SAUDI MANPOWER SOLUTIONS COMPANY
(A LISTED JOINT STOCK COMPANY)

CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS

(Un-audited)

FOR THE THREE-MONTH AND SIX-MONTH PERIODS ENDED JUNE 30, 2026
WITH THE INDEPENDENT AUDITOR'S REVIEW REPORT

INDEPENDENT AUDITOR'S REVIEW REPORT ON THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS

TO THE SHAREHOLDERS OF SAUDI MANPOWER SOLUTIONS COMPANY (A LISTED JOINT STOCK COMPANY)

INTRODUCTION

We have reviewed the accompanying condensed consolidated interim financial statements of Saudi Manpower Solutions Company (the "Company") and its subsidiaries (collectively referred to as the "Group") as of June 30, 2026 which comprises;

- Consolidated interim statement of financial position as at June 30, 2026
- Consolidated interim statement of profit or loss and other comprehensive income for the three-month and six-month periods then ended;
- Consolidated interim statement of changes in equity for the six-month period then ended;
- Consolidated interim statement of cash flows for the six-month period then ended; and
- Notes to the condensed consolidated interim financial statements

Management is responsible for the preparation and presentation of these condensed consolidated interim financial statements in accordance with International Accounting Standard 34 - "Interim Financial Reporting" ("IAS 34") that is endorsed in the Kingdom of Saudi Arabia. Our responsibility is to express a conclusion on these condensed consolidated interim financial statements based on our review.

SCOPE OF REVIEW

We conducted our review in accordance with International Standard on Review Engagement 2410, "Review of Interim Financial Information Performed by the Independent Auditor of the Entity", that is endorsed in the Kingdom of Saudi Arabia. A review of condensed consolidated interim financial statements consists of making inquiries, primarily of persons responsible for financial and accounting matters and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

CONCLUSION

Based on our review, nothing has come to our attention that causes us to believe that the accompanying condensed consolidated interim financial statements are not prepared, in all material respects, in accordance with "IAS 34" as endorsed in the Kingdom of Saudi Arabia.

For PKF Al Bassam Chartered Accountants

Ibrahim Ahmed Al Bassam
Certified Public Accountant
License No. 337
Khobar, Kingdom of Saudi Arabia
Safar 26, 1448H
Corresponding to: August 9, 2026

شركة بي كي اف البسام
محاسبون ومراجعون قانونيون
C. R. 1010385804
PKF Al Bassam
chartered accountants

SAUDI MANPOWER SOLUTIONS COMPANY
(A LISTED JOINT STOCK COMPANY)
CONSOLIDATED INTERIM STATEMENT OF FINANCIAL POSITION
AS AT JUNE 30, 2026
(Expressed in Saudi Riyals "⃁")

	Notes	June 30, 2026 (Un-audited)	December 31, 2025 (Audited)
ASSETS			
Non-current assets			
Property and equipment, net	3	**196,683,992**	182,152,491
Projects under construction		**1,211,712**	2,107,298
Right-of-use assets, net	4	**53,971,599**	55,757,231
Intangible assets, net	6	**8,655,663**	8,695,985
Islamic murabaha time deposits	5	**10,000,000**	10,000,000
Visas in use	8	**9,493,196**	9,411,879
Recruitment fee	9	**14,513,022**	11,092,408
Investment at fair value through other comprehensive income (FVTOCI)		**4,633,692**	4,428,327
Total non-current assets		**299,162,876**	283,645,619
Current assets			
Trade receivables, net	7	**349,297,243**	344,008,347
Prepayments and other assets		**111,485,351**	125,452,386
Contract assets		**40,892,814**	33,739,563
Islamic murabaha time deposits	5	**256,042,000**	246,613,916
Visas in use	8	**23,889,755**	22,229,491
Recruitment fee	9	**39,650,116**	49,741,508
Available visas	11	**31,244,000**	22,306,000
Due from related parties	17	**33,781,725**	29,344,376
Investments at fair value through profit or loss		**4,695,662**	4,842,259
Cash and cash equivalents		**58,596,544**	59,985,767
Total current assets		**949,575,210**	938,263,613
TOTAL ASSETS		**1,248,738,086**	1,221,909,232
EQUITY AND LIABILITIES			
Equity			
Share capital	1	**400,000,000**	400,000,000
Contractual reserve	19	**120,000,000**	120,000,000
Other reserves	20	**(15,512,021)**	(13,834,964)
Retained earnings		**165,923,290**	132,729,630
Total equity		**670,411,269**	638,894,666

The accompanying notes form an integral part of these condensed consolidated interim financial statements.

CONSOLIDATED INTERIM STATEMENT OF FINANCIAL POSITION
AS AT JUNE 30, 2026
(Expressed in Saudi Riyals "⃁")

	Notes	June 30, 2026 (Un-audited)	December 31, 2025 (Audited)
EQUITY AND LIABILITIES (Continued)			
Liabilities			
Non-current liabilities			
Employees' defined benefits obligation		**140,960,721**	130,262,812
Retained deposits		**28,780,870**	25,632,044
Lease liabilities		**33,851,152**	33,458,126
Provision for share of loss from investment in a joint venture	12	**8,950,216**	14,357,739
Total non-current liabilities		**212,542,959**	203,710,721
Current liabilities			
Trade payables		**13,365,641**	39,641,661
Unearned revenues		**32,463,247**	44,983,454
Accrued expenses and other liabilities		**255,458,940**	217,939,118
Retained deposits		**43,644,140**	42,330,938
Lease liabilities		**11,535,178**	17,173,877
Accrued zakat	13	**9,316,712**	17,234,797
Total current liabilities		**365,783,858**	379,303,845
TOTAL LIABILITIES		**578,326,817**	583,014,566
TOTAL EQUITY AND LIABILITIES		**1,248,738,086**	1,221,909,232

Finance Director	Chief Financial Officer	Chief Executive Officer	Chairman

The accompanying notes form an integral part of these condensed consolidated interim financial statements.

