

Annual Report

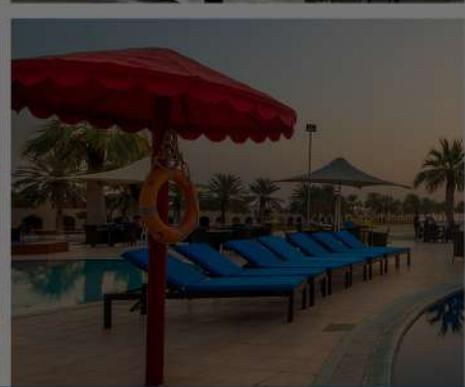
2020

www.alhokair.com



جموعة الحكير
al hokair group







Dear Sirs / Shareholders

Peace be upon you and the mercy and blessings of God.

Praise be to God and blessings and peace be upon the Messenger of God

I am pleased, on behalf of myself and on behalf of my colleagues, members of the Board of Directors, to put in your hands the annual report of the Abdul-Mohsen Al-Hokair Group for Tourism and Development for the year 2020,

The year 2020 AD was an exceptional year due to the Corona pandemic and its repercussions locally and globally on most industries and activities, especially establishments operating in the field of entertainment, tourism and air transport, which resulted in a sharp recession or

contraction in the global economy. The Kingdom of Saudi Arabia has witnessed a decline in economic growth due to the repercussions of this pandemic. The government has taken many measures and precautionary measures to limit the spread of the virus, and these measures have led to the suspension or freezing of a number of activities in several major sectors directly related to the company's business, such as the entertainment, hospitality and tourism sectors, as international and domestic flights have been suspended, and a temporary closure of commercial complexes and entertainment centers inside malls. And outside it, health clubs, suspension of events, weddings and events in hotels, curtailment of restaurant activities and suspension of Umrah rituals for several months during the year 2020 AD.

In order to address this pandemic, the Kingdom's government provided the sectors affected by the pandemic a package of initiatives and incentive measures to help them overcome the crisis, which the group benefited from to reduce the impact of this pandemic. The group also took many measures to manage the crisis and contain the repercussions of the pandemic to get out of this crisis with less Possible damages and ensuring the continuity of the company's business in light of the precautionary measures and measures and the repercussions of the pandemic, which affected the group's business and activities greatly.

Despite all these challenges and difficulties the group is going through, we continue to work

tirelessly

Or boredom to reach the aspirations of our dear shareholders, progress towards a better future, recover from all these crises, and return to profitability, God Almighty willing, as soon as possible. To this end, the group undertook several initiatives, the most important of which was the appointment of a specialized international company to draw up the group's strategy for the coming period for growth in the various sectors of the group and to look at other opportunities and areas to diversify sources of income and enhance the group's competitiveness. The group has also submitted a request to reduce the company's capital and a request to increase the company's capital by offering shares of priority rights to the Capital Market Authority.

In conclusion, on behalf of the company's board of directors, the company's management and its employees, I present to the Custodian of the Two Holy Mosques and His Highness the Crown Prince (may God protect them) and to the rational government for the efforts made and the support provided to contain the effects of the Corona pandemic. I would also like to thank the group's shareholders and customers for their confidence and understanding, which motivates us to do more to achieve their aspirations. I also thank the group's management and its employees for their efforts during the year to deal with the crisis despite the great challenges they faced.

And God is the Grantor and the One who seeks help.



Chairman

Mr. Musaed Bin Abd Al-Mohsen Al-Hokair



Deputy Chairman

Mr. Majid Bin Abd Al-Mohsen Al-Hokair



Managing Director

Mr. Sami bin Abdul-Mohsen Al-Hokair



Board member

Eng. Faisal Bin Mohammed Al-Malik



Board member

Mr. Walid Bin Ibrahim Shukry



Board member

Mr. Tariq bin Ziyad Al-Sudairy



Board member

Mr. Abd al-Aziz bin Saleh al-Rabadi



Board member

Mr. Amin Elias Mukerzel



Board member

Mr. Amr bin Abdulaziz Al-Jalal

2.1 Incorporation of the company

The company was established 43 years ago in 1978 as a sole Saudi establishment operating under the name of "Abdul Mohsen Al-Hokair Group for Trade and Industry", with commercial registration number 1010014211, the capital of Abu Dhabi, and the date of 08/16/1398 AH, corresponding to the capital of Abu Dhabi, 07/22/1398 AH. In the city of Riyadh. Since that time, the company has grown in progress and prosperity in the field of entertainment, and the operations of the company have expanded in entertainment activities to include the opening of several other entertainment sites throughout the Kingdom. As for the hospitality sector, the company opened its first hotel in the city of Riyadh in 1988, which was called the Andalusia Hotel. Or hotels managed by a global hotel operator according to management agreements or a chain of local hotels managed by the company.

On 03/21/1427 AH corresponding to 04/19/2006 AD, the company changed its name to become "Abdul Mohsen Al-Hokair Group for Tourism and Development Corporation" and on 08/1427 AH corresponding to 09/03/2006 AD, the company was converted into an institutionalized company. Minister of Commerce and Industry Decision No. 2161, dated 08/11/1427 AH

corresponding to 3/9/2006 AD, and on 06/26/2014 AD the company was listed in the Capital Market Authority for public subscription and 16,500,000 ordinary shares of the company's shares were offered for public subscription. Percentage of 30% of the company's capital of 550,000,000 Saudi riyals, at a rate of 55,000,000 ordinary shares.

The number of traded shares in the public offering as of 12/31/2020 is 29,984,500 shares, which represents

Its percentage is approximately 54.52% of the company's capital.

2.2 The main activities of the company

The main activities of the company are concentrated in the hospitality and entertainment sectors and in the commercial centers where the company in the hospitality sector manages and operates hotels and restaurants located throughout the Kingdom and the United Arab Emirates, while the company's activities are concentrated in the management of the company. The company seeks to increase its positions in various parts of the Kingdom in the field of hospitality and hotel services. It is also striving to increase its locations throughout the Kingdom and the Emirates in the field of recreational facilities.



The following is a description of the main activities of the company They are as follows:

(A) Hospitality sector:

The company has occupied a distinguished place in the hospitality sector in the Kingdom due to its diversification in the methods of managing and operating hotels, as it manages and operates many international hotels in the three, four, and five-star category, in addition to the luxury hotels.

(1) Hotels:

The company manages and operates (35) hotels, including 3 hotel apartments and 3 tourist resorts (during the year 2020 AD. These hotels are associated with international hotel companies that own well-known brands such as The Holi-

day Inn, The Hilton, and the Hilton, such as the Holiday Inn, Hilton, and Gardens). Blessed, Golden Tulip, and Tulip Inn.

The company has also established and registered enamel sign for hotels and resorts within the brand and the company covers a spot wide geographic hotels of the Kingdom and in the UAE, as the distribution of the company's hotels in the major cities such as Riyadh, Jeddah, and Dammam, in addition to its presence in other cities Khail, Yanbu, Taif, Al Khobar, Dhahran, Jubail, Jazan and field Tabuk..

The company's hotels provide high-quality accommodation services, a clean environment, a wide variety of food and beverages, and various types of restaurants, cafes, meeting

rooms, conferences, banquets, and cafeterias, as well as their visitors and health clubs, for all of its customers and clients.

The company manages three hotels (Al Bilad Hotel, Mina Hotel Apartments Dubai, and Mina Plaza Al Barsha Dubai), and these hotels are listed under the company-owned MENA brand. It is worth noting that MENA Airport Hotel was closed during the year 2020

(2) Hotel Apartments:

The company operates and operates hotel apartments in Saudi Arabia and the United Arab Emirates, to provide ideal accommodation for long-term guests. Hotel apartments are a small part of the hospitality sector.



(B) The entertainment sector:

In addition to the hospitality sector, the entertainment sector is another major pillar of Al Hokair's operations. On 12/31/2020 AD, the company's entertainment sites in the Kingdom covered a wide geographical area, due to the spread of sites in more than 19 cities in the Kingdom, where the company manages and operates 84 entertainment centers in the Kingdom and 9 entertainment centers in the Kingdom. this number includes the company and Bcrkadtha sister and affiliated centers, the company has formed strategic relations with leading developers of shopping centers such as the Arab centers, and the company Al-Rashed Trading & Contracting, Inc. Kinan international Real Estate development Company Mohamed Habib Real Estate, to help the company at the opening of the recreational centers in most shopping centers It is the pioneer in the main cities such as Riyadh, Jeddah, and Dammam as well as in other cities such as Abha, Al-Hasa, Hail, Tabuk, and Al-Taif.

Family entertainment centers:

The company's entertainment sites cover 95 entertainment sites and cover a wide geographical area due to the spread of sites in 19 cities in the Kingdom and 4 cities in the United Arab Emirates and the Arab Republic of Egypt. Family entertainment centers are mostly located in malls in major cities such as Riyadh, Jeddah, and Dammam as well as in other cities such as Al-Taif, Jazan, Abha, and Tabuk. These centers offer various

recreational games, games for children and youth, in addition to games suitable for older age groups. The games and recreational vehicles offered by family entertainment centers differ from one center to another.

Generally speaking, however, these centers offer electronic games, in addition to activities that include plastic balls, trains, children's moving vehicles, rotor vehicles, bumper cars, hydraulic vehicles, and ambulance walls. The company always strives to create an attractive environment for customers and to add fun to family members when they visit family entertainment centers, where over the years it has introduced many new games and games within the family entertainment centers..



(C) Restaurants sector:

The company has recently developed the restaurant sector, seeking to acquire a distinct share of the market for such activities and to better compete, making the company one of the pioneers in such an industry, especially that the future vision opens up. Therefore, the company sought to acquire a group of international brands, in addition to some locally developed and established trademarks. The company's restaurants have a wide geographical spread in more than 5 countries. The company's sites or outside, these restaurants offer a variety of food to meet the needs of their patrons in a new modern concept, as follows:

1- The company obtained a franchise license for a trademark related to (pizza) restaurants, and 14 branches of the company were opened within the entertainment sites and Al Hokair Tayem, which is a distinctive landmark in the Quartiz, Quartiz, and Rifzaa area, where it is located in the Far East.

2- The Lamoud Coffee Chop brand, which was developed nearly five years ago, has been restructuring the Lamoud brand to keep pace with the development in a unique way and a new form. The opening of the first completely separate Lamoud to compete in the markets independently. There are

currently 27 branches of Lamoud in hotels and entertainment sites in all cities of the Kingdom.

3- Wateen Grape Restaurant, which is Lebanese taste. It quickly gained fame for its distinguished location. It has 2 branches in Al Khobar.

4- The fish market restaurant that serves seafood in the Asian way, especially the Thai, has gained fame with this specialty and the restaurant has been updated to provide the best.

5- The distinctive brand of SugarMoo was inaugurated in the confectionery sector and the cake industry, using a modern method, and

marketing methods through online networks and the first branch was inaugurated in Riyadh.

6- An exclusive franchise contract was signed for the trademark (Serv and Frize), which is a distinctive brand (to open 30 branches in the Kingdom within 10 years, with 3 stores annually, and the first branch was opened in Sparky's Al Salam Mall in Riyadh in the fourth quarter of the year 2020 AD.

The restaurant sector is currently seeking to attract and develop various brands to meet the market demands, especially as the market is expanding for such activities.



(D) Commercial centers:

Al Hokair Group Company manages and operates nine commercial centers as follows:

1- Tabuk Commercial Center

In the city of Tabuk, in the north of the Kingdom, which was inaugurated in 2004 AD, the center includes more than 150 stores and outlets, offering a mixture of local and international brands to merchants and visitors, for example, Mango, Mothercare, and Mothercare. This center also contains a recreational site belonging to the company, which is Art Town Tabuk.

2 - Al-Hokair Complex, Al-Rabwah Taiment

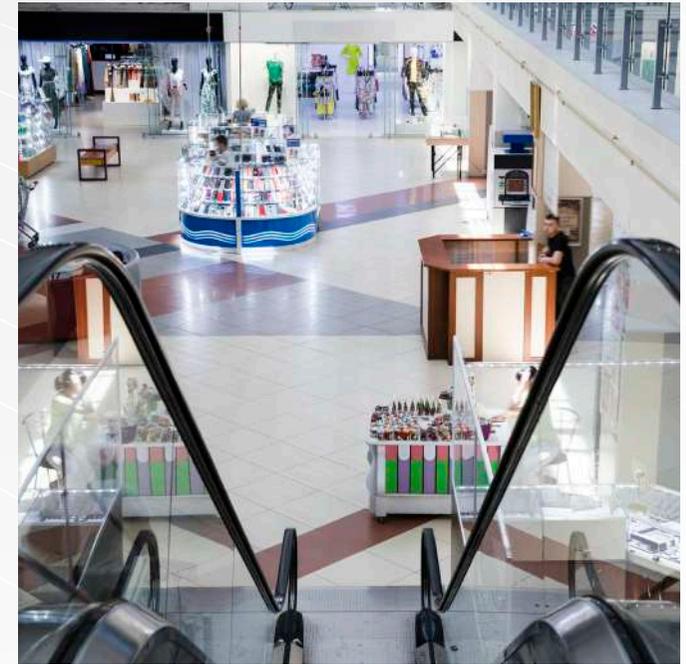
An area of 21.340 square meters and Hukair Time - Dammam area of 5,155 square meters and Hukair Time Mecca area of 27.194 square meters and Hukair Time city with an area of 7,000 square meters and Hukair Time Taif area of 82.035 square meters and Hukair Time Aziziyah area of 8,024 square meters and Hukair Time Almlqa in Riyadh, an area of 6,467 square meters and Hukair Time Jazan, with an area of 10,758 square meters. The group has opened three entertainment centers within the mall under commercial brands (Sparky's, Snowy, and Sky Zone) in addition to leasing some commercial stores and restaurants with international brands, such as Arrow's and

Stowycy, and the international brand, for example.

3- The company is currently constructing the Al Hokair Time complex in Al Ahsa city, which is planned to contain an entertainment center, cinemas, in addition to a group of international restaurants and cafes, and it is expected to open with the third quarter of 2021 AD.

Al-Qassim Recreational and Commercial Projects Company, which is one of the sister companies of the company, manages and operates 2 commercial malls:

- 1- Al-Nakhil Mall in Al-Qassim
- 2- Salma Mall in Hail.



The following is the impact of these main activities on the volume of the company's business and its contribution to the results as follows: -

Activities	Activity revenues (000 / Saudi riyals)	Percentage
The hotel sector	395,322	64%
The entertainment sector	183,103	30%
Others	34,683	6%
The total	613,108	100%

2.3 Associate and subsidiary companies

2.3.1 Associated companies:

The following is a statement showing the names of the sister companies and the percentage of ownership of Al Hokair Group in them as of December 31, 2020:

	The company name	Main activity	The capital	The state	Direct ownership ratio
1	Legends Entertainment Company	Maintaining and operating the entertainment centers	500,000 SAR	Saudi Arabia	50%
2	Al-Qassim Company for Recreational and Commercial Projects of its owners: Abdul Mohsen Al-Hokair and his partners.	Owning, managing, operating and leasing commercial and entertainment complexes	500,000 SAR	Saudi Arabia	50%
3	Tarfeh Company for Touristic Projects	Maintaining and operating the entertainment centers	1,000,000 SAR	Saudi Arabia	50%
4	Real Estate and Tourism Development Company	Hotel establishment, management and operation	100,000,000 SAR	Saudi Arabia	48.5%
5	Gulf Entertainment Company	Establishment, management, operation and maintenance of entertainment and commerce cities	100,000 SAR	Saudi Arabia	50%
6	The luxury entertainment company	Screening of films in covered and open cinemas and other activities for screening of films.	500,000 SAR	Saudi Arabia	31%

Details of shares and debt instruments issued for each sister company as on 12/31/2020.

