,296.20
VAT Payment	7,890,457.68	1,577,373.50
MOI / Jawazat Payment	195,550.00	156,000.00
MOL / License Renewal Payment	2,032,916.50	1,941,709.15
GOSI Payment	3,634,855.70	4,457,013.15
Grand Total	37,753,779.88	19,552,392.00



Penalties and Sanctions

During 2022, “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 2022 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 2022 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. In addition to the possibility of holding general assembly meetings through modern technology, "online meetings."

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 the internal 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 a list of the dates of the extraordinary general assembly meetings held during 2022, and the names of the members of the BOD who attended them:

No.	Member Name & Position	Meeting held in 06/29/2022
1	Ziad Mohammed Makki Saleh Al-Tunisi Chairman	✓
2	Prince/ Mohammed bin Abdul Rahman bin Abdullah Al Saud Vice Chairman	✓
3	Steven Swinson Member	✓
4	Mohamed Omar Idriss Khoudli Member	✗
5	Rami Hassan Naeem Farhat Member	✓
6	Basem Mohamed Bendary Hussein Member	✓
7	Keith Lostaglio Member	✓

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

No	Decisions and recommendations	Approval (%)
1	Approval of the Board of Directors' report for the fiscal year ending on December 31, 2021	98.18 %
2	Approval of the financial statements for the fiscal year ending on December 31, 2021.	98.18 %
3	Approval of the auditor's report for the fiscal year ending on December 31, 2021.	98.18 %
4	Approval of the audit committee report for the year ending on December 31, 2021.	98.18 %
5	Approving the approval of the Nominations and Remuneration Committee Regulations.	97.62 %
6	Approving the release of the members of the Board of Directors from liability for the fiscal year ending on December 31, 2021.	97.55 %
7	Approving the appointment of the auditor of the company from among the candidates, based on the recommendation of the Audit Committee, in order to examine, review and audit the semi-annual and annual financial statements for the fiscal year ending on December 31, 2022, and determine his fees.	98.05 %
8	Approval of the Board of Directors' recommendation to distribute cash dividends in the amount of 60,000,000 riyals (sixty million Saudi riyals) to shareholders for the financial period ending on December 31, 2021, at (3) riyals per share, at a rate of (30%) of the capital, provided that the eligibility is for shareholders who own shares at the end of trading on the day of the assembly Public and registered in the company's shareholder register with the Securities Depository Center Company (Depository Center) at the end of the second trading day following the due date, provided that the dividends will be distributed on July 18, 2022.	99.97 %
9	Approving the shares program allocated to employees approved by the Board of Directors of the company on 4/21/2022, and authorizing the Board of Directors to determine the terms of this program, including the allocation price for each share offered to employees if it is for a fee.	97.63 %
10	Approval of the company's purchase of a number of shares, with a maximum of (210,000) of its shares, with the aim of allocating them to the company's employees within the employee shares program. not ordinary. The company will keep the purchased shares for a period not exceeding (3) years from the date of approval of the Extraordinary General Assembly as a maximum until they are allocated to the eligible employees. above.	97.71 %
11	Approving the amendment of Article (1) of the company's bylaws related to (transformation).	99.29 %
12	Approving the amendment of Article (2) of the company's bylaws related to (company name).	99.25 %
13	Approving the amendment of Article (14) of the company's bylaws related to (share certificates).	99.29 %
14	Approving the amendment of Article (15) of the company's bylaws related to the (shareholders register).	99.28 %
15	Approving the amendment of Article (16) of the company's basic system related to (the company's purchase of its shares).	99.71 %

No	Decisions and recommendations	Approval (%)
16	Approving the amendment of Article (23) of the company's bylaws related to (the vacant position in the Board of Directors).	99.29 %
17	Approving the amendment of Article (24) of the company's basic system related to (the powers of the board of directors).	99.23 %
18	Approving the amendment of Article (27) of the company's basic system related to (Board of Directors meetings).	99.28 %
19	Approving the amendment of Article (36) of the company's basic system related to (registry of attending assemblies).	99.22 %
20	Approving the amendment of Article (39) of the company's bylaws related to (voting in assemblies).	99.28 %
21	Approving the amendment of Article (48) of the company's bylaws related to (the powers of the auditor).	99.29 %
22	Approving the amendment of the second paragraph of Article (50) of the company's bylaws related to (financial documents).	99.28 %
23	Approving the amendment of Article (51) of the company's bylaws related to (dividend distribution).	98.12 %
24	Approval of adding an article to the company's bylaws No. (30) related to (conflict of interests).	99.66 %
25	Approval of adding an article to the company's bylaws No. (42) related to (Board Committees).	99.22 %
26	Approval of adding an article to the company's bylaws No. (47) related to (Nominations and Remunerations Committee).	99.59 %
27	Approval of renumbering the articles of the company's articles of association.	99.31 %
28	Approving the authorization of the Board of Directors to distribute interim cash dividends on a semi-annual basis for the fiscal year 2022, in the event that the item of amending Article (51) of the company's basic system related to the distribution of profits is approved and is included for voting on the agenda of the current assembly.	99.91 %