SAUDI MANPOWER SOLUTIONS COMPANY
(A LISTED JOINT STOCK COMPANY)
CONSOLIDATED INTERIM STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE THREE-MONTH AND SIX-MONTH PERIODS ENDED JUNE 30, 2026
(Expressed in Saudi Riyals "⃁")

	Note	For the three-month period ended		For the six-month period ended	
		June 30, 2026 (Un-audited)	June 30, 2025 (Un-audited)	**June 30, 2026 (Un-audited)**	June 30, 2025 (Un-audited)
Revenue	14	**570,742,471**	513,802,449	**1,127,758,962**	1,011,799,807
Cost of revenue		**(489,767,764)**	(447,139,129)	**(961,338,883)**	(875,645,750)
Gross profit		**80,974,707**	66,663,320	**166,420,079**	136,154,057
General and administrative expenses		**(17,205,008)**	(15,484,211)	**(34,086,736)**	(31,036,144)
Selling and marketing expenses		**(6,699,341)**	(5,313,582)	**(13,287,415)**	(10,610,235)
Allowance for impairment of trade receivables	7	**(6,219,651)**	(4,406,417)	**(13,296,426)**	(6,805,265)
Provision for advance to suppliers	10	**(2,737,134)**	(5,906,943)	**(6,500,096)**	(5,906,943)
Operating profit for the period		**48,113,573**	35,552,167	**99,249,406**	81,795,470
Finance cost on employees' defined benefit obligations and lease liabilities		**(1,946,531)**	(1,733,716)	**(3,950,841)**	(3,487,259)
Other income, net		**3,245,344**	2,121,805	**9,057,574**	6,023,364
Share of loss from investment in a joint venture	12	**(1,906,201)**	(3,756,817)	**(4,092,477)**	(7,507,565)
Profit for the period before zakat		**47,506,185**	32,183,439	**100,263,662**	76,824,010
Zakat expense		**(2,890,001)**	(2,655,000)	**(7,070,002)**	(6,810,000)
Net profit for the period		**44,616,184**	29,528,439	**93,193,660**	70,014,010
Other comprehensive income					
Items that will not be reclassified to profit or loss					
Loss on remeasurement of employees' defined benefit liabilities		**(1,335,459)**	(2,837,008)	**(1,882,422)**	(5,469,855)
Change in the fair value of investment at FVTOCI		**205,365**	960,765	**205,365**	960,765
Other comprehensive loss for the period		**(1,130,094)**	(1,876,243)	**(1,677,057)**	(4,509,090)
Total comprehensive income for the period		**43,486,090**	27,652,196	**91,516,603**	65,504,920
Earnings per share attributable to shareholders of the Company:					
Basic and diluted earnings per share	15	**0.11**	0.07	**0.23**	0.18

Finance Director	**Chief Financial Officer**	**Chief Executive Officer**	**Chairman**

The accompanying notes form an integral part of these condensed consolidated interim financial statements.

SAUDI MANPOWER SOLUTIONS COMPANY
(A LISTED JOINT STOCK COMPANY)
CONSOLIDATED INTERIM STATEMENT OF CHANGES IN EQUITY
FOR THE SIX-MONTH PERIOD ENDED JUNE 30, 2026
(Expressed in Saudi Riyals "⃁")

	Note	Share capital	Contractual reserve	Other reserves	Retained earnings	Total equity
Balance as at January 1, 2025 - (audited)		400,000,000	120,000,000	(1,740,381)	82,089,473	600,349,092
Net profit for the period		-	-	-	70,014,010	70,014,010
Other comprehensive loss for the period		-	-	(4,509,090)	-	(4,509,090)
Total comprehensive (loss) / income for the period		-	-	(4,509,090)	70,014,010	65,504,920
Dividends		-	-	-	(52,000,000)	(52,000,000)
Balance as at June 30, 2025 - (un-audited)		400,000,000	120,000,000	(6,249,471)	100,103,483	613,854,012
Balance as at January 1, 2026 - (audited)		**400,000,000**	**120,000,000**	**(13,834,964)**	**132,729,630**	**638,894,666**
Net profit for the period		-	-	-	**93,193,660**	**93,193,660**
Other comprehensive loss for the period		-	-	**(1,677,057)**	-	**(1,677,057)**
Total comprehensive (loss) / income for the period		-	-	**(1,677,057)**	**93,193,660**	**91,516,603**
Dividends	22	-	-	-	**(60,000,000)**	**(60,000,000)**
Balance as at June 30, 2026 - (un-audited)		400,000,000	120,000,000	**(15,512,021)**	**165,923,290**	**670,411,269**

Finance Director | **Chief Financial Officer** | **Chief Executive Officer** | **Chairman**

The accompanying notes form an integral part of these condensed consolidated interim financial statements.

SAUDI MANPOWER SOLUTIONS COMPANY
(A LISTED JOINT STOCK COMPANY)
CONSOLIDATED INTERIM STATEMENT OF CASH FLOWS
FOR THE SIX-MONTH PERIOD ENDED JUNE 30, 2026
(Expressed in Saudi Riyals "⃁")