The company name	Stock details	Debt instruments
Real Estate and Tourism Development Company (Closed contribution)	4,850,000 shares	None

The following is the impact of these main activities of the sister companies on the volume of the company's business and its contribution to the

	The company name	The company's share in the net results of joint ventures (000 / SAR)	The percentage of the company's total revenue
1	Al-Qassim Company for Recreational and Commercial Projects (Entertainment and Commercial Complexes)	4,160 SAR	0.679%
2	Real Estate Development and Tourism Company (hotel)	2,501 SAR	0.408 %
3	Tarfeh Company for Touristic Projects	-2,135 SAR	-0.348%
4	Legends Entertainment Company	-1,397 SAR	-0.228%
5	Gulf Entertainment Company	-3,589 SAR	-0.585%
6	The luxury entertainment company	-3,275 SAR	-0.534%
7	The total	-3,735 SAR	-0.609%

2.3.2 The subsidiary company

(A) Sparky's Land Entertainment Company LLC in the United Arab Emirates, and the following is a statement showing the ownership percentages in it as of December 31, 2020

	The company name	Number of shares	Value (in AED)	Percentage of ownership	Its activities
1	Al Hokair Group Company	99	148,500	99%	Electronic games halls and rooms for children's entertainment
2	Sami Al Hokair *	1	1,500	1%	
3	The total	100	150,000	100%	

* Sami Al Hokair assigns the beneficial ownership in favor of the company, and accordingly, all revenues and profits will be returned to the company.

The following is a statement showing the names of the companies of the Sparky Land Entertainment Company LLC in the United Arab Emirates as of December 31, 2020.

	The company name	Its activities	Value (in AED)	Percentage of ownership	
				Sparky Land	Sami Al Hokair *
1	Sparky's Digital Company	Electronic games halls and rooms for children's entertainment and electric games.	150,000	99%	1%
2	Sparky's Oceana Corporation	Electronic games halls and rooms for children's entertainment and electric games.	150,000	99%	1%
3	Sparkiz Ras al-Khaimah	Electronic games halls and rooms for children's entertainment and electric games.	150,000	99%	1%
4	Sparky's Land Flash Bowling	Bowling Club	150,000	99%	1%

* Sami Al Hokair assigns the beneficial ownership in favor of the company, and accordingly, all revenues and profits will be returned to the company.

(B) Asateer Entertainment and Tourism Company LLC in the Arab Republic of Egypt, and the following is a statement showing the ownership percentages in it as of December 31, 2020:

	The company name	Number of shares	(Value (in Egyptian pounds	Percentage of ownership	Its activities
1	Al Hokair Group Company	99	99,000	99%	Establishing an amusement park Within the city of 6 October
2	Sami Al Hokair *	1	1,000	1%	
3	The total	100	100,000	100%	

* Sami Al Hokair assigns the beneficial ownership in favor of the company, and accordingly, all revenues and profits will be returned to the company.

The following is the impact of these main activities of the subsidiary companies on the company's business volume and its contribution to the results as follows: -

Activities	(Activity revenues (000 / Saudi riyals	Percentage
Entertainment in the United Arab Emirates	9,029	1.47%
Entertainment in the Arab Republic of Egypt	1,330	0.22%
Hotel Advantages Assets Company	1,146	0.19%
The total	11,505	1.88%

3.1 Strategy

In the hospitality sector, Al Hokair Group aims to maintain its focus on the Kingdom's market by consolidating its leadership position in the market in various regions. The company is enhancing its market position by developing its existing hotel portfolio and opening international four- and five-star hotels, in line with the volume of demand and based on the company's deep knowledge in the market and its identification experience. The company continues to primarily target local business travelers and tourists.

As for the entertainment sector, the company aims to consolidate its leadership position in the Kingdom and the United Arab Emirates. The company is working on growth and expansion through the opening of family entertainment centers in addition to establishing independent centers in selected locations according to the market situation in which these centers are located. The company will mainly target the very young, children and to some extent the older age groups, by leveraging its strong brands and developing different and new entertainment concepts. In general, the company seeks to expand its entertainment options by introducing modern entertainment concepts such as educational entertainment and dynamic entertainment through establishing strategic partnerships with international companies that have wide experience in this field

3.2 Governance

We are committed to maintaining the highest levels of governance and view it as a pivotal tool for protecting the rights of shareholders and achieving the highest possible value for their investments in the long term. According to the following most important principles:

Responsibility

Ensure the effective performance of the tasks and the best available capabilities.

Oversight

and accountability Control the actions and behaviors of any decision-making person and ensure his ability to explain and justify his actions.

Equality

Fair treatment and non-discrimination for all parties.

Transparency

To disclose accurately and clearly and to ensure that all group operations and statements are clear and available to all.

Ethics

Act according to the list of professional and ethical

conduct, and deal with all parties with integrity, fairness, and professionalism.

A vision for creating sustainable value
A long-term outlook for achieving sustainability, ensuring growth, and generating a benefit to society.



3.3 Vision

To be the leader in the hospitality and entertainment sectors in every country in which it operates. And to be the preferred choice for customers, investors, and employees. And according to international standards and a local spirit

3.4 The Message

The Al Hokair Group strives to be the preferred and reliable choice for its customers to provide quality, value, and luxury as well as to maintain its continuous growth for its customers, shareholders, and employees.

3.5 Operating efficiency

Raise the level of operating efficiency through the application of the highest international standards in managing operations, rationalization of expenditures, and flexibility of procedures in all business sectors of the company

3.6 Values

One company, two main sectors Focus on investing in the hospitality and entertainment sectors according to the following values:

Value-added

Maximizing shareholder wealth and seeking sustainable growth and increasing profits.

Of empowerment

Enhancing and developing talents and leadership by attracting and settling leaders and young talents through training, career development, and personal skills development, in addition to stimulating the work environment and encouraging initiatives, and granting powers to practice work independently.

Confidence

Customer service with reliability and commitment to providing high-quality services with the utmost professionalism and reliability, while continuously providing and developing services to be professionally in line with customers' requirements and desires.

Excellence

Preserving operational excellence by preserving its corporate culture that seeks to achieve high efficiency and continuous development while maintaining quality and the highest levels of safety. Implement procedures to ensure responsibility for individual and collective actions, decisions, and results.

Responsibility

Towards society and maintaining a balance between work and social privileges, ensuring environmental protection and continuous development. Working with responsibility and maintaining ethics in the communities in which the company operates.



4.1 About human resources

The company has 2253 employees in the Kingdom, 65 employees in the Emirates, and 10 employees in Egypt. The number of Saudi citizens working in the company reached 679 employees, representing about 30% of the total workforce in the company in the Kingdom.

The company's strength and success can be traced back to the expertise and experience of its employees. For this purpose, the company's employees who work in various sectors are subject to various training systems, which aim to inform employees of best practices in the entertainment and hospitality sectors. Training systems are managed by MENA Company for Education and Human Resources Development, which is related to Al Hokair Group Company. MENA Education Company owns the Abdul Mohsen Al-Hokair Higher Institute for Hotel Training, which is responsible for training the employees of the Al-Hokair Group Company in the hospitality and tourism sector. The company's employees are usually trained at the institute at the beginning of their appointment as employees of the company for a period ranging between six months for a year, then they are returned to The company to continue to work with it. The Abdul Mohsen Al-Hokair Higher Institute for Hotel Training provides many long and short-term training courses for its employees from other companies operating in areas including

restaurants, hotels, catering, and some government agencies in the Kingdom. Al Hokair Group employees in charge of maintenance of the company's games in the field of entertainment are subject to training on the maintenance of those games by the various gaming suppliers. This training takes place when the company obtains new entertainment games from its suppliers, as the supplier trains the company's workers upon supply on how to deal with, operate, and maintain these games. Training takes place for specific periods that differ from one supplier to another.

The employees of the Al Hokair Group Company in the hospitality and tourism sector, and the company's employees are usually trained at the institute at the beginning of their appointment as employees of the company for a period ranging from

4.2 Policies for localization of jobs

The company has 679 Saudi employees. The current percentage of Saudi citizens places the company in the green category, as the current rate of resettlement in the accommodation and hotels entity is about 33.69% compared to the required percentage of 29% according to the Nitaqat program. As for the tourism and entertainment entity, the nationalization rate is about 29.36%, compared to the required rate

of 24% according to the Nitaqat program. The company remains fully committed to fulfilling the Kingdom's policy on Emiratisation. For this reason, training and developing Saudi skills and capabilities has been a special priority for the company. The company worked closely with the Ministry of Labor in this regard, and as a result, it implemented a comprehensive plan to increase the number of Saudi citizens who are being employed to continue achieving the national goal.



5.1 Ataa Community Service Center

Based on Al Hokair Group's belief in its social responsibility and the importance of the role of the private sector in development and community partnership, the company launched, during 2006 AD, a center specialized in providing programs for community development and seeks to serve the community in all its segments and work to develop it through the programs that it presents annually in partnership with government agencies and others from the private sector.

The center is interested in allocating several programs directed directly to family members, starting with the child, whom the center contributes to working on educating and educating him and providing him with many skills, in addition to the young people whom the center adopts, supports, and provides facilities for them such as providing advice and advice to young people and helping them prepare a feasibility study regarding projects Which they might want to set up.

During the past years, the center has signed several agreements, namely: -

- An agreement on marketing craft products in cooperation with the Supreme Commission for Tourism.
- A strategic partnership agreement with Ataam Association (to preserve blessings) in the eastern region, the central region, the western region.

And the services of Ataa Center benefit all segments of society, but the focus is on:

- Children - because they are the main target in entertainment, and therefore they are the first in community service.
- Youth and job seekers - as youth are the largest group in society.

5.2 Ataa Community Service Center programs

To achieve the objectives of the Ataa Center concerning community development and the promotion of the principle of social integration, the center provides "Ataa programs", which are distinct and comprehensive programs that cover some of the most prominent community issues, and include the following: -

Academic and research giving programs: -
Interested in academic and research programs to advance education and encourage the research process. The most prominent example includes the center's cooperation with King Saud University to launch the research programs of "Abdul Mohsen Al-Hokair for Nutrition and Human Health".

* Attaa programs for rehabilitation and employment: -
In the context of the policy of Al Hokair Group for the Saudization of jobs, the Center offers pro-

grams for rehabilitation and employment, and many training programs to qualify young Saudis to enter the labor market.

* Ataa volunteer programs: -

The volunteer programs offer volunteer activities for young people to make them aware of the issues of their society and to enhance their sense of responsibility so that they can lead the wheel of renaissance and achievement in the future.

* Awareness programs: -

Focuses on awareness activities in several fields to address issues and problems that arise in society through awareness campaigns that discuss these issues and cooperate with external parties in this field.

* Bid support and sponsorship programs:

The support and care programs have contributed to supporting people with special needs through several activities and the provision of many services in addition to establishing many alliances with institutions concerned with supporting people with special needs.

5.3 Ataa Center from and to the community: -

Starting from our being part of this generous community, and to return some of the favors that it gave us, and believing in the importance of sol-

identity and the role of the private sector and its social responsibility in sustainable development and community partnership, we in Al Hokair Group established the Sheikh Abdul Mohsen Center for Community Service. Through this center, we aim to return the favor to our society in all its segments and advance it by the dictates of our Islamic values and our authentic heritage, by creating social programs based on the principles of integration and partnership between the private and government sectors to provide support and development for the individual and the family and thus the development of society.

We have not forgotten the youth and children, as the center pays great attention to them. Therefore, we present several initiatives in the educational sector by qualifying and training Saudi youth to take their hand and enter them in fields of work that require high degrees of professionalism, such as the tourism and hospitality sector. The group also paid attention to children with special needs by providing care and support and empowerment programs that contribute to improving their quality of life and livelihood.

In 2020, the group presented some works to the community, including the following:

-1- "Joy of Success" initiative for the children of Kayan Orphan Society sponsored by Al Hokair Group in Al Hokair Time Al Rabwah

-2 The group presented an entertainment meeting on the occasion of "World Children's Day", with the participation of children of the Kayan Association for the Care of Orphans, and children of the Saudi Society for Schizophrenia and Vitiligo Charitable.

3- Al Hokair Group has continued its efforts aimed at drawing smiles and joy on the faces of children for decades, as it provided gifts of children's toys for 400 children to be presented in cooperation with the Ministry of Tourism. For children who spend the quarantine period in hotels in Riyadh for 14 days as part of the precautionary measures to confront the Coronavirus

4- Holding a party for human orphans on the occasion of the International Day of Arab Orphans in Sparky's Panorama

5- Based on our social responsibility, Al Hokair Group has provided two of its hotels for employees of the Ministry of Health

6- Receiving 150 children from the Saudi Down Syndrome Center in Al Hokair Time

7- The initiative of "Joy of Success" for the children of Kayan Orphan Society sponsored by Al Hokair Group in Al Hokair Time Al Rabwah

8- The group presented an entertainment meeting on the occasion of "World Children's Day", with the participation of children of the Kayan Association for the Care of Orphans, and children of the Saudi Society for Schizophrenia and Vitiligo Charity.

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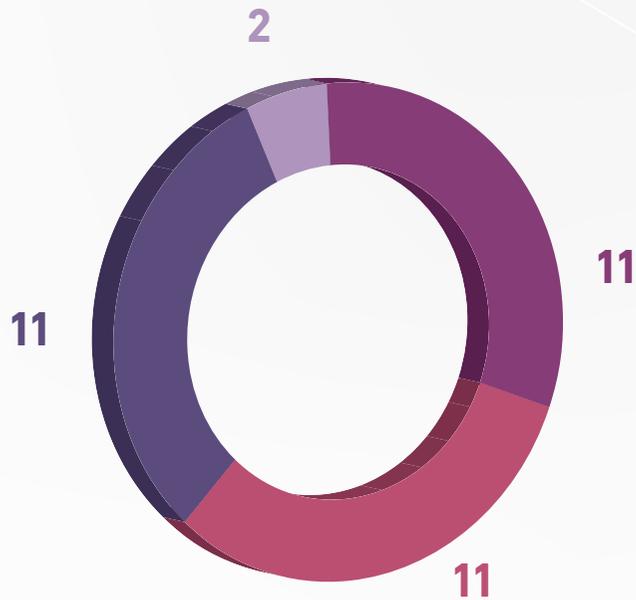


6

The Company's Major Sectors

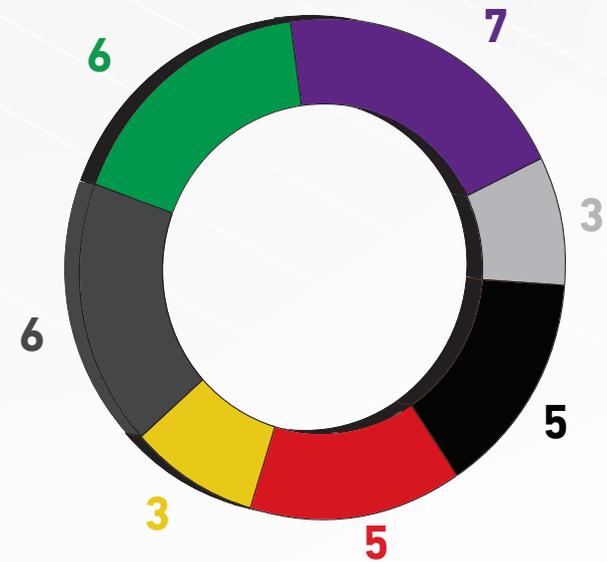
6.1 The hospitality sector

A graph showing the number and percentage of hotels that the company operates, according to geographical distribution.



- Eastern Province
- Western Region
- The United Arab Emirates
- Central Region

A graph showing the number and percentage of hotels that the company operates by brand.