The Announcements on Tadawul 2022:

No.	Date	Description
1	1444/06/02 26/12/2022	Announcing subsequent updates related to its previous announcement pertaining the signing of a definitive Joint Venture Agreement with BGI ALMANAHIL HEALTH FOR MEDICAL SERVICES to establish a Limited Liability Company in the Kingdom of Saudi Arabia.
2	1444/05/28 22/12/2022	Announcing that International Medical Supplies Co. (Premma Health); a subsidiary company owned 100% by "TIBBIYAH", signs off a Contract (Supply as per request / Blanket Agreement) of 31,052,420 Saudi Riyals with National United Procurement Company (NUPCO) under the Tender NPT0008/19).
3	1444/05/27 21/12/2022	Announcing that Al Faisaliah Medical Systems Co; a subsidiary owned 100% by "TIBBIYAH", signs off a Contract (Sell, Supply and installation of Medical Devices) of 36,444,228 Saudi Riyals with National United Procurement Company (NUPCO) under the Tender NPT0052/20.
4	1444/05/25 19/12/2022	Announcing that International Medical Supplies Co. (Premma Health); a subsidiary company owned 100% by "TIBBIYAH", signs off a Contract (Sell and Supply) of 74,677,416 Saudi Riyals with National United Procurement Company (NUPCO) under the Tender NPT0008/19.
5	1444/04/15 09/11/2022	Correction announcement in regards to the Result of the entire Purchase for its Shares.
6	1444/04/15 09/11/2022	Announcing the Result of the entire Purchase for its Shares (One Tranche).
7	1444/03/29 25/10/2022	Announcing the Resignation of an Audit Committee Member.
8	1444/03/29 25/10/2022	Addendum Announcement related to its Board member Resignation Announcement.
9	1444/03/27 23/10/2022	Announcing Resignation of a Board Member.
10	1444/02/03 30/08/2022	Announcing completing the acquisition of a 51% stake in Innovative Care Company - New You Medical Center.
11	1444/02/02 29/08/2022	Announcing its Interim Financial Results for the Period Ending on 30-6-2022 (Six Months).
12	1443/12/28 27/07/2022	Announcing the signing of a definitive Joint Venture Agreement with BGI ALMANAHIL HEALTH FOR MEDICAL SERVICES to establish a Limited Liability Company in the Kingdom of Saudi Arabia.
13	1443/12/27 26/07/2022	Announcing the receipt of the preliminary decision No. 3080 for the year 1443 AH related to the registered case No. 329 for year 1439 H.
14	1443/12/27 26/07/2022	Announcing the signing of a definitive Joint Venture Agreement with UNILABS DIAGNOSTICS AB to establish a Limited Liability Company owned 51% by UNILABS – 49% by TIBBIYAH in the Kingdom of Saudi Arabia.
15	1443/12/06 05/07/2022	Correction announcement in regards to the Results of the Extraordinary General Assembly Meeting, (First Meeting) held on 30 Dhu al-Qa'dah 1443 H, corresponding to 29 June 2022.