	For the six-month period ended	
	June 30, 2026 (Un-audited)	June 30, 2025 (Un-audited)
OPERATING ACTIVITIES		
Profit for the period before zakat	**100,263,662**	76,824,010
Adjustment for:		
Depreciation on property and equipment	**10,156,355**	7,984,414
Depreciation on right of use assets	**10,026,629**	9,168,242
Amortization of intangible assets	**2,024,690**	1,599,704
Amortization of visas in use	**17,186,230**	16,323,004
Amortization of recruitment fee	**34,081,857**	35,967,827
Income earned on Islamic murabaha time deposits	**(6,992,493)**	(6,647,752)
Finance charges on employees' defined benefits obligation and lease liabilities	**3,950,841**	3,487,259
Current service cost for employees' defined benefit obligations	**20,513,763**	19,847,091
Allowance for impairment of trade receivables	**13,296,426**	6,805,265
Share of loss from investment in a joint venture	**4,092,477**	7,507,565
(Gain) / loss on sale of property and equipment	**(1,601,674)**	127,371
Loss on the derecognition of right of use assets and lease liabilities	**30,098**	1,095,694
Loss on investments at fair value through profit or loss	**146,597**	180,753
Provision for advance to suppliers	**6,500,096**	5,906,943
	213,675,554	186,177,390
Changes in working capital		
Trade receivables	**(18,585,322)**	(65,927,228)
Prepayments and other assets	**11,456,197**	(42,096)
Contract assets	**(7,153,251)**	(8,654,645)
Due from related parties	**(4,437,349)**	(7,357,176)
Available visas	**(28,712,000)**	(15,960,000)
Recruitment fee	**(30,554,148)**	(35,230,504)
Retained deposits	**4,462,028**	139,119
Unearned revenues	**(12,520,207)**	(1,807,856)
Trade payables	**(26,276,020)**	750,828
Accrued expenses and other liabilities	**37,519,822**	29,176,001
Cash generated from operations	**138,875,304**	81,263,833
Employees' defined benefits obligation benefits paid	**(14,313,581)**	(18,198,905)
Zakat paid	**(14,988,087)**	(14,317,427)
Net cash generated from operating activities	**109,573,636**	48,747,501
INVESTING ACTIVITIES		
(Placements) / Proceeds of Islamic murabaha time deposits	**(5,000,000)**	35,000,000
Proceeds from income on Islamic murabaha time deposits	**2,564,409**	5,409,678
Additions to property and equipment	**(23,577,147)**	(1,221,020)
Addition to intangible assets	**(1,984,368)**	(1,381,132)
Additions to projects under construction	**(417,983)**	(30,800)
Proceeds from disposal of property and equipment	**1,804,534**	7,702
Additions to investment in a joint venture	**(9,500,000)**	-
Net cash (used in) / generated from investing activities	**(36,110,555)**	37,784,428
FINANCING ACTIVITIES		
Dividends paid	**(60,000,000)**	(52,000,000)
Lease liabilities paid	**(14,852,304)**	(11,536,088)
Net cash used in financing activities	**(74,852,304)**	(63,536,088)
Net change in cash and cash equivalents	**(1,389,223)**	22,995,841
Cash and cash equivalent at the beginning of the period	**59,985,767**	39,636,361
Cash and cash equivalent at the end of the period	**58,596,544**	62,632,202
Cashflow supplemental information	**21**	

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Finance Director	**Chief Financial Officer**	**Chief Executive Officer**	**Chairman**

The accompanying notes form an integral part of these condensed consolidated interim financial statements.

(Expressed in Saudi Riyals "⃁")

1. INCORPORATION AND ACTIVITIES

Saudi Manpower Solutions Company (the "Company") is a Saudi listed joint stock company registered in the Kingdom of Saudi Arabia, under Commercial Registration No. 1010331000, dated Rabie Al Thani 12, 1433H (corresponding to March 5, 2012G) and its Unified Registration No. is 7001710305. The Company's head office is located in Riyadh, PO Box 91279, Riyadh 13311. The ultimate parent of the Company is Al Holoul Almutakamela Holding Company.

The principal activity of the company is to provide employment agency services and administration and support services to individuals and businesses for temporary employment of foreign labour.

As of June 30, 2026, and December 31, 2025, the Company's share capital consists of 400,000,000 shares at ⃁ 1 per share.

The condensed consolidated interim financial statements include the following branches of the company and its subsidiaries, collectively referred to as the "Group":

Branch Title	**Commercial Registration**
Saudi Manpower Solutions Company - Riyadh - General Administration – Head office	1010331000
Saudi Manpower Solutions Company - Riyadh - General Administration – Branch	1010370621
Saudi Manpower Solutions Company - Riyadh - General Administration – Branch	1010370627
Saudi Manpower Solutions Company - Riyadh - General Administration – Branch	1010374728
Saudi Manpower Solutions Company – Riyadh	1010434966
Saudi Manpower Solutions Company - Jubail Industrial City	2055020287
Saudi Manpower Solutions Company – Dammam	2050105591
Saudi Manpower Solutions Company – Tabuk	3550036348
Saudi Manpower Solutions Company – Taif	4032051573
Saudi Manpower Solutions Company – Abha	5850068558
Saudi Manpower Solutions Company - Al Madinah	4650078632
Saudi Manpower Solutions Company – Mecca	4031100018
Saudi Manpower Solutions Company - Al Nuzha – Jeddah	4030282567
Saudi Logistics Services Company Limited	1010587193
Saudi Logistics Services Company Limited	1010639231
Saudi Logistics Services Company Limited	1010639233
Saudi Logistics Services Company Limited	1010639234
Terhab Customer Experience Limited Company	1010628795
Saneem for Investment Company	1010786170
Romoz Al-Tatweer for Telecom and Information Technology Company	1010627539

(Expressed in Saudi Riyals “⃁”)

1. INCORPORATION AND ACTIVITIES (Continued)

The condensed consolidated interim financial statements reflect the financial position and results of operations of the Company and its subsidiaries listed below:

Subsidiary entities	**Legal entity**	**Country of incorporation**	**Ownership (Direct & Indirect) %**	
			June 30, 2026	December 31, 2025
Saudi Logistic Services Company Limited (1-1)	Limited liability	Kingdom of Saudi Arabia	**100%**	100%
Romoz Al-Tatweer for Telecom and Information Technology Company (1-2), (1-5)	Limited liability	Kingdom of Saudi Arabia	**100%**	100%
Terhab Customers Experience Limited Company (1-3), (1-5)	Limited liability	Kingdom of Saudi Arabia	**100%**	100%
Saneem for Investment Company (1-4)	Limited liability	Kingdom of Saudi Arabia	**100%**	100%
Business Solutions Centre Private Limited Company (1-5)	Private limited	India	**100%**	100%

1-1 Saudi Logistics Services Company Limited
Its main activities include operating storage facilities for all types of goods (except food), public storage with variety of goods, freight transport by road, light transport of goods, collective housing for individuals and combined office administrative service activities.

1-2 Romoz Al-Tatweer for Telecom and Information Technology Company
Its main activities include wholesale and retail sales of prepaid cards of all types, systems analysis, design and programming of custom software, providing network and information communications management service, establishing infrastructure for hosting websites on the network, data processing services, and related activities.

1-3 Terhab Customer Experience Limited Company
Its main activities include providing ground management and supervision services at airport, offering ground handling services, providing mobile communication services, providing communication service provider (CSP), providing management and control service of communication and information networks, providing digital certification services, creating an infrastructure for web-hosting, data processing services, and other related activities, providing call centre services, retail sale of building material (including cement, blocks, plaster, cement tiles, etc.) and combined office administrative service activities.