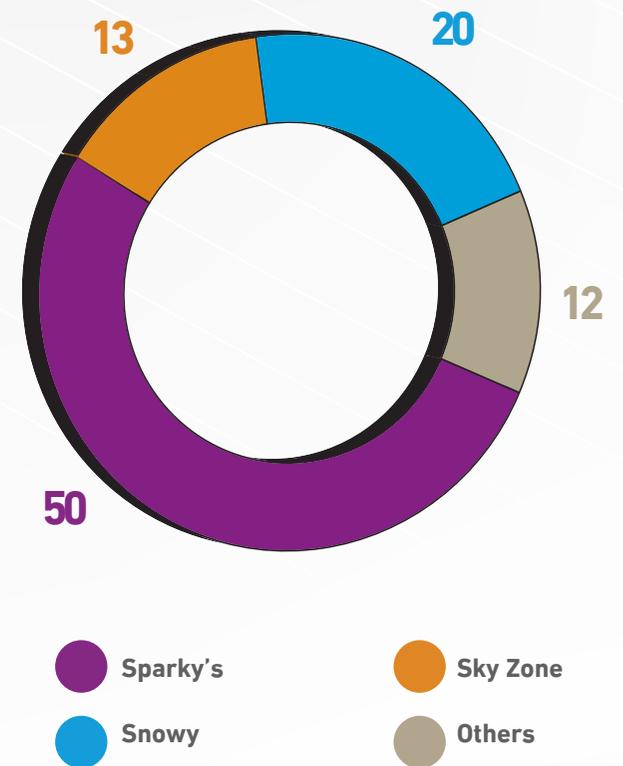
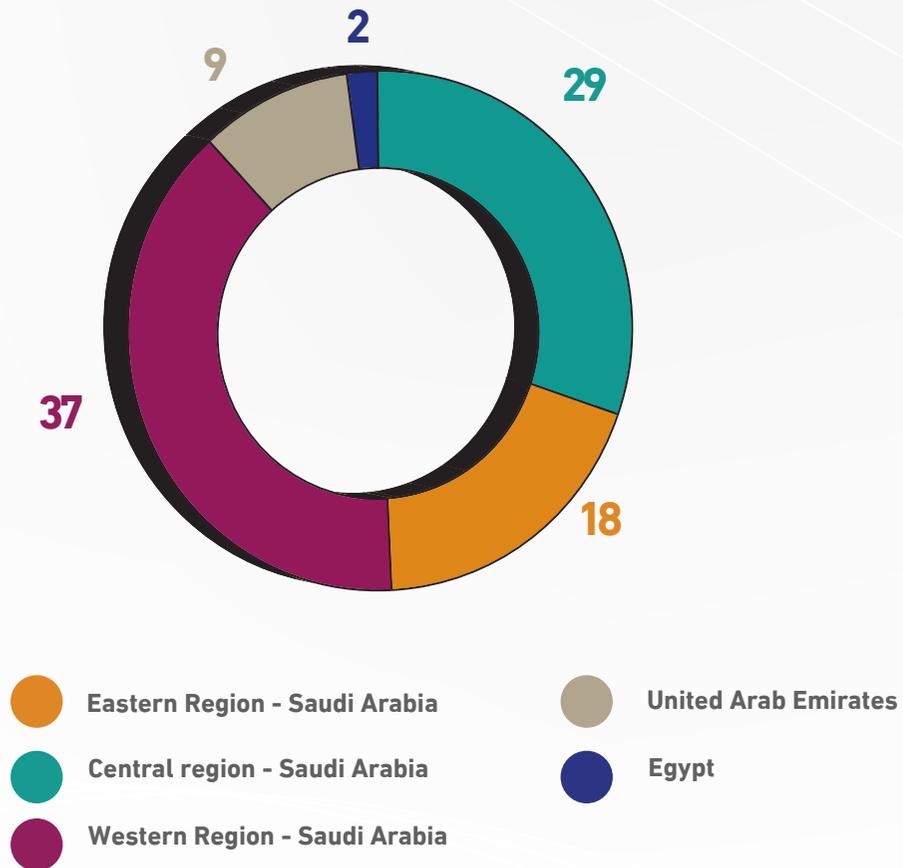


- Golden Tulip
- Radisson
- Accor
- Holiday Inn
- Other local
- Mena
- Hilton

6.2 The entertainment sector

A graph showing the number of entertainment sites by sign according to geographical distribution.

Graph showing the number of entertainment sites by brand.



7.1 Contracts Entered Into With Related Parties

All 18 hotel lease contracts have been amended to make the rental value as a percentage of revenues (20%) with a maximum of 78,942,928 million riyals for all of these hotels mentioned, as of 1/4/2020.

	The nature of the work or contract	The name of the related party	Duration of work or contract
1	Lease contract for Andalusia Hotel - Riyadh	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	26 years
2	Lease contract for the Golden Tulip Hotel - Khobar	Sami Abdul Mohsen Al Hokair	25 years
3	Lease contract for a Holiday Inn hotel - Al Khobar	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	26 years
4	Holiday lease agreement Al Salam - Jeddah	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	24 years
5	Lease contract for the Red Sea Palace Hotel - Jeddah	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	26 years
6	Lease contract for Sahara Al Khobar complex	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	20 years
7	Lease Agreement for the Hilton Dubai Dubai Al Murooj Hotel - Riyadh	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	20 years
8	Lease contract for Double Tree Hotel Dhahran	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	20 years
9	Lease contract for Golden Tulip Jubail	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	25 years
10	Lease contract for the Jeddah Regency Hotel	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	25 years
11	Lease contract for the Al Hamra Hotel in Jeddah	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	20 years

12	Lease contract for the Holiday Inn Jeddah Gateway Hotel	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	20 years
13	Lease contract for the Radisson Blu Hotel, Jizan	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	16 years
14	Lease contract for the Radisson Blu Plaza Hotel, Jeddah	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	20 years
15	Lease contract for the Radisson Blu Hotel, Jeddah Corniche	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	20 years
16	Lease contract for Park Inn Dammam	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	26 years
17	Lease contract for Holiday Inn Al Khobar Corniche	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	16 years
18	Lease contract for the Novotel Yanbu hotel	Abdul Mohsen Abdul Aziz Al Hokair Holding Group	21 years

The transactions and contracts concluded with related parties that were presented to the general assembly held on June 1, 2020 AD and were approved as follows:

	The nature of the work or contract	The name of the related party	Duration of work or contract	The value of the work or contract annually / riyals
1	Lease contract for the Suite Newotel - Riyadh	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	20 years	1,150,000 Saudi riyals annually
2	Lease contract for the University Sales Gallery building - Riyadh	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	26 years	50,000 Saudi riyals annually
3	Lease contract for the accommodation building for Holiday Inn Hotel employees - Al Khobar	The Sami Abdul Mohsen Al Hokair Foundation	5 years	585,000 SAR annually
4	Lease contract for the Newtel Business Park - Dammam	Tanami Arabia Company Limited In which the Abdul Mohsen Abdul Aziz Al Hokair Group Holding Group owns 50% of it.	20 years	20% of the revenue from 1/6/2021
5	Lease contract for an administrative office, expansion, and Diamond Card office - Dammam.	Tanami Arabia Company Limited In which the Abdul Mohsen Abdul Aziz Al Hokair Group Holding Group owns 50% of it.	3 years	660,000 An annual increase of 10% 1,012,000 for expansion 57,500 Dimon offices
6	Agreement on maintenance, operating and cleaning services	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	annually	It offers monthly extracts in exchange for these Services plus a profit margin of 1%
7	(Video C) lease contract for Al Hokair Land website	Riyadh Company for Tourism, Recreational and Commercial Projects Abdul-Mohsen Al-Hokair and Partners Owned by each of the Abdul Mohsen Al-Hokair and the Abdul Mohsen Al-Hokair Holding Company and his sons, among others.	2 years	Compared to 60% of total revenues
8	Plastic supply contract	Riyadh Plastic Factory Company Owned by each of Abdul Mohsen Al-Hokair and Al-Riyadh Cosmopolitan Company, and the Abdul-Mohsen Abdul-Aziz Al-Hokair Group Holding Company owns a 35% stake in Riyadh Cosmoplast Company.	5 years	According to the quotation provided
9	Games maintenance contract	Al Hokair Company to manufacture entertainment games Owned by Abdul Mohsen Al-Hokair, Board members MUSAED AL HOKAIR, MAJID AL HOKAIR, SAMI AL HOKAIR and their partners	5 years	According to the quotation provided This is at the discretion of maintenance and spare parts
10	Lease contract for 5 hangars at Al Baraka warehouse - Riyadh	Riyadh Plastic Factory Company Owned by each of Abdul Mohsen Al-Hokair and Al-Riyadh Cosmopolitan Company, and the Abdul-Mohsen Abdul-Aziz Al-Hokair Group Holding Company owns a 35% stake in Riyadh Cosmoplast Company.	10 years	200,000
11	A contract to lease, manage and operate health clubs within the company's hotels	Health Recovery Company Owned by the Abdul Mohsen Abdul Aziz Al Hokair Holding Group and the Abdul Mohsen Abdul Aziz Al Hokair Company Ltd.	annually	Compared to 18% of total monthly revenues With the exception of the Novotel Dammam site, it is 10% of the total income
12	Staff Training Agreement	MENA Company for Education and Human Resources Development «Abdul Mohsen Al-Hokair Hotel Training Institute» Owned by the Abdul Mohsen Abdul Aziz Al Hokair Group Holding Company and the Abdul Mohsen Abdul Aziz Al Hokair Company Ltd.	annually	An amount of 2,000 riyals per trainee

13	Lease contract for land on which a warehouse is built on Al-Kharj Road - Riyadh	Majid Abdel Mohsen Al-Hokair and the heirs of Khaled Al-Hokair <i>They are Bend Khaled bin Abdul-Mohsen Al-Hokair, Badr Khalid bin Abdul-Mohsen Al-Hokair, and Ahmad Khalid bin Abdul-Mohsen Al-Hokair</i>	10 years	None, but ownership of the assets built on the land passes to the lessor at the expiration of the contract.
14	The contract to supply games	Al Hokair Company to manufacture entertainment games <i>Owned by Abdul Mohsen Al-Hokair, Board members MUSAED AL HOKAIR, MAJID AL HOKAIR, SAMI AL HOKAIR and their partners</i>	3 years	According to the quotation provided
15	Management and operation agreement for Al Hokair Sports and Recreation Center) Al-Ruba project - Riyadh	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	5 years	In return for a fixed investment return 4,5 million riyals annually
16	Majid Al Hokair Printing Press	Mr. Majid Abdel Mohsen Al-Hokair	5 years	According to the quoted quotation Of competitive value
17	Lease contract for a building attached to a Holiday Hotel. Jeddah Gate - Jeddah	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	20 years	15% of total revenues
18	Lease contract for the Golden Tulip Nasiriyah Hotel, Riyadh	Abdul Mohsen Al-Hokair and Sons Holding Company	20 years	2,165,000 Saudi riyals annually
19	Lease contract for the Tulip Inn Hotel - Taif	Abdul Mohsen Al-Hokair and Sons Holding Company	20 years	400,000 Saudi riyals annually
20	Management contract for the Mina Plaza Hotel - Dubai	Abdul Mohsen Abdul Aziz Fahad Al-Hokair (the owner)	10 years	2% of total revenue against basic management fees, 6% of total annual operating profit against incentive management fees, and 2% of room revenue against marketing and advertising management fees
21	Management contract for MENA Hotel Apartments - Dubai	Abdul Mohsen Abdul Aziz Fahad Al-Hokair (the owner)	10 years	2% of total revenue against basic management fees, 6% of total annual operating profit against incentive management fees, and 2% of room revenue against marketing and advertising management fees
22	Riyadh office lease contract	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	10 years	1,500,000 riyals
23	Building Welcome Staff Housing - Riyadh	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	5 Years	800,000 Saudi riyals annually
24	Housing lease contract for employees - Khobar	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	A year 12	First two years Free 100,000 Annual rent for each of the remaining ten years
25	Lease contract for a developed bone hangar building - Jizan	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	A year 13	1,200,000

* Related party linked to members of the Council who are) Assistant Hukair Majid Hukair and Sami Hukair (senior executives , a) Meshaal Hukair (where own indirectly in Abdul Mohsen Abdul Aziz Al Hokair Group Holding Company and directly in Abdul Mohsen Abdul Aziz Al Hokair Company Limited and Abdul Mohsen Al Hokair & Sons Holding.

7.2 Interests of Board Members and Senior Executives in Contracts with the Company

Sister companies:

Below is a list of the names of the transactions and contracts concluded with members of the Board of Directors and senior executives or any person related to any of them, which were presented in the general assembly of the company that was held on the date of June 1, 2020 AD, as follows:

	The nature of the business or contract	Amount of work or contract annually / riyals	Duration of work or contract	Conditions of employment or contract	The name of the related party
1	Lease contract for Andalusia Hotel - Riyadh	20% of the revenue	26 years old	<ul style="list-style-type: none"> The lessor declares that he has the right to rent real estate and declares that he is free from any impediments or obligations to others The tenant has the right to rent the whole building or part of it to others and collect the rental values from the occupants of any part of the property. <p>The lessee has the right to cancel any concession granted by the lessor to others and has the right to put his own trademarks</p> <ul style="list-style-type: none"> The tenant bears the expenses of guards and maintenance of buildings and the expenses of electricity, water, telephone and other services The lessor is obligated that in the event of transferring the ownership of the building to the other, whether by transfer or sale, the new owner is obligated to continue the contract until the end of its term. The contract is automatically renewed for a similar period or periods unless one of the parties notifies his desire not to renew, and if the tenant wishes to leave the building, he pays until the end of the lease year. In the event that the contract expires, all improvements and decorations are considered the property of the lessor The first party has the right to make modifications to the property in a way that does not cause damage to the building 	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
2	Lease contract for the Golden Tulip Nasiriyah Hotel - Riyadh	2,165,000	20 years old		Abdul Mohsen Al-Hokair and Sons Holding Company
3	Lease contract for the Golden Tulip Hotel - Khobar	20% of the revenue	25 years old		Sami Abdul Mohsen Al-Hokair
4	Lease contract for a Holiday Inn hotel - Al Khobar	20% of the revenue	26 years old		The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
5	Lease contract for the Red Sea Palace - Jeddah	20% of the revenue	26 years old		The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
6	The lease contract of the Tabuk Commercial Center - Tabuk	2,500,000	12 years old		Tabuk Company for commercial and entertainment projects <small>It is owned by the Abdul Mohsen Abdul Aziz Al Hokair Holding Group and the Abdul Mohsen Al Hokair and Sons Holding Company.</small>
7	Lease contract for the Tulip Inn Hotel - Taif	400,000	20 years old		Abdul Mohsen Al-Hokair and Sons Holding Company
8	Lease contract for the Suite Newotel - Riyadh	1,150,000	20 years old		The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
9	Newotel lease contract - Yanbu	20% of the revenue	21 years old		The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
10	Lease contract for the University Sales Gallery building - Riyadh	50,000	26 years old		The Abdul Mohsen Abdul Aziz Al Hokair Holding Group

11	Lease contract for the staff accommodation building at the Holiday Inn Hotel - Khobar	65,790	5 years old	<ul style="list-style-type: none"> • The lessee has no right to lease the site to other subcontractors. • The tenant has no right to place dangerous or encounter objects To ignite, and if present Any damage the tenant bears to be repaired. • The tenant undertakes to pay all the electricity and water bills. 	The Sami Abdul Mohsen Al Hokair Foundation
12	Hotel lease contract Nouvelle Business Park Dammam	20% of the revenue	20 years old	<ul style="list-style-type: none"> • The lessor is obligated to hand over the property to the lessee. • The lessor is obligated to grant the lessee parking for a number of 100 cars. • The lessor is obligated to authorize the tenant comprehensively, which guarantees him the right of review. Governmental departments and others to exploit real estate. • The lessor bears all the maintenance and finishing expenses of the facades and the spaces. The external property of the property. • The tenant is obligated to maintain the lease completely and completely. • The tenant is obligated to perform the internal preventive maintenance resulting from its use. Of the property. • The tenant is obligated to pay the bills for electricity, water, telephone and sewage consumption. • The tenant is obligated to obtain all necessary licenses for his use of the eye. • The tenant declares that the rented property and all the buildings and facilities it contains are The exclusive property of the lessor. • The tenant shall issue licenses for the municipality, civil defense, and all authorities. Governmental organizations. • In the event that one of the parties does not want the renewal, then he notifies the other party before Six months from the expiry of the contract or renewal contract. • In the event that the property is sold by the lessor, the contract remains valid in Facing the new buyer until his term expires, and the lessor guarantees that. 	<p>Tanami Arabia Company Limited</p> <p>In which the Abdul Mohsen Abdul Aziz Al Hokair Group Holding Group owns 50% of it.</p>