No.	Date	Description
16	1443/12/01 30/06/2022	Announcing the Results of the Extraordinary General Assembly Meeting, (First Meeting) held on 30 Dhu al-Qa'dah 1443 H, corresponding to 29 June 2022 at 06:30 PM through means of modern technology.
17	1443/11/20 19/06/2022	Correction announcement in regards to Invite its Shareholders to Attend the (First Meeting) Extraordinary General Assembly Meeting through means of modern technology.
18	1443/11/09 08/06/2022	Announcing to Invites its Shareholders to Attend the (First Meeting) Extraordinary General Assembly Meeting through means of modern technology.
19	1443/08/24 27/03/2022	Correction announcement in regards to its Annual Financial Results for the Period Ending on 31-12-2021.
20	1443/08/13 16/03/2022	Correction announcement from Arabian International Healthcare Holding Co. in regards to the distribution of cash dividend for Fiscal Year 2021 published on 13-03-2022.
21	1443/08/11 14/03/2022	Addendum announcement in regards to the distribution of cash dividend for Fiscal Year 2021.
22	1443/08/10 13/03/2022	Announces the distribution of cash dividend for Fiscal Year 2021.
24	1443/08/10 13/03/2022	Announcing the Annual Financial Results for the Period Ending on 31-12-2021.
25	1443/08/10 13/03/2022	Announcing Signing an Agreement for Acquisition of Innovative Care Company - New You Medical Center.



Sustainability and ESG

Sustainability

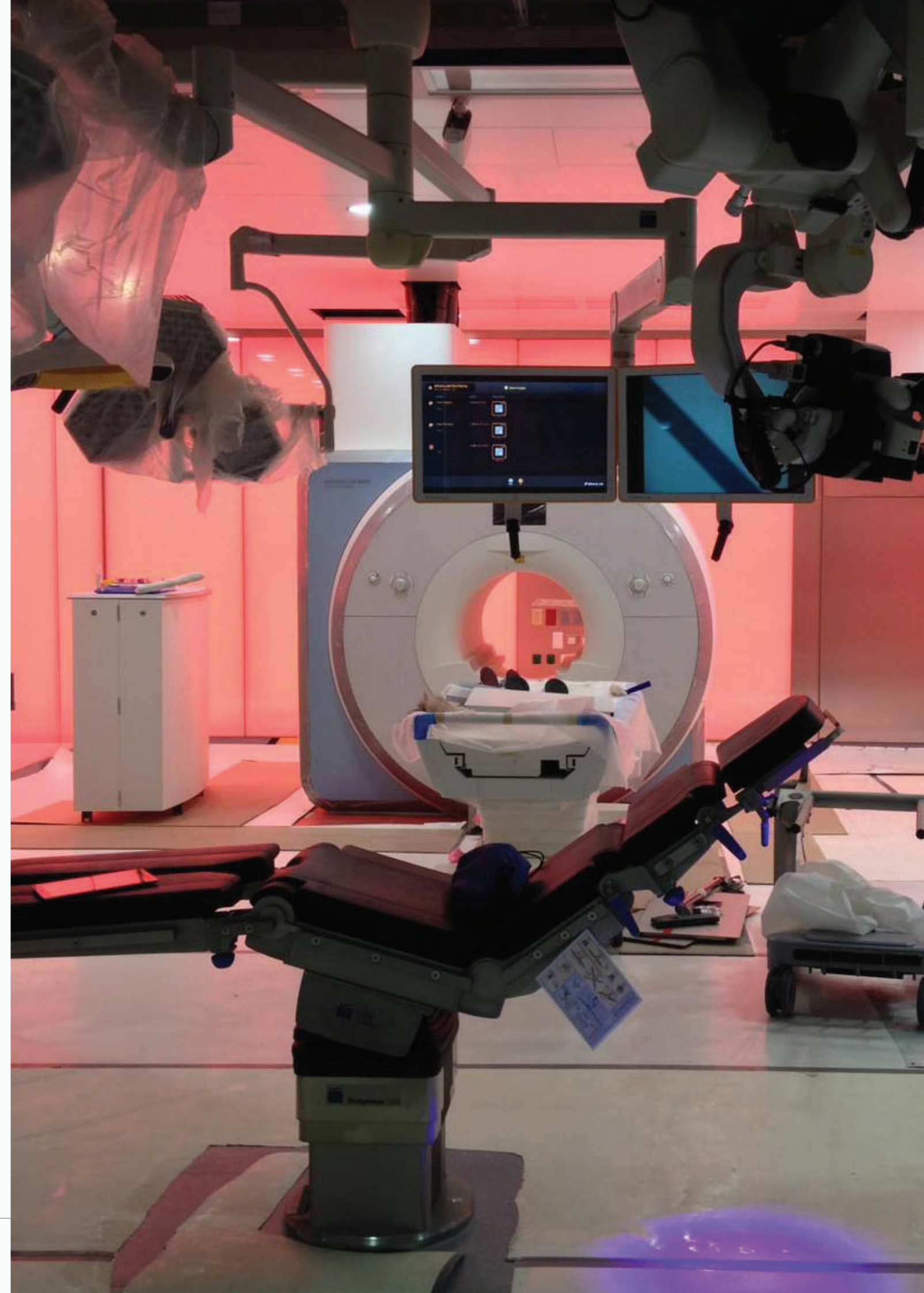
Arabian International Healthcare Holding Company ("TIBBIYAH") integrates the value of sustainability in all its activities in a way that contributes to meeting the legislative requirements of the business and managing the risks associated with its business. It takes into account social, environmental, 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:

Quality and Safety Department

Certified affiliate Company	ISO Standard.	CertificateNumber	Certificate Valid From	Certificate expiry
AL Faisaliah Medical Systems Company	(ISO 9001:2015)	SA18/2577	08/03/2023	08/03/2024
AL Faisaliah Medical Systems Company	(ISO: 13485:2016)	PK10/81900	30/11/2022	30/11/2025
International Medical Supplies Company	(EN ISO: 13485:2016)	SA21/21232347280	19/03/2021	19/11/2024
International Medical Supplies Company	(ISO 9001:2015)	SA15/92821	07/11/2020	07/11/2023



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.

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
- Work on energy conservation.

Risk Management and Business Continuity Policy

Effective risk management is essential to executing corporate strategies, creating sustainable shareholder value, protecting the brand, and ensuring 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 preparedness, 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, including:

- The risk management framework approved by the board of directors.
- Documented policies and procedures.
- Maintaining records.
- Continuing observation of organizational obligations.
- Preparation of internal and external reports.

Risk Factors

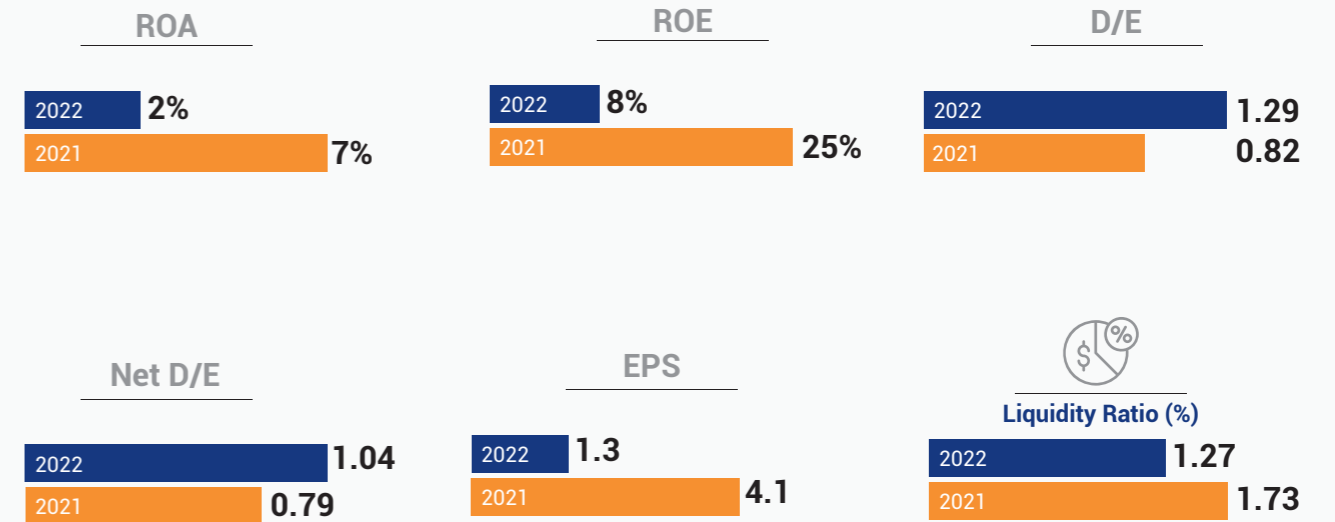
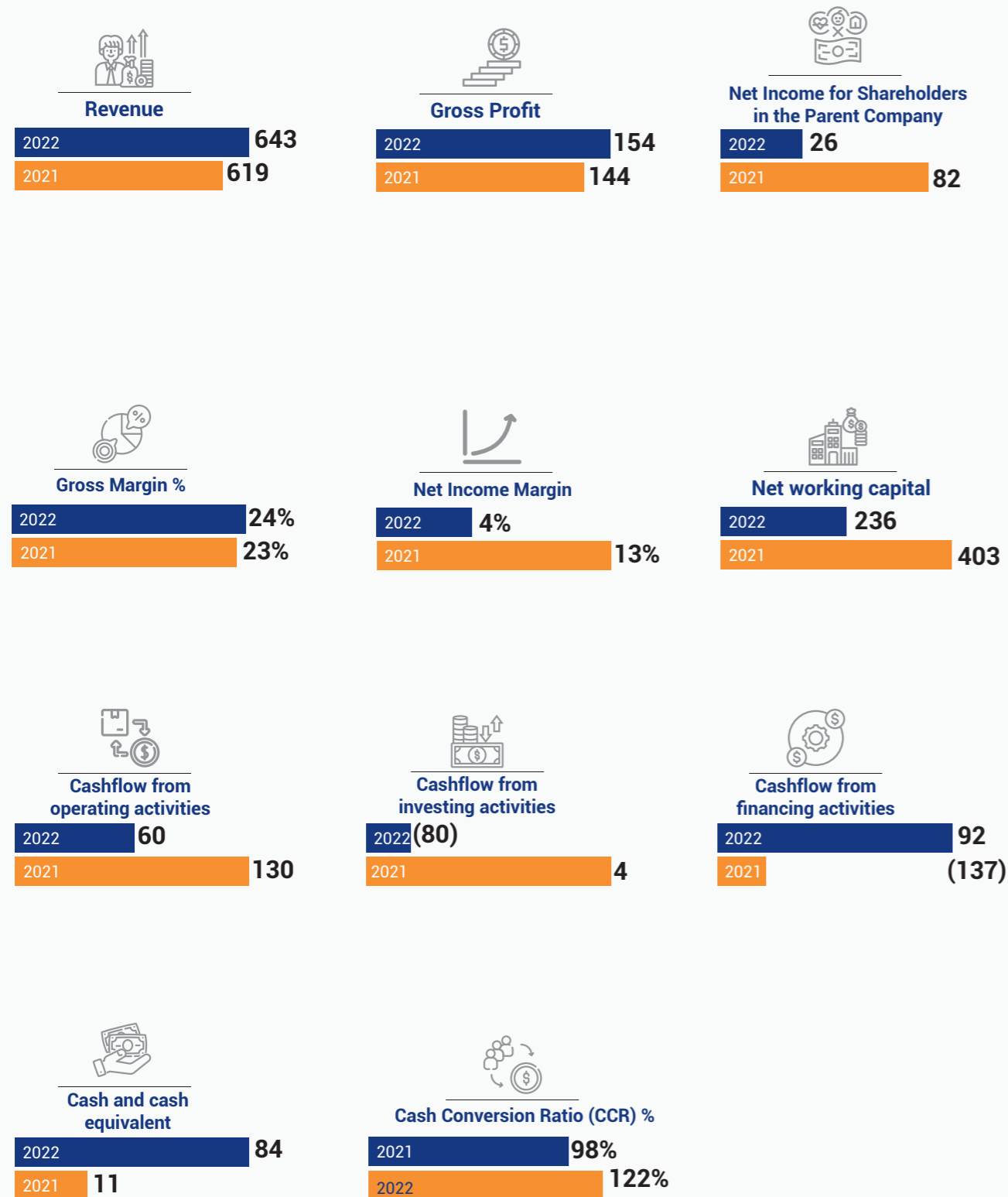
The risks below are listed in an order that does not reflect their significance. Also, additional risks, including risks not currently known or considered immaterial at present, are as follows:

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 Customer 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
11. Risks related to political and economic instability in the Middle East
12. Risks 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. Risk related to reduction in Market share due to not timely adopting to new government initiatives.
19. Risks related to Non-compliance with Existing Regulations and Laws and/or the Issuance of New Regulations and Laws.

Additional Compliances requirements to be added (NO. 8)



The Financial Performance



Arabian International
Healthcare Holding Company

Head Office:
Qortubah, Al Marhoma Street
Riyadh Saudi Arabia
Tel: +966 11 243 9494,
Email: info@tibbiyah.com

tibbiyah.com



TIBBIYAH
طبيية 
الشركة الطبية العربية العالمية القابضة
Arabian International Healthcare Holding company