1-4 Saneem For Investment Company
Its main activities include investing the funds of companies affiliated with holding companies, investment activities for the account of the relevant units, including venture capital companies and investment clubs.

1-5 Business Solutions Center Private Limited Company
Its main activities include providing business solutions services. It is incorporated in India and wholly owened by Romoz Al-Tatweer for Telecom and Information Technology Company and Terhab Customers Experience Limited Company with ownership percentages of 24% and 76%, respectively.

The Board of Directors decided in its meeting held on 21 Rajab 1444 H (corresponding to February 12, 2023), to close Business Solutions Centre Private Limited Company. The Company’s Board of Directors also decided to close Romoz Al-Tatweer for Telecom and Information Technology Company and transfer it to be a division of the Saudi Manpower Solutions Company, legal procedures in this regard have not been completed till date.

2. BASIS OF PREPARATION

2-1 Statement of compliance

The accompanying condensed consolidated interim financial statements have been prepared in accordance with International Accounting Standard- 34 (IAS-34) "Interim Financial Reporting" that is endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by the Saudi Organization for Chartered and Professional Accountants (“SOCPA”).

These condensed consolidated interim financial statements do not include all the information and disclosures required for a complete set of annual consolidated financial statements prepared in accordance with International Financial Reporting Standards, and therefore they should be read in conjunction with the Group’s annual consolidated financial statements for the year ended December 31, 2025.

The interim period is an integral part of the full financial year, but the results of operations for the interim periods may not fairly indicate the results of operations for the full year.

Basis of measurement

These condensed consolidated interim financial statements are prepared under the historical cost convention except where IFRSs require other measurement basis as disclosed in accounting policies in the Group’s consolidated financial statements for the year ended December 31, 2025.

Functional currency

The condensed consolidated interim financial statements are presented in Saudi Riyal (⃁) which represent the functional and presentation currency of the Group.

2-2 Use of Judgments and Estimates

The Group makes judgments and estimates about the future. Judgments and estimates are continually evaluated and are based on historical experience and other factors, including anticipation of future events that are believed to be appropriate under the circumstances. In the future, actual results may differ from these estimates and assumptions.

The significant estimates made by management in applying the Group’s accounting policies and the main sources of estimation of uncertainty are the same as those used in preparing the consolidated financial statements for the year ended December 31, 2025.

2-3 Significant accounting policies information

The accounting policies used in preparing condensed consolidated interim financial statements are in line with those followed in the preparation of notes to the Group’s consolidated financial statements for the year ended December 31, 2025.

The significant accounting policies applied in the preparation of these condensed consolidated interim financial statements have been consistently applied for all periods presented.

2-4 Basis of consolidation

The group re-assesses whether or not it controls an investee if facts and circumstances indicate that there is a change to the elements of control. Consolidation of a subsidiary begins when the group obtains control over the subsidiary and ceases when the group loses control over the subsidiary.

Assets, liabilities, income and expenses for the acquired subsidiary during the period / year are included within the interim condensed consolidated financial statements effective from the date the group gains control until the date the group ceases the control over the investee.

2. BASIS OF PREPARATION (Continued)

2-4 Basis of consolidation (Continued)

Control is established when the Group:

- Control over the investee (i.e., existing rights that give it the ability to direct the relevant activities of the investee)
- Exposure, or rights, to variable returns from its direct involvement and relationship with the investee.
- The ability to use its power over the investee to affect its returns.

Generally, there is a presumption that a majority of voting rights result in control. To support this presumption and when the group has less than a majority of the voting or similar rights of the investee, the Group considers all relevant facts and circumstances in assessing whether it has power or control over the investee, including:

- The contractual arrangement (or arrangements) with the other voting rights holders within the investee.
- Rights arising from other contractual arrangements.
- The Group's voting rights and potential voting rights.

Inter-group assets, liabilities, equity components, revenues, expenses and cash flows resulting from transactions between Group companies are fully eliminated upon consolidating the condensed consolidated interim financial statements.

2-5 New standards and amendments

The new standards and amendments to standards disclosed in the Group's annual consolidated financial statements remains unchanged.

IFRS 18 Presentation and Disclosures in Financial Statements will replace IAS 1 Presentation of Financial Statements and applies for annual reporting periods beginning on or after January 1, 2027. The Group has not early adopted the new accounting standard in preparing these condensed consolidated interim financial statements; however early application is permitted.

The Group is in the process of assessing the estimated impact that the initial application of IFRS 18 will have on its consolidated financial statements. Below is the initial assessment;

a) Structure of the Statement of Profit or Loss

IFRS 18 requires entities to classify all income and expenses into categories in the statement of profit or loss – namely operating, investing, financing, zakat income tax and discontinued operations. Classification of income and expenses depends on the main business activities of the entity. Based on the initial assessment of management the Group has determined that it doesn't have a specified main business activity of investing in assets and/or providing finance to customers.

Neither net profit, nor net assets will change as a result of the Group's adoption of IFRS 18. The Group will be required to present two newly defined subtotals, which are 'operating profit' and profit or loss before financing and income taxes. However, operating profit subtotals differs from the currently available, the Group expects changes to the current structure of the statement of profit or loss to result from the following.

- Finance costs on lease liabilities and employees' defined benefits obligation, which is currently presented as separate line item, will be presented within the financing category in accordance with IFRS 18, which provides specific guidance on the classification of income and expenses within the operating and financing categories.
- Fair value gains or losses arising from investments at fair value through profit or loss, including term deposits, share of profit or loss from a joint venture, are expected to be presented within the investing category of the statement of profit or loss.

2. BASIS OF PREPARATION (Continued)

2-5 NEW STANDARDS AND AMENDMENTS (Continued)

b) Management-defined performance measures

Management-defined performance measures (MPMs) are subtotals of income and expenses used in public communications outside the financial statements that communicate to user's management's view of an aspect of the financial performance of the entity as a whole. The Group will be required to disclose specific information about MPMs in a single note in the financial statements.