13	<p>Administrative office lease contract and expansion And the Damon Card - Dammam office</p>	<p>726,000 riyals 57,500 riyals, Damon office</p>	<p>A year 3</p>	<ul style="list-style-type: none"> • The rental price includes water services, lighting corridors, and outdoor spaces. The positions, security services, guarding, maintenance and general cleaning of the center. • The tenant bears the electricity consumption, according to the meter reading. • In the event of eviction, the tenant vacates the property on the specified date and has paid All his financial obligations, including rent, electricity and delivery of the property, are in good and intact condition. • That the purpose of the lease is to use it as an office and the tenant may not use it in Any other activity without the written approval of the lessor. • The tenant is obligated to perform all cleaning and maintenance work inside the property. The lessor. • The tenant, according to his area, gives the tenant 15 parking spaces. Earmarked for tenants. • The tenant is not permitted to carry out any decoration work, interior division, modifications, or Additions except with the written consent of the Lessor and his supervision. • The lessee has no right to place any external air conditioning equipment except for the basic units provided by the lessor, and the lessee may, with the lessor's written, demanding approval. By increasing the adaptation within the limits of the technical possibilities. • The lessee has no right to place any weights that exceed the appropriate limit. Building specifications. • The tenant undertakes to inform the lessor immediately of any emergency that occurs to the building. • It is prohibited for the tenant to place materials in the rental property or any place in the building. Flammable, explosive, unsanitary, harmful, or forbidden. • If the tenant desires for any reason to vacate the rented property before the end of the contract, then he is not entitled to request the cancellation of the lease value for the remaining period of the contract that is due He has to pay it. • The contract is not transferable to others and it is not permissible for the lessee to lease it in full or in part. From it to others. • The lessor may ask for eviction if it is proven that the tenant has used the place. In a disturbing manner of comfort or in the event of tenant insolvency or bankruptcy. • If the lessor decides to sell the building or part of it, this does not result in the expiration of the contract. Rather, it applies to the buyer and is bound by his conditions. 	<p style="text-align: center;">Tanami Arabia Company Limited</p> <p style="text-align: center;">In which the Abdul Mohsen Abdul Aziz Al Hokair Group Holding Group owns 50% of it.</p>
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14	<p>Agreement on maintenance, operating and cleaning services</p>	<p>It offers monthly extracts in exchange for these Services in addition to Profit margin of 1%</p>	<p>Annually</p>	<ul style="list-style-type: none"> • The service provider is obligated to insure efficient employment throughout the service period. The service provider has the right to request an increase or decrease in the number of workers per month. Commensurate with the size of the service. • The service provider is committed to ensuring the level of services and acknowledges its commitment to all Legal requirements. • The service provider has the right to object to what he deems below the required standard and shall comply with The service provider improves the services provided without his objection. • The service provider makes hotel rooms available to the supplier's staff upon request. The value is calculated according to the current prices in the hotels. • The service provider has the right to purchase any assets that he has an interest in and that he desires from. The lessor according to the purchase price is calculated at fair value to achieve his interest. 	<p>The Abdul Mohsen Abdul Aziz Al Hokair Holding Group</p>
	<p>Game rental contract (Video C (For Al Hokair Land - Riyadh)</p>	<p>As compared to 60% of total revenues</p>	<p>A year 2</p>	<ul style="list-style-type: none"> • The tenant undertakes to operate the games in a manner consistent with their nature and undertakes to By using them appropriately, he shall bear the costs of repairing the resulting faults. Report misuse. • The tenant undertakes to return the toys to hand over the expiry date in good condition. • The lessor has the right to withdraw toys in case of misuse and delay in payment. Its percentage. • The lessor is obligated to perform the necessary maintenance for the games throughout the validity period of the contract. • The lessor is obligated in the event of a malfunction or a defect in the games, he changes and withdraws them from the site and provides the site with games that work well and is committed to By switching games from time to time to develop the site. 	<p>Riyadh Company for Tourism, Recreational and Commercial Projects Abdul-Mohsen Al-Hokair and his partners, which are owned by each of Abdul-Mohsen Al-Hokair and the Abdul-Mohsen Al-Hokair Company and his Sons Holding Company, among others.</p>
16	<p>Plastic supply contract</p>	<p>According to the quotation provided</p>	<p>5 years old</p>	<ul style="list-style-type: none"> • The supplier shall supply the required valid and sound materials to warehouses. The second party. • The supplier undertakes that all the materials supplied are in compliance with the requirements of the Saudi specifications and standards. • The supplier shall provide the supplier with translated certificates of origin for the materials supplied. And certified when needed, as per the requirements of the Standard Authority. • The supplier shall compensate or replace any material that is found to be inconsistent. • The supplier shall provide him with competitive price offers. The supplier shall provide hotel rooms for the supplier's employees upon request, and the value is calculated according to the prices circulating in the hotels. 	<p>The Riyadh Plastic Factory Company, owned by each of Abdul Mohsen Al-Hokair and the Riyadh Company of Cosmoplast, and the Abdul Mohsen Abdul Aziz Al-Hokair Group Holding Company owns a 35% interest in the Cosmopolitan Company.</p>

17	Games maintenance contract	As per the quoted price offer at the discretion of maintenance and spare parts.	5 years old	<ul style="list-style-type: none"> • The service provider is committed to securing and providing employment, and adhering to all directives. Service provider. • The service provider has the right to direct the worker according to the nature of the work. And the system in place at its sites. • The service provider shall carry out the highest level of maintenance, as pledged by the service provider. Service by selecting trained and good manpower and with due diligence. • The service provider is obligated to intensify the operation crew at peak times and in Seasons and holidays. • The service provider has the right to object on the business level and the service provider is bound Correct them at his expense without any objection. 	<p>Al-Hokair Company for the manufacture of entertainment games owned by each of Abdul Mohsen Al-Hokair and members of the board of directors Musaed Al-Hokair, Majid Al-Hokair, Sami Al-Hokair and their partners</p>
18	Lease contract for 5 hangars at Al Baraka warehouse - Riyadh	200,000	10 years	<ul style="list-style-type: none"> • The lessor declares that it has the right to rent out the properties and acknowledges that it is free of any Prohibitions or obligations of others. • The lessee has the right to lease the whole building or part of it to others and collect the rental values. Of the occupants of any part of the property. • The tenant has the right to make the necessary adjustments that do not cause any damage to the The building for his investment in the activity he deems appropriate. • The tenant bears the expenses of his guarding, the maintenance of the building and the electricity expenses. Water, phone, and other services. • The lessor is obligated that in the event of transferring the ownership of the building to another, whether by inheritance or Selling by obligating the new owner to continue the contract until the end of its term. • The contract is automatically renewed for a similar period or periods unless one of the parties notifies his desire not to renew. If the tenant wishes to leave the building, he shall be paid at the end of the year Current rent. • The lessor has the right to stop services for the building in the event that the tenant delays in payment for a period of more than 60 days. The decade by itself. 	<p>The Riyadh Plastic Factory Company, owned by each of Abdul Mohsen Al-Hokair and the Riyadh Company of Cosmoplast, and the Abdul Mohsen Abdul Aziz Al-Hokair Group Holding Company owns a 35% interest in the Cosmopolitan Company.</p>

19	<p>A contract to lease, manage and operate health clubs within the company's hotels</p>	<p>Compared to 18% of total monthly revenues, excluding the Novotel Dammam site, it is 10% of total income.</p>	<p>Annually</p>	<ul style="list-style-type: none"> • The tenant is obligated to receive the hotel guests free of charge and to provide the used materials. • The tenant is obligated to provide the necessary cleaning and materials for each site. • The tenant shall bear any expenses related to health club improvements and maintenance. • The lessor is committed to the daily washing costs of the used towels in the club. Health. • The lessor is obligated to provide private housing for the tenant's employees, and he should bear The tenant costs this. • The lessee has the right to purchase any assets he has an interest in and he desires in it from the lessor. According to the purchase price, it is calculated at fair value for his benefit. 	<p>Health Recovery Company Owned by the Abdul Mohsen Abdul Aziz Al Hokair Holding Group and the Abdul Mohsen Abdul Aziz Al Hokair Company Ltd.</p>
20	<p>Staff Training Agreement</p>	<p>An amount of SAR 2,000 per month as a training fee for one trainee.</p>	<p>Annually</p>	<ul style="list-style-type: none"> • The institute is committed to providing specialized trainers in the field of training courses. Hotel according to academic and professional standards and controls. • The institute assists in the recruitment and selection process Complies with standards and employment policy. • The institute is committed to providing the appropriate training material for the training process. • The institute is committed to holding the training courses agreed upon for a period of 3 months, at the rate of 4 training hours per day and for a period of 5 days in one week. Training in all cities where the institute is located. • The institute is committed to submitting technical reports on the training process on a weekly basis. • The institute is obligated to provide its affiliates with certificates attested by its institute. It is also certified by the General Administration for Vocational Training. • The institute is committed to focusing on quality standards and following up on staff before, during, and after the end of the training period. • The first party provides hotel rooms for the employees of the second party (upon request) and the rental value is calculated according to the prices circulating in the hotels. Of the first party. 	<p>MENA Company for Education and Human Resources Development «The Abdul Mohsen Al Hokair Institute for Hotel Training» (owned by the Abdul Mohsen Abdul Aziz Al Hokair Group Holding Company and the Abdul Mohsen Abdul Aziz Al Hokair Holding Company).</p>

21	Park Inn hotel rental - Dammam	20% of the revenue	26 years old	The same conditions mentioned in point (1)	The Sami Abdul Mohsen Al Hokair Foundation
22	Lease contract for land on which a warehouse is built on Al-Kharj Road - Riyadh	None, but ownership of the assets built on the land passes to the lessor at the expiration of the contract.	10 years	<ul style="list-style-type: none"> • The lessor is obligated to enable the lessee to acquire and use the entire leased property. Or rent it to others. • The tenant is obligated, in the event of transferring the property to another owner, to commit him to a continuous period of The contract to its end. • The lessee has the right to revoke any concession or operation right that the lessor has granted to others. • The tenant has the right to make the necessary adjustments that do not cause any damage to the Leased property. • The tenant shall abide by the system of leasing the warehouse units built in accordance with By paying electricity, water, phone and other bills until the date of receiving the site. • The tenant is obligated to guard the warehouses and maintain them at his expense, while keeping them in Good condition. 	Majid Abdul-Mohsin Al-Hokair and the heirs of Khaled Al-Hokair, namely Bandar Khalid bin Abdul-Mohsen Al-Hokair, Badr Khalid bin Abdul-Mohsen Al-Hokair, and Ahmed Khaled bin Abdul-Mohsen Al-Hokair
23	Lease contract for the Sohar Compound	20% of the revenue	20 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group

24	The contract to supply games	According to the quotation provided	3 years	<ul style="list-style-type: none"> • The supplier undertakes that all toys are of high quality and workable. And according to the items and specifications specified in the assignment order. • The supplier is obligated to compensate or replace any toys that appear not to be in conformity with what is specified in the assignment order without the other party bearing any expenses incurred. On that. • The supplier is obligated to operate the games supplied on the site of the other party They are in trial operation. The supplier shall train the qualified technician by the third party in the operation of the And use of the game. The supplier submits a warranty for the games against manufacturing defects for a period of one year, starting from the date of supply, and shall commit, during the warranty period, to bear the value of the spare parts and the wages. Repairs for any technical defects that are covered by the warranty. • The supplier is obligated to submit price offers on each purchase, provided that the prices provided are competitive prices and do not exceed the market price. The supplier has the right to contract with another supplier in the event that there are competitive prices for the second party. Or were the quality of the games or services better than those provided by the supplier. 	<p style="text-align: center;">Al Hokair Company for the Manufacture of Entertainment Games (owned by each of Abdul Mohsen Al Hokair and Board members MUSAED AL HOKAIR, MAJID AL HOKAIR, SAMI AL HOKAIR and their partners)</p>
25	The Holiday Inn Corniche is Al Khobar	20% of the revenue	16 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group

26	Management and operation of Al Hokair Sports and Recreation Center (Riyadh Asthma project)	In return for a fixed investment return of 4.5 million riyals annually.	5 years old	<ul style="list-style-type: none"> • The lessor is obligated to deliver the signed tenant free of any obligations to any other party. • The tenant is obligated to operate the site in an optimal manner and to preserve its contents. • The tenant has the right to benefit from the proceeds from operating all the stores The list within the sites and collected for his account. • The lessee has the right to use any trademark that belongs to him and the lessor has no right to Being used. • The tenant is obligated to pay all the electricity, water and phone bills for the site, and he is committed to maintaining the auxiliary facilities such as sewage and storage tanks. Water, electrical accessories, office furniture, administration and others. • Since the tenant has the experience and knowledge necessary to buy toys, he is obligated to buy toys and machines that are suitable for the operation and is committed to working on developing And make improvements to the site. • The tenant is obligated to observe the security and safety principles of the site according to the instructions of the civil defense, and he shall abide by the teachings of the Islamic religion and not to accommodate the wanted or wanted persons. Violators. • The tenant has the right to operate and manage the site in his own way Fully responsible. • The tenant is obligated to take out insurance on the site and its contents at his expense. • The lessor is obligated to compensate the tenant for the material or moral damages that he may suffer in the event of his failure or failure to participate in obtaining the approvals that he may suffer. The tenant wants it. 	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
27	Staff accommodation for Radison Blue Hotel - Jazan	600,000	16 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
28	Hilton Hotel Staff Accommodation - Dhahran	585,000	5 years old	The same conditions mentioned in point (1)	Mr. Assistant Abdul Mohsen Al-Hokair
29	Staff accommodation at the Doubletree Hotel in Al Murooj - Riyadh.	900,000	5 years old	The same conditions mentioned in point (1)	Mr. Assistant Abdul Mohsen Al-Hokair

30	Majid Al Hokair Printing Press	According to the competitive price quotation	5 years old	<ul style="list-style-type: none"> • The printing press is committed to ensuring that all designs and printing are of high quality. And according to the specifications and acknowledged that they are valid and sound. • The printing press is obligated to compensate or replace any design or printing works. Inconsistency is evident and the expense is charged. • The printing press is obligated that the price offered is competitive prices, and the other party has the right to contract with another supplier in the event of competitive prices or the quality of designs and printing. 	Mr. Majid Abdel Mohsen Al-Hokair
31	Lease contract for a Regency hotel - Jeddah	20% of the revenue	25 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
32	Lease contract for the Golden Tulip Jubail Hotel	20% of the revenue	25 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
33	Lease contract for the Al Hamra Hotel - Jeddah	20% of the revenue	20 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
34	Lease Agreement for the Hilton Double Tree Hotel - Dhahran	20% of the revenue	20 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
35	Lease contract for the Radison Blue Jazan hotel	20% of the revenue	16.5 years	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
36	Lease contract for the Radison Blue Plaza - Jeddah	20% of the revenue	20 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
37	Holiday lease agreement Al Salam - Jeddah	20% of the revenue	24 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group

38	Lease Agreement for the Hilton Dubai Dubai Al Murooj Hotel - Riyadh	20% of the revenue	20 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
39	Lease contract for a Holiday Inn at the Jeddah Gate	20% of the revenue	20 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
40	Lease contract for a building attached to a Holiday Hotel. Jeddah Gate	15% of total revenues	20 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group
41	Lease contract for the Radison Blue Corniche - Jeddah	20% of the revenue	20 years old	The same conditions mentioned in point (1)	The Abdul Mohsen Abdul Aziz Al Hokair Holding Group

* Some of the contracts mentioned in this table were previously mentioned in the schedule of contracts concluded with related parties, and the reason for their re-listing in this table is due to their association with the board members and they are (Mukhtar's assistant to Al Hokair, Majid Al Hokair) and senior Al Hokairen (and senior Al Hokair). Abdul-Mohsen Abdul-Aziz Al-Hokair Holding Company, directly in the Abdul Mohsen Abdul-Aziz Al-Hokair Company Ltd., and the Abdul Mohsen Al-Hokair and Sons Holding Company.

7.3 The following are similar or competing acts of the company's business for the members of the company's board of directors, which were presented and approved:

	Name of a member of the board of directors	The name of the company of which he / she owns / is a member	The nature of its work
1	Mosaid Abdul Mohsen Abdul Aziz Al Hokair	Abdul Mohsen Al-Hokair and Sons Holding Company	Investing and owning stakes in companies operating in the field of establishment and management Amusement parks, establishment, management and operation of hotels, furnished apartments, and other services. Marketing for others, and import and export services for others.
		Real Estate and Tourism Development Corporation Torescu	Management and operation of entertainment centers, establishment, management and operation of hotels.
		European Company for Tourism and Hotel Investment	Management of amusement parks, games and tourism promotion.
		Khalidiya Towers Residential Company	Operation, maintenance and construction of housing units and purchase of lands for constructing buildings. And investing these buildings by selling or renting for the benefit of the company.
		The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	Maintenance and operation of hotels, entertainment facilities, restaurants, public, residential and commercial buildings, demolition works, import and export, wholesale and retail trade in toys and entertainment equipment, and the sale and purchase of real estate for the benefit of the company.
		Jusoor Commercial Tourism Company	Sports equipment repair, equipping, operating and maintenance of sports facilities, and sales. Wholesale for children's games, electronic games and gifts.
2	Majid Abdel Mohsen Abdel Aziz Al Hokair	Abdul Mohsen Al-Hokair and Sons Holding Company	Investing and owning shares in companies operating in the field of establishing and managing amusement parks, establishing, managing and operating hotels and furnished apartments, marketing services for third parties, and import and export services for others.
		Real Estate and Tourism Development Corporation Torescu	Management and operation of entertainment centers, establishment, management and operation of hotels.
		European Company for Tourism and Hotel Investment	Management of amusement parks, games and tourism promotion.
		Riyadh Company for Tourism and Recreational Projects And commercial Abdul Mohsen Al-Hokair and Partners	Establishing entertainment and tourism centers, and managing and operating entertainment centers. Tourism, maintenance, development, management and maintenance of real estate.
		The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	Maintenance and operation of hotels, entertainment facilities, restaurants, public, residential and commercial buildings, demolition works, import and export, wholesale and retail trade in toys and entertainment equipment, and the sale and purchase of real estate for the benefit of the company.

	Name of a member of the board of directors	The name of the company of which he / she owns / is a member	The nature of its work
3	Sami Abdul Mohsen Abdul Aziz Al Hokair	Abdul Mohsen Al-Hokair and Sons Holding Company	Investing and owning shares in companies operating in the field of establishing and managing amusement parks, establishing, managing and operating hotels and furnished apartments, marketing services for third parties, and import and export services for others.
		Real Estate and Tourism Development Corporation Torescu	Management and operation of entertainment centers, establishment, management and operation of hotels.
		European Company for Tourism and Hotel Investment	Management of amusement parks, games and tourism promotion.
		The Abdul Mohsen Abdul Aziz Al Hokair Holding Group	Maintenance and operation of hotels, entertainment facilities, restaurants, public, residential and commercial buildings, demolition works, import and export, wholesale and retail trade in toys and entertainment equipment, and the sale of And the purchase of real estate for the company.
		Tanami Arabia Company Limited	Establishing, managing, operating and maintaining industrial projects, commercial complexes, central markets, managing, developing and maintaining real estate, residential and commercial complexes by selling or renting for the benefit of the company, as well as import and export services, merchandising, import and export services, merchandising, merchandising, trade in general, merchandising, trade and commerce.
		City Pearl Company	Hotels, hotel apartments, palaces, wedding and events lounges with Residency.

Despite the impact of the repercussions of the new Corona virus, Covid-19, which affected various business sectors, the company was able to face that crisis through a crisis management team to reduce the negative effects of that pandemic on the company.

8.1 Hospitality sector:

Despite the repercussions of the Corona pandemic and its negative impact on the hospitality sector, the company managed to secure quarantine services in cooperation with the Ministry of Health and relevant authorities in a number of its hotels, which contributed to mitigating the negative impact of the outbreak of the pandemic on the sector's business .. The

company also developed MENA brand to be a distinguished hotel brand within the hotel portfolio, to provide guests with hotel services with international standards and a local flavor, which will contribute to increasing the company's income despite the rationalization of capital expenditures during the year. The improvement and development processes necessary for a number of Of the company's hotels during breaks. Included in the development of some rooms and hotel facilities.

8.2 Entertainment sector:

The entertainment sector is considered one of the sectors most affected by the repercus-

sions of the new Corona virus, Covid-19, due to the suspension of work in cities and entertainment centers and amusement parks inside and outside commercial complexes for a period of more than three months, and then put in place precautionary measures that include reducing the capacity of entertainment centers and Games, however, the company was able to overcome this crisis and gradually reopen the entertainment centers, taking all necessary precautions and measures that guarantee the safety of visitors and the continuation of operation.

The company has re-renewed and developed two entertainment centers and reopened them during the fourth quarter of 2020

	The trademark	Location	The city	Opening date
	Sparkies	Al Salam Mall	Riyadh	Fourth Quarter 2020 AD.
	Sparkies	Darren Mall	Dammam	Fourth Quarter 2020 AD.

9.1 Hospitality sector:

In line with the company's strategy in the hospitality sector, the company aims to rehabilitate and develop a number of hotels in order to raise efficiency, develop the level of hotel facilities and raise the quality of service provided to guests to give them a distinct hotel stay experience, which will positively affect future occupancy rates and the level of revenues.

The company is targeting major developments in a number of hotels during the year.

9.2 Entertainment sector:

The company's strategy aims to redevelop and renew a number of existing entertainment centers through the redevelopment of identity and audio and visual effects in line with modern concepts in the entertainment center industry, as well as adding new games to these sites, which represent new and different entertainment experiences for customers and This will be reflected positively on the level of these

centers' revenues.

9.3 Organizing events:

Within the framework of the company's strategy to provide new entertainment axes, the company plans to hold several events through the Events Oasis Company, which is owned by the group at a rate of 100%, as well as creating a modern commercial entertainment concept that is suitable for all family members, such as the Bamboo event and the Magna event scheduled to be held in the first quarter of 2021 AD.

9.4 Modern gyms:

In the context of supporting operations and diversifying the activity portfolio, the company is seeking to open a number of fitness halls under the name of Pure Gym, which is a modern concept for sports clubs that offer flexible memberships suitable for all needs. The company is expected to open its first branches during the fourth quarter of 2021 AD after completing all studies. Finance to confirm the quality of the investment.



The company pays attention to the potential risks arising from the locally expected competition resulting from the entry of new companies in the Kingdom and the expansions of other companies. The company periodically reviews these risks and puts in place appropriate procedures to overcome them. There may be additional risks that are not known to the company at this time or that the company may consider not material:

The success of the new projects or sites established by the company

The company's strategy is to continue expanding its business in the hospitality and entertainment sectors over the coming years, by opening new hotels in the Kingdom and opening new entertainment sites in both the Kingdom and the Emirates. The establishment of such projects or new sites may face many challenges and obstacles, such as finding new sites characterized by competitive prices, access to the best contractual terms, and the ability of the company to prepare these sites within the specified deadlines. Accordingly, there is no guarantee that the company's opening of new projects or sites will achieve success based solely on the success of the previous projects or sites.

Termination or non-renewal of the Company's licensing and management agreements

These risks are represented by the fact that prominent licensors or operators or groups of them may have conflicting interests or not in line with the company's in-

terests, and this may lead to the licensors or operators breaking existing agreements with the company. With regard to management agreements, the operator who manages the hotel may terminate the agreement in the event of a material breach by Al Hokair Company of its obligations. The company is required to obtain and maintain the necessary permits, licenses and statutory approvals in relation to its activities in the hospitality and entertainment sectors.

Termination or non-renewal of the company's lease contracts

The company has entered into leases with other parties in their capacity as owners of the leased properties. These contracts relate to hotels and entertainment venues for the Company's business. Accordingly, the company does not own any of the real estate related to its hotel or leisure business.

The company's reliance on transactions with related parties

The company has entered into a number of transactions with related parties. These transactions are represented in the lease contracts of hotels and sites managed and operated by the company in addition to administrative offices and employee accommodations, and a number of service contracts provided by the parties.

The company's reliance on the appropriate maintenance of its assets, systems, and in-

frastructure.

The company's success rests on its ability to maintain the integrity and maintenance of all of its assets, including hotel and entertainment sites. The company also relies on information systems and electronic support and service providers in connection with communication equipment and services, including broadband services. Any breakdown or interruption in the company's systems, its own infrastructure, its business or its sister companies, or any deterioration in the performance of these systems and infrastructure may lead to the company's inability to provide services or to conduct its operations in a way that may cause a delay in providing services or conducting its operations. Its financial position and results of operations.

The ability to rent, own and develop related sites

The company's success in the field of hospitality and entertainment depends on the availability of suitable sites and the company's ability to lease these sites on appropriate commercial terms. Given that many of these agreements are with external parties, the company may not be able to enter into new agreements on acceptable terms or not be able to conclude these agreements at all.

Health and safety risks

There are risks related to health and safety in the company's sectors, which may have a negative impact on the results and operations of the company and with regard

to the entertainment sector. Most of the company's entertainment or entertainment sites are present. There are risks associated with these games that may result in accidents or unnecessary injuries in any of the company's entertainment sites.

Lawsuits and fines

The company may be exposed to the risk of filing lawsuits from many parties, including inmates, clients, partners in sister companies, suppliers, employees, or regulatory bodies such as the General Authority for Tourism, Antiquities, Civil Defense and Civil Defense. Of the Company's hotels and entertainment venues

Bank commission rate risk

Commission rate risk is the risk that the value of a financial instrument will fluctuate as a result of changes in commission rates prevailing in the market. The Group is subject to commission rate fluctuation risk in connection with its commission-related requirements. The company manages its exposure to commission rate risk by maintaining the loan levels at constant floating commission rates within appropriate levels.

Credit risk

Credit risk is the inability of one party to fulfill its obligations, resulting in the other party

incurring a financial loss. The Group limits its credit risk with respect to customers by setting credit limits for each customer, and monitoring outstanding receivables.

Currency risk (foreign exchange)

Currency risk is the risk that the value of financial instruments will fluctuate due to changes in foreign exchange rates. The Group is subject to fluctuations in foreign exchange rates in the normal course of its business. The Group deals in foreign currencies, in particular the United Arab Emirates dirhams, US dollars and euros. The Group is not subject to any significant currency risk as the Saudi riyal exchange rate is pegged against the US dollar, and balances in other currencies do not represent significant currency risk.

Liquidity risk

Liquidity risk is the difficulty that the Group faces in raising funds to fulfill pledges related to financial instruments. Liquidity risk arises from an inability to sell a financial asset quickly at an amount close to its fair value. The Group limits its liquidity risk by ensuring that the necessary bank facilities are available.

Risks of the economic performance of the Kingdom

Any fluctuations in oil prices directly affect the economy of the Kingdom, and consequently,

the rest of the economic sectors, including the hospitality and entertainment sectors in which the company operates, as this will affect the company's oil and oil production, as it is the GDP of the company. The sharp increase in oil prices may negatively affect the company's expectations and its operating results.

Risks of political events

The political instability in the neighboring countries or the region has a negative impact on the Kingdom's economy and consequently the company's customers and operations. As this will negatively affect the numbers of visitors coming to the Kingdom or the desire of international operators to be present in the region, and thus affect the company's business, expectations and the results of its operations.

The impact of the Corona pandemic (Covid-19) on the group's business results

In March 2020, the World Health Organization declared Corona (Covid-19) a global pandemic. To contain the spread of the new Coronavirus (COVID-19), our wise government, during the year 2020 AD, issued several decisions and applied a number of precautionary measures to protect citizens and residents, including the temporary suspension of Umrah and visit visas, in addition to stopping international and domestic flights and closing commercial complexes and entertainment centers inside Malls and outside them, health clubs, suspension of events, weddings and events, and curtailment of restaurant activities. In line with these decisions and to face the repercussions of the pandemic and its accompanying sharp decline in demand and revenues in general, the group has, for a period of the year, closed all its entertainment sites, and also temporarily closed a number of restaurants and hotels in order to reduce expenses and maintain cash flows. Thus, the group's business results were negatively affected by the repercussions of this pandemic, and substantially during the year 2020. It is expected that this negative impact will extend to the group's results, especially in the short term, in the event that the repercussions of the Corona pandemic continue for a longer period or are exposed to other similar health pandemics, God forbid.

Cybersecurity

The company may be vulnerable to cyber attacks, and these attacks can range from simple and fraudulent practices to more sophisticated attacks. These attacks can threaten the data and information of our customers and business partners, some of which are confidential and sensitive, and this could result in material damage, reputational damage, and other consequences that could have an impact.

The risk of expiring or not renewing the company's licenses and permits

The company must obtain and renew the necessary permits and licenses in relation to its activities in the hotel, entertainment and restaurant sectors. The company seeks to obtain and renew these permits and licenses, and in the event that a license is not renewed or any of the licenses necessary for its work are obtained, this may result in the disruption of some of the company's operations and incur additional costs and any of that. Its operations.

Competition risk

The company is facing competition from providers of hospitality and entertainment services, whether on a local or regional level, and

some of them may have huge financial and operational resources to support them. Competition may lead to a reduction in prices and a reduction in the profit margin, which could have a negative impact on the company's business, expectations, financial condition and results of its operations.

Confronting the repercussions of the Corona pandemic (Covid-19):

The year 2020 witnessed the outbreak of the new Corona virus (Covid-19) and its repercussions caused a noticeable disruption in supply chains, demand for services and products, and disruptions and suspension of travel in many countries, which resulted in a severe recession or contraction in the global economy. Also, the Kingdom of Saudi Arabia witnessed a decline in economic growth due to the repercussions of this pandemic, as the government took many measures and precautionary measures to limit the spread of the virus, and these measures led to the suspension or freezing of a number of activities in several major sectors directly related to the company's business, such as the entertainment and tourism sectors, As international and domestic flights were suspended, commercial complexes and entertainment centers inside and outside malls and health clubs were suspended, events, weddings and events were suspended, restaurant activities were reduced and Umrah rituals were suspended for several months during the year 2020 AD, which had an unprecedented negative impact on the results of the group's business. In addition, the Coronavirus pandemic posed great and unusual challenges for the group.

The Kingdom's government provided the sectors affected by the pandemic with a package of initiatives and incentive measures to help them overcome the crisis, which the group benefited from to reduce the impact of this crisis. In addition, the group formed an administrative committee to confront the crisis, whose task was to follow up the work and take decisions to ensure the continuity of the group's work and guide the commitment. With the precautionary measures and measures imposed by the com-

petent authorities. As a commitment from the group to implement these procedures and in the interest of public health and safety, and the continuity of the company's business and cash flows, the management of the company has succeeded in implementing many initiatives, the most important of which are:

Entertainment sector:

1. Suspending activity in line with government decisions during the required period as a precaution to prevent the spread of the virus.
2. Application of spacing inside games using only 50% of absorptive power.
3. Stop cash handling and payment through various electronic channels.
4. Regularly sterilizing the sites and sterilizing the toys after each operation, in order to ensure the safety of customers and operating staff.
5. Implementing internal guidelines in waiting lines, gaming seats and entertainment areas to ensure that instructions are implemented.
6. Apply the operating instructions and guidelines recommended by the Entertainment Authority and the Ministry of Health.

Hotel sector:

1. To stop serving food and drinks in restaurant halls, and to be satisfied with room service.
2. Suspending the activities of meetings and celebrations in line with government decisions
3. Stop cash dealing and payment through various electronic channels
4. Periodic sterilization of rooms and all hotel facilities to ensure the safety of customers and

operating teams

5. Application of the operating manual and instructions recommended by the Tourism Authority and the Ministry of Health.

6. Application of spacing in different waiting areas, lounges and hotel boards

Human Resources:

1. Reducing the financial burden by transferring the approved percentage of Saudi employees to the SANED system.

2. The participation of employees in decision-making in the face of the Corona crisis, according to the organizing instructions for this.

3. Activating remote work for employees during the pandemic period, and organizing their return after the ban period ends, according to the procedures approved by the competent authorities.

4. Awareness campaigns for employees to follow the precautionary measures

5. Educating employees and urging them to obtain approved vaccinations according to priority and possibility.

6. Establishing virtual awareness courses and workshops for employees to follow the precautionary measures, raise efficiency and morale, and host specialists in related fields.

7. Activating the electronic work environment and reducing costs and financial burdens, especially those related to travel and transportation

The following is a statement of the fines issued by the government agencies in the Kingdom on the company. These fines do not include any penalty or violation imposed on the company by the Capital Market Authority.