The Group is in process to determine which public communications should be considered when identifying MPMs. MPMs relate to the same reporting period as the financial statements. Therefore, MPMs disclosed by the Group following adoption of IFRS 18 will be determined based on public communications issued by the Group relating to the 2027 interim reporting period.

c) Principles of aggregation and disaggregation

IFRS 18 provides enhanced principles on how to group information in the financial statements (i.e. the primary financial statements and the notes). It also introduces guidance on labelling and describing items presented in the primary financial statements or disclosed in the notes.

The Group is assessing the grouping of items on the basis of similar and dissimilar characteristics. Based on this assessment, it will present line items in the primary financial statements that provide useful structured summaries and disclose additional material information in the notes.

The Group is also assessing line items currently labelled as 'other' and will use more informative labels

d) Consequential amendments

IFRS 18 introduces consequential amendments to IAS 7, which require entities to use the newly defined operating profit subtotal as the starting point for the statement of cash flows when presenting operating cash flows under the indirect method. The Group currently uses profit for the year/period as the starting point of the reconciliation to cash flows from operating activities. Certain adjusting items included in the reconciliation will change as a result of the new starting point. The consequential amendments also provide specific guidance on the classification of interest and dividend cash flows. The Group will classify cash flows from interest paid as financing activities rather than operating activities under this guidance. Cash flows from interest and dividends received and from dividends paid will continue to be classified as investing activities and financing activities, respectively.

The Group continues to assess the detailed impact of IFRS 18 on its financial statements, including the design of future presentation formats and disclosure requirements. At the reporting date, management has not completed its implementation assessment and accordingly has not yet quantified the full impact of adopting the standard.

3. PROPERTY AND EQUIPMENT, NET

During the period ended June 30, 2026, the Group made additions to property and equipment amounting to ⃁ 23.58 million (December 31, 2025: ⃁ 30.95 million) and further has capitalized assets from projects under construction amounting to ⃁ 1.31 million (December 31, 2025: ⃁ 0.74 million).

4. RIGHT OF USE ASSETS, NET

During the period ended June 30, 2026, the Group acquired buildings on lease amounting to ⃁ 10.25 million (December 31, 2025: ⃁ 27.49 million). The lease term of these contracts varies from 2 to 15 years.

(Expressed in Saudi Riyals "⃁")

5. ISLAMIC MURABAHA TIME DEPOSITS

The Islamic Murabaha time deposits are held until maturity dates with local banks. These time deposits of ⃁ 266.04 million (December 31, 2025: ⃁ 256.61 million) include an amount of ⃁ 10 million (December 31, 2025: ⃁ 10 million) related to a guarantee for the Group's license issued by the Ministry of Human Resources and Labour development (MHRSD). Variable murabaha rates are determined as of June 30, 2026, and December 31, 2025, based on prevailing market rates.

As of June 30, 2026, Islamic murabaha time deposits includes accrued interest amounting to ⃁ 6.04 million (December 31, 2025: ⃁ 1.61 million).

6. INTANGIBLE ASSETS, NET

During the period ended June 30, 2026, the Group made additions to intangible assets amounting to ⃁ 1.98 million (December 31, 2025: ⃁ 0.92 million). As of June 30, 2026, intangible assets include capital work in progress amounting to ⃁ 2.87 million (December 31, 2025: ⃁ 0.88 million). These intangible assets include technology software and licenses.

7. TRADE RECEIVABLES, NET

	June 30, 2026 (Un-audited)	December 31, 2025 (Audited)
Trade receivables	**426,288,116**	407,719,973
Less: allowance for impairment of trade receivables	**(76,990,873)**	(63,711,626)
	349,297,243	344,008,347

The movement in allowance for impairment of trade receivables is as follows:

	June 30, 2026 (Un-audited)	December 31, 2025 (Audited)
Opening balance	**63,711,626**	38,669,526
Allowance for the period / year	**13,296,426**	25,332,843
Write-offs during the period / year	**(17,179)**	(290,743)
Balance at the end of the period / year	**76,990,873**	63,711,626

8. VISAS IN USE

	June 30, 2026 (Un-audited)	December 31, 2025 (Audited)
Opening balance	**31,641,370**	29,418,192
Transfer from available visas during the period / year (Note 11)	**19,774,000**	39,782,000
Amortization during the period / year	**(17,186,230)**	(33,918,929)
Charged to recruiting agents and customers	**(846,189)**	(3,639,893)
Balance at the end of the period / year	**33,382,951**	31,641,370
Current portion	**(23,889,755)**	(22,229,491)
Non-current portion	**9,493,196**	9,411,879

9. RECRUITMENT FEE

	June 30, 2026 (Un-audited)	December 31, 2025 (Audited)
Opening balance	**60,833,916**	64,972,304
Additions during the period / year	**30,554,148**	79,646,849
Amortization during the period / year	**(34,081,857)**	(74,606,889)
Charged to recruiting agents and customers	**(3,143,069)**	(9,178,348)
Balance at the end of the period / year	**54,163,138**	60,833,916
Current portion	**(39,650,116)**	(49,741,508)
Non-current portion	**14,513,022**	11,092,408

(Expressed in Saudi Riyals "⃁")

10. PROVISION FOR ADVANCES TO SUPPLIERS

During the period, the Group has identified that some of its advances to suppliers as doubtful. The Group has recognised provision for these doubtful advances to these suppliers amounting to ⃁ 6.50 million (June 30, 2025 amounting to ⃁ 5.91 million).

11. AVAILABLE VISAS

	June 30, 2026 (Un-audited)	December 31, 2025 (Audited)
Opening balance	**22,306,000**	27,092,717
Purchased visas during the period / year, net	**28,712,000**	34,995,283
Transfer to visas in use (Note 8)	**(19,774,000)**	(39,782,000)
Balance at the end of the period / year	**31,244,000**	22,306,000

12. INVESTMENT IN A JOINT VENTURE

During the year 2024, Saneem for Investment Company, a wholly-owned subsidiary of Saudi Manpower Solutions Company, has entered into a joint venture under the name Waed Khadmaat Al Munzal For Marketing – a limited liability company. The joint venture's capital amounting ⃁ 1 million and jointly owned by Saneem for Investment Company and Urban Home Experts Pte Ltd (each holding 50% ownership). During the period, Company contributed ⃁ 9.5 million as additional capital investment in the joint venture. During the six-month period ended June 30, 2026, the Group has recorded its share of loss from investment in a joint venture amounting to ⃁ 4.09 million.

13. ACCRUED ZAKAT

The movement in zakat provision during the period / year is represented in the following:

	June 30, 2026 (Un-audited)	December 31, 2025 (Audited)
Opening balance	**17,234,797**	16,432,224
Zakat charged during the period / year	**7,070,002**	15,120,000
Paid during the period / year	**(14,988,087)**	(14,317,427)
Balance at the end of the period / year	**9,316,712**	17,234,797

Company's Zakat status

The Company has submitted its Zakat declarations for all the years up to 2025 and obtained the zakat certificates for these years. During the period, the company received final assessment for the years 2020 to 2024, thereby closing the assessment for these years. The final assessment hasn't been issued for the year 2025.

Zakat status of subsidiaries

Terhab Customer Experiences Limited Company
The company has submitted its zakat returns for all years until 2025 and has obtained the zakat certificates for these years, and the assessment hasn't been raised for these years to date.

Saudi Logistics Services Company Limited
The company has submitted its zakat returns for all years until 2025 and has obtained the zakat certificates for these years, and the assessment hasn't been raised for these years to date.

Saneem Investment Company
The company has submitted its zakat returns for all years until 2025 and has obtained the zakat certificate for these years and the assessment hasn't been raised for these years to date.

Romoz Al-Tatweer for Telecom and Information Technology Company
The company has submitted its zakat returns for all years until 2025 and has obtained the zakat certificates for these years and received final assessment until 2021. The final zakat assessment for the years 2022 to 2025 hasn't been issued.

14. REVENUE

In the following table, revenue has been classified by sector type:

	For the three-month period ended		**For the six-month period ended**	
	June 30, 2026 (Un-audited)	June 30, 2025 (Un-audited)	**June 30, 2026 (Un-audited)**	June 30, 2025 (Un-audited)
Individuals	**181,330,849**	155,205,549	**364,213,635**	309,016,421
Oil, Gas and Petrochemical	**82,739,902**	79,635,717	**161,068,148**	164,643,488
Construction	**93,662,013**	52,339,935	**165,363,729**	102,114,979
Hospitality	**46,526,659**	38,520,839	**91,748,433**	76,643,787
Facilities management	**30,999,577**	36,838,080	**62,508,968**	71,944,971
Health care	**31,766,047**	26,240,694	**62,458,764**	52,341,461
Retail	**24,976,827**	31,867,447	**50,978,587**	62,478,995
Industrial	**7,680,569**	8,537,508	**16,389,304**	16,344,151
others	**71,060,028**	84,616,680	**153,029,394**	156,271,554
Total	**570,742,471**	513,802,449	**1,127,758,962**	1,011,799,807

In the following table, revenue has been classified by Customers' type:

	For the three-month period ended		**For the six-month period ended**	
	June 30, 2026 (Un-audited)	June 30, 2025 (Un-audited)	**June 30, 2026 (Un-audited)**	June 30, 2025 (Un-audited)
Corporates - Private	**300,027,611**	278,860,840	**592,875,214**	533,779,972
Individuals	**181,330,849**	155,205,549	**364,213,635**	309,016,421
Corporates, government and semi-government	**89,384,011**	79,736,060	**170,670,113**	169,003,414
Total	**570,742,471**	513,802,449	**1,127,758,962**	1,011,799,807

In the following table, revenue has been classified by service type:

	For the three-month period ended		**For the six-month period ended**	
	June 30, 2026 (Un-audited)	June 30, 2025 (Un-audited)	**June 30, 2026 (Un-audited)**	June 30, 2025 (Un-audited)
Business	**389,411,622**	358,596,900	**763,545,327**	702,783,386
Individuals	**109,703,293**	96,734,805	**220,578,372**	193,497,510
Hourly service	**71,627,556**	58,470,744	**143,635,263**	115,518,911
Total	**570,742,471**	513,802,449	**1,127,758,962**	1,011,799,807

In the following table, revenue has been classified by contract's term:

	For the three-month period ended		**For the six-month period ended**	
	June 30, 2026 (Un-audited)	June 30, 2025 (Un-audited)	**June 30, 2026 (Un-audited)**	June 30, 2025 (Un-audited)
One year and less	**346,927,056**	344,995,051	**652,953,429**	774,010,387
More than one year	**223,815,415**	168,807,398	**474,805,533**	237,789,420
Total	**570,742,471**	513,802,449	**1,127,758,962**	1,011,799,807

15. BASIC AND DILUTED EARNINGS PER SHARE

Basic earnings per share is calculated by dividing the net profit attributable to ordinary shareholders of the Company by the weighted average number of ordinary shares outstanding during the period.

There were no diluted shares outstanding at any time during the presented periods, therefore, the diluted earnings per share is equal to the basic earnings per share.

Earnings per share are represented as follows:

	For the three-month period ended		**For the six-month period ended**	
	June 30, 2026 (Un-audited)	June 30, 2025	**June 30, 2026 (Un-audited)**	June 30, 2025 (Un-audited)
Net profit for the period	**44,616,184**	29,528,439	**93,193,660**	70,014,010
Weighted average number of outstanding shares	**400,000,000**	400,000,000	**400,000,000**	400,000,000
Basic and diluted earnings per share	**0.11**	0.07	**0.23**	0.18

16. SEGMENTAL INFORMATION

a. Basis of Segmentation

The Group operations include recruitment, providing manpower, support to the workers, government sector and the private sector and logistics services. The group operating segments are mainly divided into corporate, individual, logistic services and other sectors.

The following summary describes the operations of each reportable segment that met the quantitative thresholds for reportable segments.

Reportable segments	**Operations**
Corporate	Providing services of expatriate and Saudi labour to companies whose contracts extend for two years.
Individuals	Providing home labour services to individual customers whose contract duration ranges from one month to two years. In addition, it also includes hourly work i.e. cleaning services provided to individual customers by the hour/visit, with each cleaning visit typically lasting four hours.
Logistic services	Includes storage facilities for all type of goods, accommodation services and transportation services.
Others	Includes wholesale activities for prepaid cards, customer software programming, providing network and information communications management and monitoring services, establishing infrastructure for hosting companies and investment activities for the concerned units private accounts.