The punishment	Reasons for the violation	The signatory of the violation	Ways to treat it and avoid its occurrence in the future	The financial impact
Finance	The presence of a foreign employee to work in the Personnel Department	Ministry of Labor	The situation was avoided, and only Saudis were appointed to the department, with management monitoring	Low
Finance	Notes inside the kitchen and health certificates for its employees	Eastern Province Municipality	Necessary measures have been taken, with emphasis on food and beverage management	Low
Finance	Notes inside the kitchen and health certificates for its employees	Eastern Province Municipality	Necessary measures have been taken, with emphasis on food and beverage management	Low
Finance	The presence of a foreign employee to work in the reception department	Ministry of Labor	The situation was avoided, the employee was dismissed, and only Saudis were appointed to the department, with the management monitoring	Low
Finance	Party without a license	Eastern Province Municipality	Measures were taken with the employee and alerted to follow the instructions without any slackness	Low
Finance	Notes on fire regulations, entry and exit from the hotel	General Directorate of Civil Defense	The problem was solved by the engineering department	Low
Finance	A waste room is located next to the hotel kitchen	Riyadh Municipality	The room was demolished with its by-products	Low
Finance	The kitchen employee does not follow security, safety and hygiene instructions	Riyadh Municipality	The necessary action was done with the employee, with a warning to the director of his department	Low
Finance	The presence of a foreign employee to work in the reception department	Ministry of Labor	The situation was avoided, and only Saudis were appointed to the department, with management monitoring	Low
Finance	The resignation and payment documents were not provided to the Foundation	The Public Institution for Social Security	We were not informed of the problem, but taking into account not to repeat the situation and avoid future violations	Low

Finance	The absence of a Saudi employee in the restaurant, with the presence of a foreign employee at the reception	Ministry of Labor	The situation was avoided, and only Saudis were appointed to the department, with management monitoring	Low
Finance	A problem in the kitchen sinks	Riyadh Municipality	All kitchen employees have been instructed to comply with the procedures	Low
Finance	A lawsuit against Ali Al-Ahmari and Ryan Kamal	Ministry of Labor	The amount was paid with an emphasis on managing personnel affairs by following the Labor Office regulations	Low
Finance	A lawsuit against Ali Al-Ahmari and Ryan Kamal	Ministry of Labor	The amount was paid with an emphasis on managing personnel affairs by following the Labor Office regulations	Low
Finance	Failure to follow the Saudization system as required within the hotel	Ministry of Labor	The position was reviewed with Personnel Affairs and the issue was resolved by appointment and transfer	Low
Finance	A lawsuit against Ali Al-Ahmari and Ryan Kamal	The Public Institution for Social Security	Article 53 was issued by the insurance in favor of the employee who was dismissed by the hotel	Low
Finance	Failure to follow the Saudization system as required	Ministry of Labor	The position was reviewed with Personnel Affairs and the issue was resolved by appointment and transfer	Low
Finance	Employing workers who do not have a health certificate - poor cleanliness of the preparation, cooking and serving places, lack of commitment to removing dirt and waste, and the accumulation of fumes and dust	Riyadh Municipality	Alert employees to the necessity of commitment	Low
Finance	Employing workers who do not have health certificates or have valid health certificates. Handling food drinks in an unhealthy way	Riyadh Municipality	Alert employees to the necessity of commitment	Low
Finance	Failure to cover the drainage holes tightly. Employing workers who do not have health certificates or have valid health certificates	Riyadh Municipality	Alert employees to the necessity of commitment	Low
Finance	Employees at the theme park worked and are on sponsorship for the Holiday Inn Hotel	Ministry of Labor	The matter was addressed and the staff transferred to the hotel	Low

Finance	Failure to comply with the Ministry's decisions and instructions regarding exceptional circumstances	Ministry of Labor	Instructions to remedy the violation immediately	Low
Finance	Not placing the value-added certificate behind the cashier	General Authority for Zakat and Income	All sites were notified of the suspension of the certificate in a clear place	Low
Finance	Contracting with a security guards company without a license for the security company	Ministry of Interior	The contract with the company has been terminated	Low
Finance	Failure to comply with safety, protection and occupational health rules	Ministry of Labor	Note was processed immediately	Low
Finance	Not renewing the shop's license in Dhahran pesos	Eastern Province Municipality	The license has been renewed	Low
Finance	Opening a new warehouse in Dammam without a civil defense license	General Directorate of Civil Defense	License created	Low
Finance	Failure to adhere to the on-site operator uniform	Ministry of Labor	Instructions to remedy the violation immediately	Low
Finance	Violating health procedures by SugarMoo Riyadh store employees	Riyadh Municipality	Instructions to remedy the violation immediately	Low
Finance	The Civil Defense license has expired at the Aziz Mall Jeddah site	General Directorate of Civil Defense	Instructions to remedy the violation immediately	Low
Finance	The lack of health certificates	Eastern Province Municipality	Instructions to remedy the violation immediately	Low

The most prominent financial indicators during the last five years (2016 to 2020 AD): -

The company achieved total revenues of about 613.11 million riyals in 2020, compared to 1,173.53 million riyals in 2016, a decrease of 560.42 million riyals, or 47.76%. The company also achieved a total profit of about 12.13 million riyals in 2020, compared to 374.16 million riyals in 2016, a decrease of 362.03 million riyals and by 96.76%.

The company has achieved net losses of about 200.16 million riyals in 2020, compared to a net profit of 126.31 million riyals in 2016, a decrease of 326.47 million riyals.

The following are the most prominent financial indicators for the year 2020 AD compared to 2019: -

Total revenues during the current period

amounted to 613.11 million riyals, compared to 1110.02 million riyals for the same period of the previous year, a decrease of 44.8%.

The gross profit during the current period is 12.13 million riyals, compared to 272.08 million riyals for the same period of the previous year, a decrease of 95.5%.

The operating loss during the current period is 187.64 million riyals, compared to an operating profit of 8.39 million riyals for the same period of the previous year.

The net loss after zakat and tax during the current period is 200.16 million riyals, compared to 142.99 million riyals for the same period of the previous year, an increase of 40.0%.

The total comprehensive loss during the current period is 192.39 million riyals, compared

to 142.52 million riyals for the same period of the previous year, an increase of 35.0%.

The loss per share during the current period amounted to 3.64 riyals, compared to 2.60 riyals for the same period of the previous year.

Total shareholders' equity (there are no minority rights) during the current period amounted to 247.42 million riyals, compared to 439.81 million riyals compared to the same period of the previous year, a decrease of 43.7%.

The reason for the increase in net losses during the current year compared to the previous year is due to the following:

1- The decrease in revenues amounted to 496.9 million riyals, mainly due to:

The company's revenues have been negatively affected during the current year due to the emerging corona virus pandemic, as well as

by the precautionary measures and preventive measures taken by the competent authorities in the Kingdom of Saudi Arabia to control it and limit the risks of its spread.

-2 The decline in the company's share in the net profits of joint ventures by 20.0 million riyals, mainly due to the impact of these joint ventures with the emerging Corona virus pandemic.

3- During the current year, provision for impairment in the value of property and equipment was recorded at an amount of 28.3 million riyals, based on the impairment test conducted by the company in accordance with international financial reporting standards.

4- This was offset by a decrease in the total operating expenses, financing costs and financial burdens on lease contract obligations, with a total amount of 367.8 million riyals.

5- Other expenses decreased by 119.0 million riyals, mainly due to:

A- Recording non-recurring profits during the

current year amounting to 76.9 million riyals from amending lease contracts, in accordance with the requirements of IFRS 16, which resulted from the change in the basis for calculating the rental value of all leased hotels from the main shareholder to become a percentage of the revenue instead of a fixed rental amount .

B- A decrease in losses resulting from excluding property and equipment, amounting to 27.1 million riyals.

6- During the current year, the zakat provision was reversed in the amount of 1.2 million riyals, and the company had received during the current period the final assessment for 2012, which resulted in a decrease in the calculated provision for zakat.

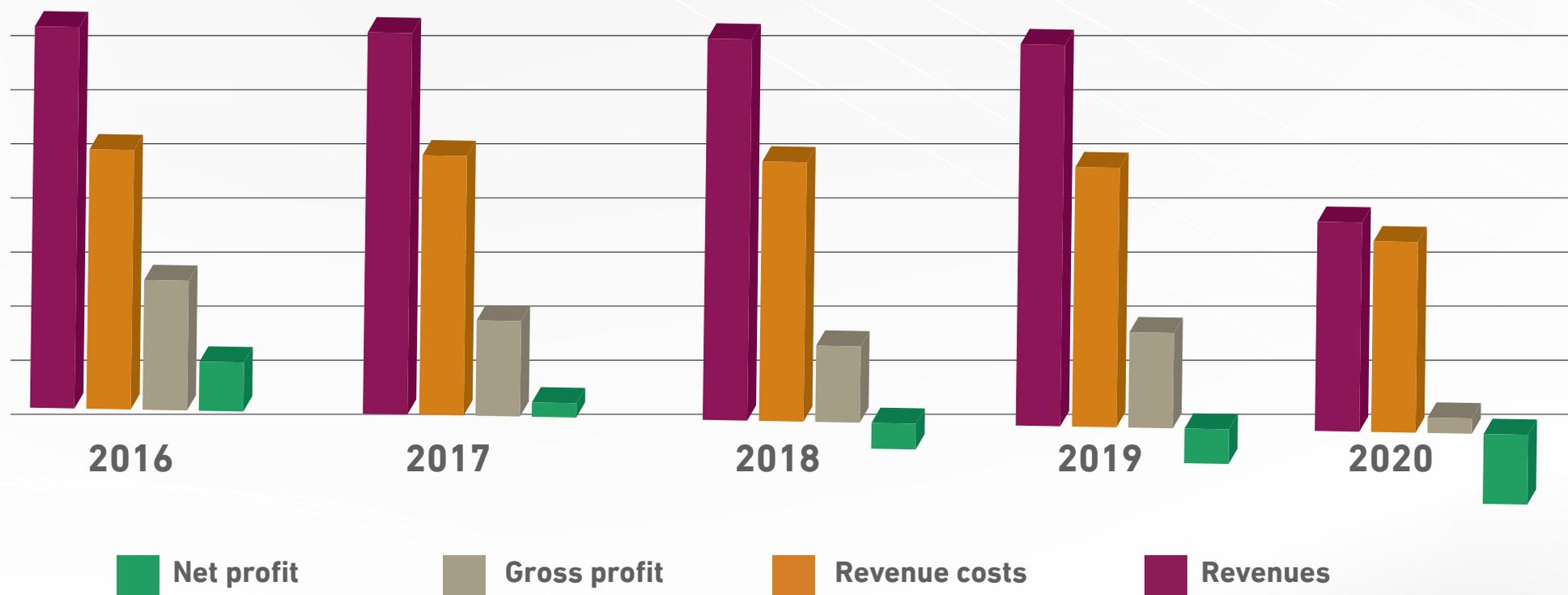
The following are the most prominent financial indicators for the year 2020 AD compared to 2019: -

We draw attention to note (2) about the consolidated financial statements, which indicates that the group's accumulated losses amounted

to 302.33 million Saudi riyals as of December 31, 2020, and thus exceeded half of the company's capital. The group's current liabilities also exceeded its current assets, resulting in a working capital deficit of 577.82 million Saudi riyals as of December 31, 2020. These circumstances indicate the existence of a fundamental uncertainty that may raise significant doubts about the group's ability to continue operating as a going concern. As indicated in note (2), the management has performed an assessment of the Group's ability to continue operating in accordance with the going concern principle, and accordingly, these consolidated financial statements have been prepared on the basis of the going concern principle. Our opinion on this matter has not been modified.

12.1 Comparison of business results for the company: -

Statement / 000	2020	2019	2018	2017	2016
Revenues	613,108	1,110,019	1,150,946	1,124,089	1,173,529
Revenue costs	600,980	837,939	923,420	855,566	799,367
Gross profit	12,128	272,080	227,526	268,523	374,162
Net profit	(200,156)	(142,989)	(76,048)	8,687	126,306



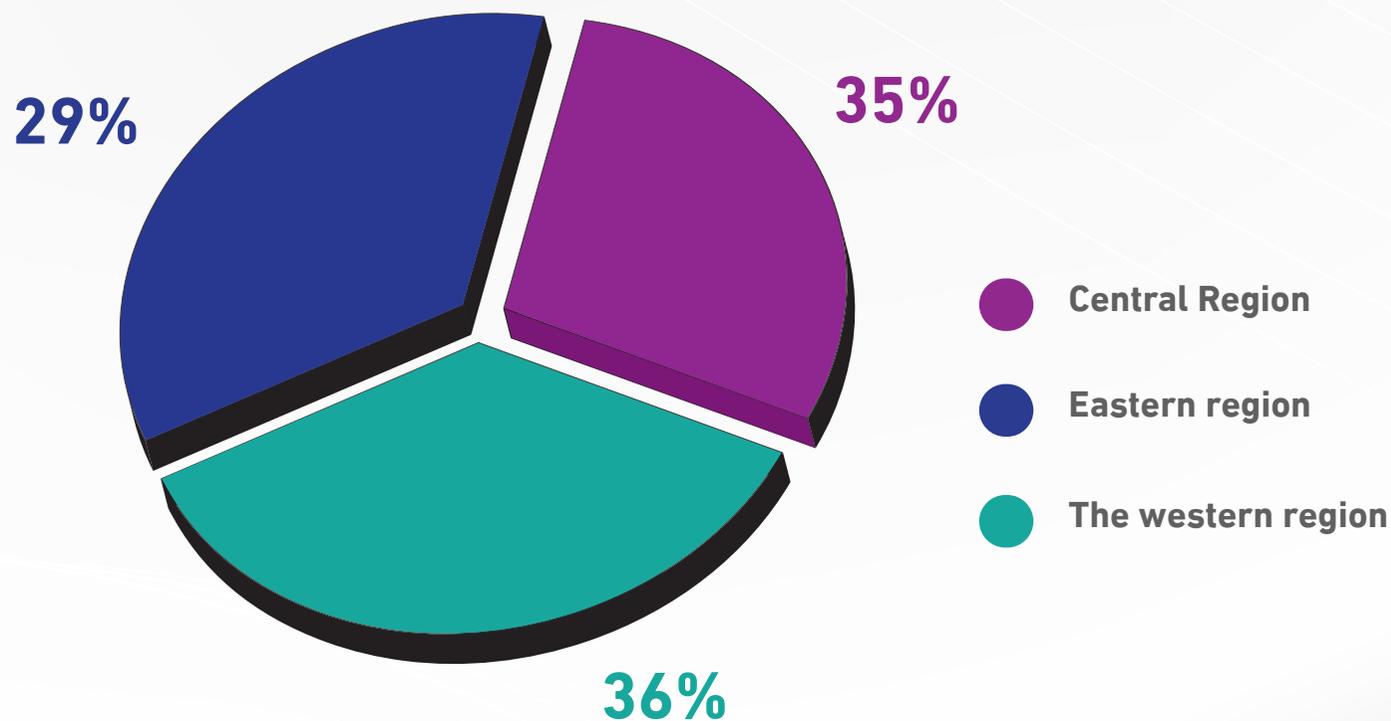
12.1 Comparison of assets and liabilities of the company: -

Statement / 000	2020	2019	2018	2017	2016
Total current assets	241,259	273,807	346,805	364,250	381,619
Non-current assets	1,960,315	2,830,946	1,406,250	1,433,054	1,230,221
Total assets	2,201,574	3,104,753	1,753,055	1,797,304	1,611,840
Total current liabilities	819,083	782,938	598,472	517,170	373,058
Total non-current liabilities	1,135,067	1,882,002	572,251	610,525	540,395
Total liabilities	1,954,150	2,664,940	1,170,723	1,127,695	913,453
Total equity	247,424	439,813	582,332	669,609	698,387
Total liabilities and shareholder equity	2,201,574	3,104,753	1,753,055	1,797,304	1,611,840

12.3 Geographical Analysis Of The Total Revenues Of The Company And Its Subsidiaries: -

First: Geographical analysis of the company's total revenues (excluding its subsidiaries) in the Kingdom of Saudi Arabia, as follows: -

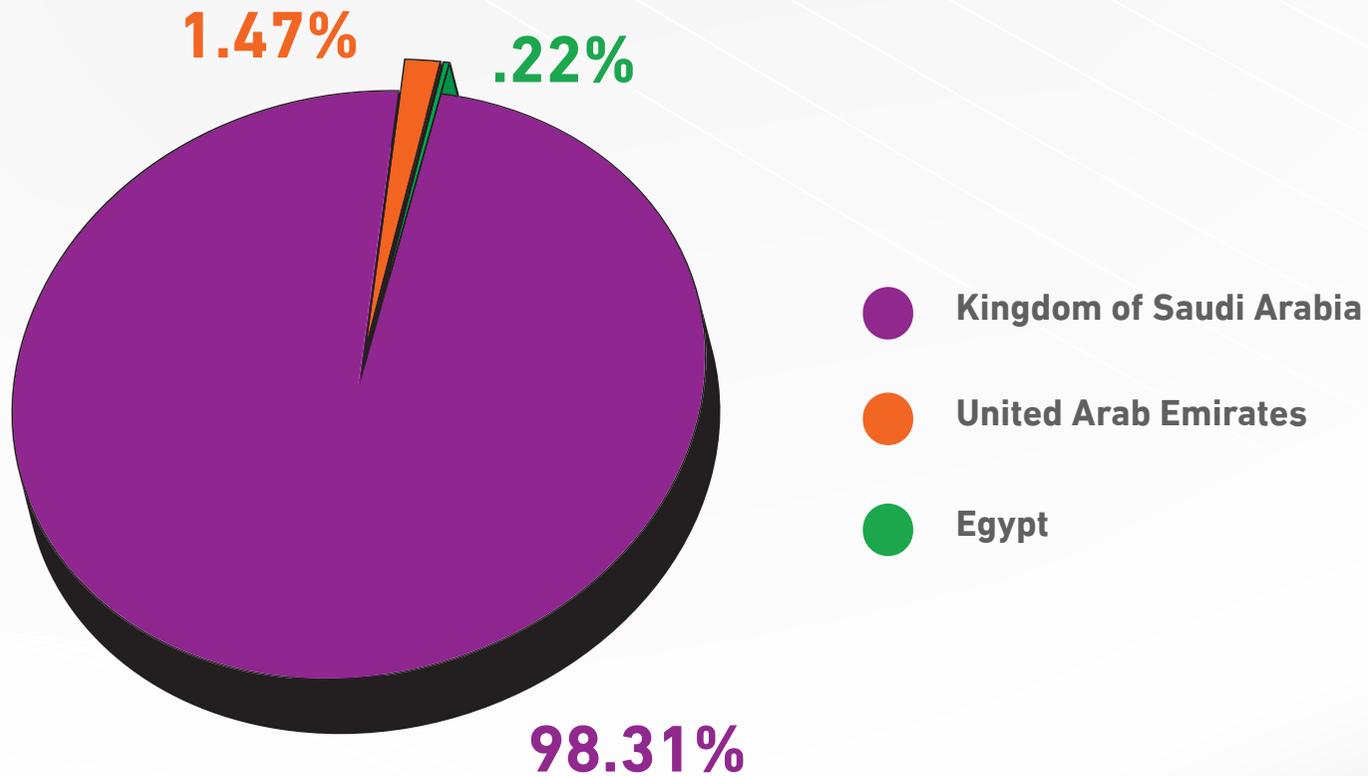
The Year	Geographical Analysis Of The Company's Total Revenue				
2020	Total revenue / 000	Central Region	Western Region	Eastern Province	Total
	601,603	209,502	215,103	176,998	601,603



Total Geographical Analysis Of The Total Revenues Of The Company And Its Subsidiaries, As Follows: -

First: Geographical Analysis Of The Total Revenues Of The Company And Its Subsidiaries, As Follows: -

the year	Geographical Analysis Of The Company's Total Revenue				
2020	Total revenue / 000	Kingdom of Saudi Arabia	The United Arab Emirates	The Egyptian Arabic Republic	Total
	613,108	602,749	9,029	1,330	613,108



An Explanation Of Any Material Differences In The Operating Results From The Results Of The Previous Year Of The Company As Follows:

Statement / 000	2020	2019	Changes (+) or (-)	Percentage change
Sales / Revenue	613,108	1,110,019	(496,911)	-44.8%
Cost of sales / revenue	(600,980)	(837,939)	236,959	-28.3%
Gross profit	12,128	272,080	(259,952)	-95.5%
Operating income / expenses - other	75,457	(23,542)	98,999	-420.5%
Operating profit (loss)	(187,643)	8,391	(196,034)	-2336.2%

12.5 Dividends for the year 2020: -

The company did not distribute any profits for the fiscal year 2020 AD

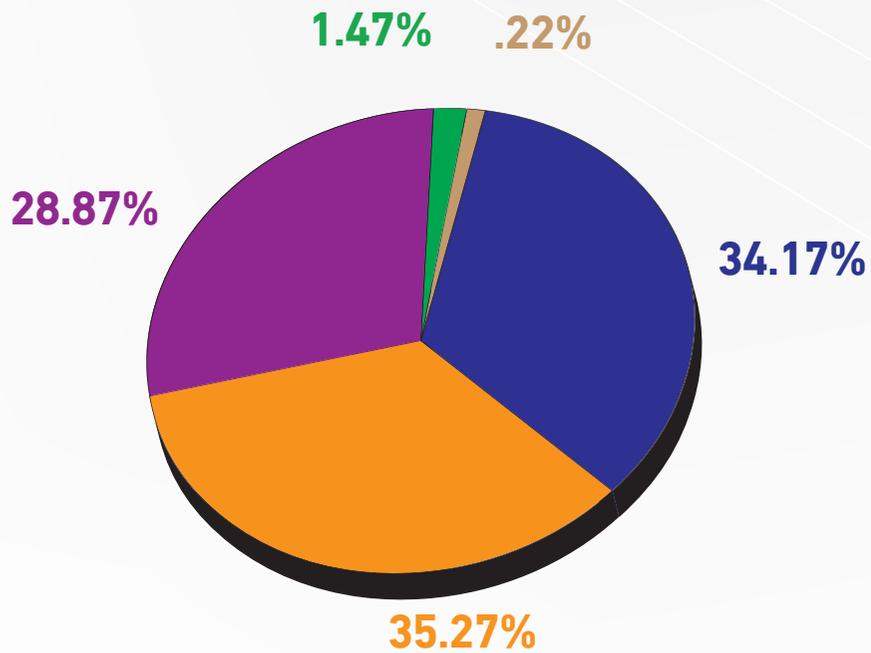
12.6 Loans:

The company obtained several loans to finance various projects, as the following table shows the information related to the company's loans and its movement during the year 2020.

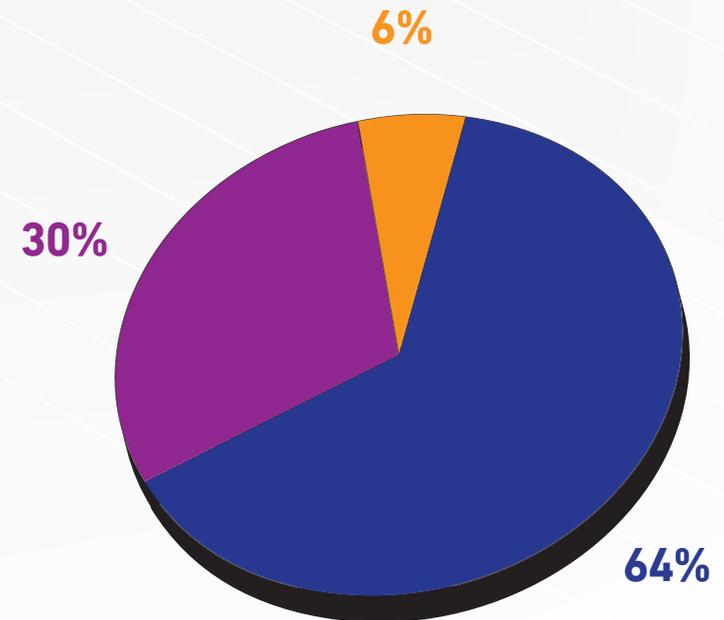
#	Name of the donor For loan / facilities	Principal amount of the loan / facilities	The term of the loan	The balance used from the loan / facilities	The remaining amount of the loan / facilities	Amounts paid in settlement of the loan / facilities During the year	The total debt of the company And its subsidiaries	Notes
1	Arab national Bank	375	436	15,189	5	15,625		
2	British Saudi Bank	6,275	523	74,570	5	75,093		
3	British Saudi Bank	0	0	14,387	4	14,387		
4	Gulf International Bank	0	9,428	203,572	5	213,000		
5	Al Jazeera Bank	0	31,029	68,971	4	100,000		
6	The Saudi Invest- ment Bank	0	5,753	103,047	5	108,800		
7	The Saudi Invest- ment Bank	0	0	38,400	7	38,400		
8	Al Rajhi Bank	7,763	0	67,484	6	67,484		
9	Al Rajhi Bank	0	0	98,692	8	98,692		
10	the National Bank	0	0	28,678	5	28,678		

The amounts mentioned are in the thousands

12.8 Graph Of Geographical Distribution For Company Revenues: -



12.7 Graph Of Revenue By Company Activities: -



12.9 Statutory Payments: -

Statement	Repaid	Due until the end of the annual financial period and has not been paid	Brief description of it	Statement of reasons
Zakat	380484	0	Zakat income tax	Payments to the Zakat and Income Authority
Monthly withholding tax	2270554	270373	Monthly withholding tax	A tax imposed on foreign remittances
Value added tax	29,009,243	3,866,813	5% value added tax Or 15%	A tax imposed on sales and purchases
The Public Institution for Social Security	9139763	675771	Social Security	Fees for employee salaries
Costs of visas and passports	1296083	0	Residency renewal fees	Annual fee
Labor office fees	14884585	0	Annual Labor Office Fee	Annual fee

12.10 Application of International Accounting Standards for Financial Reporting: -

The consolidated financial statements for the year ended December 31, 2020 are the Group's consolidated financial statements prepared in accordance with International Financial Reporting Standards approved in the Kingdom of Saudi Arabia. It is worth noting that the company follows the International Accounting Standards (IFRS) since the beginning of 2017, according to the approval of the Saudi Organization for Certified Public Accountants.

The Group has evaluated the impact resulting from the transition from the generally accepted accounting standards issued by the Saudi Organization for Certified Public Accountants to the International Financial Reporting Standards adopted in the Kingdom of Saudi Arabia and made the necessary adjustments in the consolidated financial statements of the group as on January 1, 2016 and December 31, 2016.

13.1 Shareholders of the company:

The following is a statement explaining the names of the shareholders of the Abdul-Mohsen Al-Hokair Group for Tourism and Development Company, as of December 31, 2020:

	Name of the shareholder	Shares owned in the company 1/1/2020	The proportion	Shares owned in the company 31/12/2020	The proportion
1	Abdul Mohsen Al-Hokair and Sons Holding Company	17,325,000	31,5%	17,325,000	31,5%
2	Mr. Abdul Mohsen Abdul Aziz Al Hokair	6,856,850	12.47%	6,856,850	12.47%
3	Mr. Bandar Khaled Abdul Mohsen Al-Hokair	271,550	0.49%	271,550	0.49%
4	Mr. Badr Khaled Abdel Mohsen Al-Hokair	281,050	0,51%	281,050	0,51%
5	Mr. Ahmed Khaled Abdel Mohsen Al-Hokair	281,050	0,51%	281,050	0,51%

13.2 A description of any interest of the board members and their spouses and minor children in the shares or debt instruments of the company:

1	Mr. Mosaid Abdul Mohsen Al-Hokair	** 1,144,000	-	** 1,144,000	-	-
2	Mr. Majid Abdel Mohsen Al-Hokair	** 1,144,000	-	** 1,144,000	-	-
3	Mr. Sami Abdul Mohsen Al-Hokair	** 1,144,000	-	** 1,144,000	-	-
4	Mr. Amin Elias Moukarzel	-	-	-	-	-
5	Mr. Amr Abdel-Aziz Al-Jalal	-	-	-	-	-
6	Mr. Walid Ibrahim Shoukry	1000	-	1000	-	-
7	Mr. Tariq Ziyad Al-Sudairy	1000	-	1000	-	-
8	Mr. Faisal Mohammed the owner	-	-	-	-	-
9	Mr. Abdul Aziz Saleh Al-Rabadi	1000	-	1000	-	-

* The ownership does not include the membership guarantee shares of the members of the board of directors that are reserved for them.

** Indirect ownership through their participation in the Abdul Mohsen Al-Hokair and Sons Holding Company.

Member of the vacant position on the Board of Directors for the current session, provided that this appointment is presented at the first meeting of the General Assembly for approval.

13.3 The Interests Of The Chief Executives And Their Relatives In The Company's Shares:

	The names of the chief executives	Shares owned in the company 1/1/2020		The shares owned in the com- pany 12/32/2021		The rate of change during the year	
		Direct shares	Indirect shares	Direct shares	Indirect shares	Direct shares	Indirect shares
1	Mr. Sami Abdul Mohsen Al-Hokair	-	-	1,144,000 *	-	1,144,000 *	-
2	Mr. Meshaal Abdul Mohsen Al-Hokair	-	-	1,144,000 *	-	1,144,000 *	-
3	Mr. Bader Khaled Al-Hokair	-	-	-	281,050	-	281,050

* Indirect ownership through their participation in the Abdul Mohsen Al-Hokair and Sons Holding Company.

14.1 Board of Directors

14.1.1 The names of the members of the board of directors, their current and previous positions, their qualifications and their experiences, noting that a board of directors was elected from among the candidates for the new session, which started on the date of the assembly that elected them on 4/18/18 CE. The cumulative vote in their election, and here are the members of the current Board of Directors, as follows:

Name	Current jobs	Previous posts	Qualifications	Experiences
1 Mr. / Mosaid Abdul Mohsen Al-Hokair	<ul style="list-style-type: none"> • Chairman of the Board of Directors of Al Hokair Group • Director of the Abdul Mohsen Group Board of Directors Al Hokair Holding Company • Member of the Board of Directors of the Real Estate Development and Tourism Company Closed joint stock company • Director of the Board of Directors of the Abdul Mohsen Al-Hokair Company And his sons holding • Director in the Board of Directors, Tabuk Projects Company Recreational and business • Director in the Board of Directors, Health Recuperation Company • Director of the Board of Directors, Mina Education Company And human resource development • General Manager of the Saudi Turkish Company, for systems and destinations The buildings • Director in the Board of Directors, Al-Qassim Projects Company Recreational and business • General Manager of Al-Jisoor Company for Commercial Tourism • Director of the Board of Directors of the Asateer Entertainment Company • Director on the Board of Directors of Plastic Factory Company Riyadh • Director of the Legends Company for Entertainment and Tourism • Director of the Board of Directors, Legends Entertainment Company • Director of the Board of Directors of Al Hokair Investment Company • Director at Assistant Abdul Mohsen Al-Hokair Company Limited • Director of Mashaal Abdul Mohsen Al Hokair Company Limited • Director at the Abdul Mohsen Abdul Aziz Al Hokair Company Limited 	<p>Managing Director of the Abdul Mohsen Al-Hokair Group Company for Tourism and Development since September 2006.</p> <ul style="list-style-type: none"> • Served as the Assistant Vice President for the Western Region of the Abdul Mohsen Abdul Aziz Group Foundation. <p>Al Hokair to operate and maintain since October 1985 AD to December 2001 AD, and the nature of its entertainment and tourism work</p> <ul style="list-style-type: none"> • Former member of the National Tourism Committee in the Saudi Council of Chambers of Commerce and Industry during 1996 and 1997, and the Tourism Committee for the City of Jeddah in the same two years. 	<p>BA in Arts from King Saud University, Riyadh AD 1985</p> <p>He has participated in many financial courses, in the fields of marketing and management in the tourism sectors And entertainment</p>	<p>He has more than 34 years of experience in establishing, managing and operating entertainment and hotel centers, commercial centers, health clubs, educational, training and tourism projects, residential units and the industrial sector in establishing, operating and managing factories manufacturing industries.</p> <p>Assistant held the position of Vice President for the Western Region of the Abdul Mohsen Abdul Aziz Al Hokair Group Corporation for Operation and Maintenance from October 1985 until December 2001, and the nature of its entertainment and tourism work.</p> <p>A former member of the National Tourism Committee in the Saudi Council of Chambers of Commerce and Industry during 1996 and 1997, and the Jeddah Tourism Committee in the same two years.</p>