Due to the Group's reliance on manpower services and its lack of direct connection to the Group's assets and liabilities, it is not possible or practical to disclose information related to the total assets and business segment-related liabilities.

(Expressed in Saudi Riyals "⃁")

16. SEGMENTAL INFORMATION (Continued)

b. Information about reportable segments

For the six-month period ended June 30, 2026 (Un-audited)	Reportable segments						
	Corporate	**Individuals**	**Logistic**	**Others**	**Total**	**Eliminations**	**Total**
Revenue	**730,542,763**	**364,213,635**	**85,844,338**	**13,757,822**	**1,194,358,558**	**(66,599,596)**	**1,127,758,962**
Cost of revenue	**(650,110,237)**	**(296,755,800)**	**(66,093,859)**	**(11,578,115)**	**(1,024,538,011)**	**63,199,128**	**(961,338,883)**
Gross profit	**80,432,526**	**67,457,835**	**19,750,479**	**2,179,707**	**169,820,547**	**(3,400,468)**	**166,420,079**
General and administrative expenses (undistributed)					**(34,086,736)**	**-**	**(34,086,736)**
Selling and marketing expenses (undistributed)					**(19,952,608)**	**6,665,193**	**(13,287,415)**
Allowance for impairment of trade receivables (undistributed)					**(13,296,426)**	**-**	**(13,296,426)**
Provision for advance to suppliers (undistributed)					**(6,500,096)**	**-**	**(6,500,096)**
Operating profit for the period					**95,984,681**	**3,264,725**	**99,249,406**
Finance cost on employee's defined benefits obligations and lease liabilities (undistributed)					**(4,643,765)**	**692,924**	**(3,950,841)**
Other income, net (undistributed)					**13,015,223**	**(3,957,649)**	**9,057,574**
Share of loss from investment in a joint venture					**(4,092,477)**	**-**	**(4,092,477)**
Zakat expense (undistributed)					**(7,070,002)**	**-**	**(7,070,002)**
Net profit for the period					**93,193,660**	**-**	**93,193,660**

For the six-month period ended June 30, 2025 (Un-audited)	Reportable segments						
	Corporate	**Individuals**	**Logistic**	**Others**	**Total**	**Eliminations**	**Total**
Revenue	659,654,367	309,016,421	81,907,009	16,043,635	1,066,621,432	(54,821,625)	1,011,799,807
Cost of revenue	(586,480,489)	(262,181,666)	(63,396,961)	(12,816,968)	(924,876,084)	49,230,334	(875,645,750)
Gross profit	73,173,878	46,834,755	18,510,048	3,226,667	141,745,348	(5,591,291)	136,154,057
General and administrative expenses (undistributed)					(31,065,264)	29,120	(31,036,144)
Selling and marketing expenses (undistributed)					(18,390,090)	7,779,855	(10,610,235)
Allowance for impairment of trade receivables (undistributed)					(6,805,265)	-	(6,805,265)
Provision for advance to suppliers (undistributed)					(5,906,943)	-	(5,906,943)
Operating profit for the period					79,577,786	2,217,684	81,795,470
Finance charges of employee's defined benefits obligations for employees and lease liabilities (undistributed)					(4,818,765)	1,331,506	(3,487,259)
Other income, net (undistributed)					9,572,554	(3,549,190)	6,023,364
Share of loss from investment in a joint venture					(7,507,565)	-	(7,507,565)
Zakat expense (undistributed)					(6,810,000)	-	(6,810,000)
Net profit for the period					70,014,010	-	70,014,010

(Expressed in Saudi Riyals "⃁")

16.SEGMENTAL INFORMATION (Continued)

b. Information about reportable segments (Continued)

For the three-month period ended June 30, 2026 (Un-audited)	**Reportable segments**						
	Corporate	**Individuals**	**Logistic**	**Others**	**Total**	**Eliminations**	**Total**
Revenue	**371,651,800**	**181,330,849**	**45,993,265**	**6,787,414**	**605,763,328**	**(35,020,857)**	**570,742,471**
Cost of revenue	**(335,518,820)**	**(146,477,356)**	**(35,310,326)**	**(5,819,680)**	**(523,126,182)**	**33,358,418**	**(489,767,764)**
Gross profit	**36,132,980**	**34,853,493**	**10,682,939**	**967,734**	**82,637,146**	**(1,662,439)**	**80,974,707**
General and administrative expenses (undistributed)					**(17,205,008)**	**-**	**(17,205,008)**
Selling and marketing expenses (undistributed)					**(9,997,473)**	**3,298,132**	**(6,699,341)**
Allowance for impairment of trade receivables (undistributed)					**(6,219,651)**	**-**	**(6,219,651)**
Provision for advance to suppliers (undistributed)					**(2,737,134)**	**-**	**(2,737,134)**
Operating profit for the period					**46,477,880**	**1,635,693**	**48,113,573**
Finance cost on employee's defined benefits obligations and lease liabilities (undistributed)					**(2,289,662)**	**343,131**	**(1,946,531)**
Other income, net (undistributed)					**5,224,168**	**(1,978,824)**	**3,245,344**
Share of loss from investment in a joint venture					**(1,906,201)**	**-**	**(1,906,201)**
Zakat expense (undistributed)					**(2,890,001)**	**-**	**(2,890,001)**
Net profit for the period					**44,616,184**	**-**	**44,616,184**

For the three-month period ended June 30, 2025 (Un-audited)	**Reportable segments**						
	Corporate	**Individuals**	**Logistic**	**Others**	**Total**	**Eliminations**	**Total**
Revenue	337,894,727	155,205,549	41,085,344	8,047,524	542,233,144	(28,430,695)	513,802,449
Cost of revenue	(301,703,186)	(132,245,996)	(32,121,337)	(6,666,580)	(472,737,099)	25,597,970	(447,139,129)
Gross profit	36,191,541	22,959,553	8,964,007	1,380,944	69,496,045	(2,832,725)	66,663,320
General and administrative expenses (undistributed)					(15,500,589)	16,378	(15,484,211)
Selling and marketing expenses (undistributed)					(9,243,365)	3,929,783	(5,313,582)
Allowance for impairment of trade receivables (undistributed)					(4,406,417)	-	(4,406,417)
Provision for advance to suppliers (undistributed)					(5,906,943)	-	(5,906,943)
Operating profit for the period					34,438,731	1,113,436	35,552,167
Finance charges of employee's defined benefits obligations for employees and lease liabilities (undistributed)					(2,393,596)	659,880	(1,733,716)
Other income, net (undistributed)					3,895,121	(1,773,316)	2,121,805
Share of loss from investment in a joint venture					(3,756,817)	-	(3,756,817)
Zakat expense (undistributed)					(2,655,000)	-	(2,655,000)
Net profit for the period					29,528,439	-	29,528,439

17. RELATED PARTIES' BALANCES AND TRANSACTIONS

Related parties include senior management employees, board members, major shareholders of the group, affiliates (which entities controlled by the shareholders or the ultimate parent or significantly influenced by them). Related parties also include business entities in which board members or senior management have an interest (other related parties).

Transactions with related parties and entities under common control are conducted in accordance with agreed terms and conditions approved by the Group's management or the board of directors.

Key management personnel compensation

	For the six-month period ended	
	June 30, 2026 (Un-audited)	June 30, 2025 (Un-audited)
Short-term employees' benefits	**6,134,627**	4,642,540
BOD and related committees' remuneration	**1,871,526**	2,040,000
Employees' end-of-service benefits	**220,218**	179,223

Payable balance to key management personnel as of period end amounted to ⃁ 8.30 million (December 31, 2025: ⃁ 11.41 million).

Other related parties' transactions

The material transactions with related parties and the approximate amounts related thereto are as follows:

			For the six-month period ended	
Related parties	**Nature of relation**	**Nature of transaction**	**June 30, 2026 (Un-audited)**	June 30, 2025 (Un-audited)
Al-holoul Almutakamela Holding Company	Shareholder	Rental income	**-**	170,543
		Payment on behalf	**462,911**	274,975
Saudi Facilities Management Company	Affiliate	Manpower services and others	**26,282,891**	26,309,645
		Rental income	**189,288**	189,288
		Payment on behalf	**30,563**	9,495
		Facility services (Operation and maintenance costs)	**7,865,111**	7,210,994
Saudi Medical Services Company	Affiliate	Manpower services and others	**9,518,864**	3,696,600
		Rental income	**252,507**	252,507
		Medical services expenses	**511,730**	312,480
		Payment on behalf	**15,670**	12,667
Areeb Human Resources Company	Affiliate	Manpower services and others	**731,601**	341,916
		Rental income	**154,371**	154,371
		Payment on behalf	**140,080**	134,505
Board member of major shareholder	Other related party	Rent expense	**200,000**	150,000
Waed Khadmat Al Munzal For Marketing	Joint venture	Manpower services and others	**39,465,375**	19,109,233
		Payment on behalf	**760,557**	1,000,000
Arabian Agricultural Services Company	Other related party	Manpower services and others	**2,860,689**	742,692

(Expressed in Saudi Riyals "⃁")

17. RELATED PARTIES' BALANCES AND TRANSACTIONS (Continued)

The balance due from related parties is as follows:

	June 30, 2026 (Un-audited)	December 31, 2025 (Audited)
Waed Khadmat Al Munzal For Marketing	**15,349,090**	18,366,959
Saudi Facilities Management Company	**8,844,982**	4,157,451
Saudi Medical Service Company	**7,115,436**	5,335,274
Areeb Human Resources Company	**1,406,476**	851,876
Arabian Agricultural Services Company	**541,215**	571,201
Al-holoul Almutakamela Holding Company	**524,526**	61,615
	33,781,725	29,344,376

18. CONTINGENCIES AND COMMITMENTS

Guarantees
On June 30, 2026, the Group has a letter of guarantee of ⃁ 10 million (December 31, 2025: ⃁ 10 million) which is related to the Company's license issued by the Ministry of Human Resources and Social Development (Note 5).

Legal claims
The Group faces legal claims during the normal course of business, which are being defended. While the final outcomes of these claims cannot be determined with certainty, management does not expect a material adverse impact on the Group's condensed consolidated interim financial statements.

Capital commitments
The Group has capital commitments of ⃁ 4.27 million as at June 30, 2026 (December 31, 2025: ⃁ 5.28 million) for projects under construction.

19. CONTRACTUAL RESERVE

On Dhul Qa'dah 9, 1444 H (corresponding to May 29, 2023), an extraordinary general assembly was held where it approved the conversion of the previous statutory reserve into a contractual reserve while continuing to allocate 10% of its net profits to form a contractual reserve until this reserve reaches 30% of the capital.

20. OTHER RESERVES

This reserve includes remeasurement gain / (loss) on employees' end of service benefits and fair value gain / (loss) on investment at fair value through other comprehensive income.

21. CASH FLOW SUPPLEMENTAL INFORMATION

	For the six-month period ended	
	June 30, 2026 (Un-audited)	June 30, 2025 (Un-audited)
Addition of right of use assets against lease liabilities	**10,252,418**	8,945,179
Visa in use charged to recruiting agents and customers	**846,189**	2,368,225
Recruitment fee charged to recruiting agents and customers	**3,143,069**	5,714,563
Transfer from available visas to visas in use	**19,774,000**	19,044,000
Transfer from project under construction to property and equipment	**1,313,569**	173,900

22. DIVIDENDS

The Board of Directors, approved on March 29, 2026, the distribution of cash dividends to shareholders amounting to ⃁ 60 million representing ⃁ 0.15 per share (June 30, 2025: ⃁ 52 million representing ⃁ 0.13 per share). The dividend was settled during the period.

23. SUBSEQUENT EVENTS

In the opinion of the management, there have been no significant subsequent events since the period-end that require adjustment of or disclosure in these condensed consolidated interim financial statements.

24. APPROVAL OF THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS

These condensed consolidated interim financial statements have been approved by the Board of Directors on August 6, 2026 corresponding to Safar 23, 1448H.