	Name	Current jobs	Previous posts	Qualifications	Experiences
2	<p style="text-align: center;">Mr. / Majid Abdul Mohsen Al-Hokair</p>	<ul style="list-style-type: none"> • Vice Chairman of Al Hokair Group • Director of the Abdul Mohsen Group Board of Directors Al Hokair Holding Company • Director in the Board of Directors, Kingdom of Entertainment Company • Director of the Board of Directors of Al Hokair Investment Company • General Manager of the Riyadh Tourism Projects Company And recreational activities • Director on the Board of Directors and CEO For Abdul Mohsen Al-Hokair and Sons Holding Company • General Manager of the Gulf Entertainment Company • Director in the Board of Directors, Tabuk Projects Company Recreational and business • Director of the Board of Directors, Al-Qassim Company Recreational and commercial projects • Director in the Board of Directors, Saudi Home Company Emirates General Trading • Director in the Board of Directors, Health Recuperation Company • General Manager in MENA Company for Education and Resource Development Of humanity • Director of the Board of Directors of Al Hokair Manufacturing Company Recreational games • Director in the Board of Directors, Asateer Entertainment Company Tourism is a member of the Riyadh Chamber Board of Directors • Chairman of the Board of Directors of the Riyadh International Conference Center And galleries • Chairman of the Riyadh Chamber Tourism Committee • Chairman of the National Committee for Tourism, Events and Entertainment In the Saudi Council of Chambers, a director in Majid Company Abdul Mohsen Al Hokair Ltd. • Director at Mawdy Mohammed Al Hokair Company Limited • Director in Majida Abdul Mohsen Al Hokair Company Limited • Director at Meshal Abdul Mohsen Al-Hokair Company Limited 	<p>He held the position of General Manager of the Abdul Mohsen Abdul Aziz Al Hokair Group Corporation for Operation and Maintenance from 1986 until 2006.</p> <ul style="list-style-type: none"> • Served as a member of the Board of Directors of Al Hokair Group Company from 2006G and in 2008G, he was appointed CEO. For the company until 2012 • Chairman of the Federation's Technical Committee Saudi soccer ball from 2002 And until 2008 	<ul style="list-style-type: none"> • BA in Management Business from King's University Saudi • Participated in several courses in insurance, marketing, and administration The games and entertainment sectors 	<ul style="list-style-type: none"> • He has more than 33 years of experience in establishing, managing and operating entertainment and hotel centers, commercial centers, health clubs, educational, training, tourism projects, residential units, recreational, recreational, and industrial sectors in establishing, operating and managing factories in the industry. • He held the position of General Manager of the Abdul Mohsen Abdul Aziz Al Hokair Group Corporation for Operation and Maintenance from 1986 to 2006. • Served as a member of the Board of Directors of Al Hokair Group Company from 2006G and in 2008G, he was appointed CEO. For the company until 2012 • Chairman of the Federation's Technical Committee Saudi soccer ball from 2002 And until 2008

	Name	Current jobs	Previous posts	Qualifications	Experiences
		<ul style="list-style-type: none"> • Director of the Board of Directors, Abdul Mohsen Company Abdul Aziz Al Hokair Limited • Director of the Board of Directors, Al-Mubadara Assets Company The hotel • Director in the Board of Directors of the Riyadh Center Company For exhibitions and conferences • Director of the Board of Directors, Luxury Entertainment Company • Member of the Riyadh Chamber Board of Directors • Chairman of the Board of Directors of the Riyadh International Conference Center And galleries • Member of the Board of Directors, Abdul Mohsen Al Hokair Group Tourism and Development • Consul General of the Kingdom of Denmark - Jeddah • Honorary Member of the International Federation of Consuls - Belgium • Honorary Consuls Board Member - Saudi Arabia • Chairman of the Tourism and Recreation Committee - Riyadh Chamber • Chairman of the Executive Committee for Tourism And Events - Council of Chambers • Chairman of the Riyadh Festival Committee for Shopping and Entertainment 			

	Name	Current jobs	Previous posts	Qualifications	Experiences
3	<p style="text-align: center;">Mr. / Sami Abdul Mohsen Al-Hokair</p>	<ul style="list-style-type: none"> • Managing Director of Al Hokair Tourism Group Company And development • Chairman of the Board of Directors of Tanami Arabia Company Limited Closed Contribution • Director of the Board of Directors of Al Hokair Investment Company • Member of the Board of Directors, Saudi Airlines Company For catering • Member of the Board of Directors of the Strategic Catering Company • Member of the Board of Directors of the European Investment Company Tourist and hotel • General Manager of the Half Moon Beach Resort Company • General Manager of Sparky's Land Entertainment Company • General Manager of Sparky's Digital Land Games Recreational activities 	<ul style="list-style-type: none"> • General Manager of Andalusia Hotel since January 1991 to December 1997 • Membership of the Board of Directors of Al Batnah Company Oman from 2002 to the year AD 2003 • Membership of the Board of Directors of the Tunisian Company for Tourism (Tunisia) from 1993 to 1998 • Vice Chairman of the Tourism Committee in the Chamber of Commerce and Industry in the Eastern Region since 2000 And until the year 2003 AD • CEO of a company Al Hokair Group for Tourism and Development M December 31, 2017 until 	<ul style="list-style-type: none"> • Bachelor of Science Management from King's University Saudi • Participated in many international conferences on tourism and entertainment, as well as hotel exhibitions. And restaurants 	<ul style="list-style-type: none"> • He has more than 30 years of experience in establishing, managing and operating entertainment and hotel centers, commercial centers, health clubs, educational, training, and tourism projects, housing units, and services. Catering, air sales, and sales in airport lounges, services and flights. The air force • General Manager of Andalusia Hotel since January 1991 to December 1997 • Member of the Board of Directors, Al Batnah Company Oman from 2002 to the year AD 2003 • Member of the Board of Directors of the Tunisian Company for Tourism, Tunisia, from 1993 to 1998

	Name	Current jobs	Previous posts	Qualifications	Experiences
		<ul style="list-style-type: none"> • General Manager of Sparky's Oceanica Games Recreational activities • General Manager of Digital Land Games Recreation - Ras Al-Khaimah • Director of the Board of Directors of the Asateer Entertainment Company And tourism • Member of the Eastern Region Tourism Development Board • Director of the Board of Directors, Marine Tourism Company • A director on the board of directors of a group company Abdul Mohsen Abdul Aziz Al Hokair Holding • Director of the Board of Directors, Abdul Mohsen Company And his sons holding • Director of the Sami Abdul Mohsen Al-Hokair Company Limited • Director in the Board of Directors, Ayan Development Company Real Estate Limited • Director of the Board of Directors, City Pearls Company The hotel 			
4	Mr. / Tariq Ziyad Al-Sudairy	<ul style="list-style-type: none"> • Managing Director and CEO of Jadwa Company To invest • Member of the Board of Directors, Abdul Mohsen Al-Hokair Group Tourism and development • Member of the Board of Directors, Al Rajhi Union Investment Company Holding Company • Member of the Board of Directors of Saudi Aramco Oil Company 	<ul style="list-style-type: none"> • Vice President of Amwal Corporation Gulf is a director at McKinsey and Company • Kumkpani • A consultant at Lexicon 	<ul style="list-style-type: none"> • MA - Harvard University • BA - University And Williams 	<ul style="list-style-type: none"> • Vice President of Gulf Money Company From 2008 AD until 2010 AD • Director of McKinsey & Company, Inc. From 2005 AD until 2008 AD • A consultant to Lexicon since From 1999 AD to 2003 AD
5	Mr. / Faisal Mohamed, the owner	<ul style="list-style-type: none"> • Member of the Board of Directors, Abdul Mohsen Group Company Al Hokair Tourism and Development • CEO of Abdul Mohsen Al Hokair Holding Group • Member of the Board of Directors of the Real Estate Investment Fund 	<ul style="list-style-type: none"> • Principal Director of Banking Affairs at The National Commercial Bank for a period of two years. • Financial advisor to the Saudi Industrial Development Fund in Riyadh for a period of five years. 	<ul style="list-style-type: none"> • BA in Engineering From King's University Saudi 	<ul style="list-style-type: none"> • He has enjoyed more than 15 years of age Management experience • Principal Director of Banking Affairs at The National Commercial Bank for a period of two years. • Financial advisor to the Development Fund Saudi Industrial Estate in Riyadh For a period of five years

	Name	Current jobs	Previous posts	Qualifications	Experiences
6	<p style="text-align: center;">Mr. / Walid Ibrahim Shoukry</p>	<ul style="list-style-type: none"> • Member of the Board of Directors of a group company Abdul Mohsen Al Hokair for Tourism and Development • Vice-Chair of the Board of Directors and Chairman of the Audit Committee Risks and governance in SALIC • Member of the Board of Directors and Chairman of the Reviews, Risks and Compliance Committee of the Saudi Company for Industries. The mechanical ones • Member of the Board of Directors of the Kanoo Group • Member of the Audit, Risk and Compliance Committee Minerals • Member of the Audit Committee, the Saudi Electricity Company • Member of the Audit Committee of Jizan Gas Project Company • Member of the Board of Directors and member of the Audit Committee in Mepco • Member of the Audit Committee and the General Authority for Military Industries 	<ul style="list-style-type: none"> • Member of the Board of Directors and Chairman of the Committee Review and Risks Compliance in the Matbouli Group 2013G to January 2018 Board Member and Chairman of the Committee • Auditor and member of the remuneration committee in Orcon International, based in Australia, March 2014 - October M. 2016 • A consultant to Ernst & Young March 2011 - June 2012 • The main partner in the Kingdom of Saudi Arabia Waterhouse Coopers Gazette 2008 - May AD 2010 • Member of the Middle East Department of Brice Waterhouse Coopers Dubai 2006-2009 • The Executive Partner of Al-Jarida & Partners, a member of PricewaterhouseCoopers International 2006-2008 • Partner - the newspaper and its partners - anyone PricewaterhouseCoopers members International and Delight Touch 1999-2006 • Senior Manager - The Newspaper and Associates Member of Delight Touch 1995-1999 • Planning, organizing and supervising On audit services provided to: • Saudi Aramco - at one level The world • The Saudi Arabian Mining Company (Metal) • Coordination of professional training for newspaper employees and partners in the Kingdom of Deloitte Touch Tohmaatsu / Portland. - The United States of America, 1993-1995 	<p>The USA and the UK</p> <ul style="list-style-type: none"> • Certified public accountant <p>Kingdom of Saudi Arabia</p>	

	Name	Current jobs	Previous posts	Qualifications	Experiences
7	Mr. / Abdulaziz Saleh Al-Rabdi	<ul style="list-style-type: none"> • Member of the Board of Directors of a group company Abdul Mohsen Al Hokair for Tourism and Development • Head of Abdul Aziz Saleh Al-Rabdi Office for Consulting Finance • Member of the Investment Committee, the Saudi Investment Company • Agricultural and animal production are negative • Member of the Board of Directors, Abdullah Al-Othaim Markets Company • Member of the Board of Directors of Al-Obaikan Glass Company • Member of the Board of Directors of the Saudi Re The recycling 	<ul style="list-style-type: none"> • Head of Fund Credit Unit Saudi Industrial Development • General Manager of L'azurde Company Industrial investment • Managing Director of the National Company For Agricultural Development Nadec is a member of the Board of Directors of Al-Hammadi Company Investment and development • Member of the Board of Directors, Takween Company Advanced industries • Board member in the company Saudi United Insurance The loyalty cooperative • Member of the Board of Directors of the Saudi Agricultural Investment and Animal Production Company, Salik. 	<ul style="list-style-type: none"> • BA in Industrial Management from King Fahd University of Petroleum and Minerals, 1985 	<p>More than 32 years of experience in the fields of administration, industry, consulting, and membership of boards of directors in various economic sectors.</p> <ul style="list-style-type: none"> • Head of Fund Credit Unit Saudi industrial development for a period of time • Nine years • General Manager of L'azurde Company For a period of 3 years • General Manager of Nadec Company For a period of 3 years • Head of the Abdul Aziz Saleh Al-Rabdi office • Financial advisory for a period of 17 years
8	Mr. / Amin Elias Mukerzel	<ul style="list-style-type: none"> • Member of the Board of Directors of a group company Abdul Mohsen Al Hokair for Tourism and Development • Member of the Board of Directors of the Emirates Academy of Hospitality Management • Member of the International Tourism and Travel Council • Vice President of the Association of Hotels and Restaurants of the Sea States Medium white • Vice President, IHRA Global Middle East • Director in Flamengo Hotel Management Company • Director at Golden Tulip Middle East Company And North Africa • Lecturer at HORECA hotels, restaurants and cafes • Lectures at the SHIC • Lectures at AHIC 	<ul style="list-style-type: none"> • Hotel Catering Manager Carlton News • Trainer in the field of hotel management Holiday Inn Abu Dhabi • Heads projects and real estate for EPPCO in the United Kingdom, the United States of America and the United Arab Emirates. • Member of the International Hotel Club • Hotel General Manager Holiday Inn Minna • Member of the Advisory Council The Arab Investment Conference 	<ul style="list-style-type: none"> • Managing hotels from the school Beirut Hotel, 1975 • Postgraduate studies in hotel management from the University of Holliday in the Breath of America in 1984 • Postgraduate studies from a university CORNELL America 1982-1978 • Postgraduate Ph.D. from the University of California, Canada America, 1997-1998 	<ul style="list-style-type: none"> • More than 44 years of experience in various fields • Hotels and restaurants • Received many awards, including the Top 10 Hotels Management Award, and the Top 10 Hotel Ranking and the second best Arab Hotels, and won the Gold Medal for Investment Management. • The tourist • Get economic rewards Social from the years 2012 AD And until 2017 • Lectures at HORECA Hotels, restaurants and cafes • 25 years ago

	Name	Current jobs	Previous posts	Qualifications	Experiences
9	Mr. / Amr Abdel-Aziz Al-Jalal *	<ul style="list-style-type: none"> • Member of the Board of Directors of the Abdul Mohsen Group Company Al Hokair Tourism and Development • CEO of Kator Sulaiman Al Habib for Commercial Investment • Member of the Board of Directors and member of the Nominations Committee And the remuneration in the Fund Fund Company too • Member of the Investment Committee in the Saudi Company Agricultural investment and livestock production is sold • Member of the Board of Directors and Chairman of the Investment Committee Saudi Egyptian Industrial Investment Company 	<ul style="list-style-type: none"> • Head of the Private Equity and Investment Banking Department at Jadwa Investment Company since 2014 And yet • Head of the Investment Banking Department at the Saudi Fransi Capital Bank since 2012 And until 2014 • Head of the listing unit for the industry and services sector in the CMA from 2004 until 2012 • Credit Officer in the Corporate Banking Department at Samba Financial Group since 2002G. And until 2004 AD 	<ul style="list-style-type: none"> • BA in Information Systems Management from King Fahd University of Petroleum and Minerals, 2002 • Master's degree in Business Administration from Rice University, United States of America, 2010 	<ul style="list-style-type: none"> • More than 18 years of experience in the field of private equity investments, investment banking, corporate finance and corporate governance, and financial and accounting affairs in companies.

* Professor Amr Abdel Aziz Al-Jalal was appointed as an independent member of the Board of Directors in accordance with Board Resolution No. 23 of 10/23/2019 as a member of the vacant position in the Board of Directors for the current session, and this appointment was presented and approved at the June 1, 2020 meeting.

14.1.2 Names Of Companies Inside Or Outside The Kingdom Of Which A Member Of The Company's Board Of Directors Is A Member Of Its Current And Previous Boards Of Directors Or Of Its Directors, As Follows:

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
Mr. / Mosaid Abdul Mohsen Al-Hokair	Chairman of the Board of Directors of the Abdul Mohsen Al-Hokair Group for Tourism and Development Company.	Within the Kingdom	Public contribution			
	Abdul Mohsen Al Hokair Holding Group	Within the Kingdom	It has limited liability			
	Member of the Board of Directors of the Real Estate Development and Tourism Company	Within the Kingdom	Closed Contribution			
	Member of the Board of Directors of the European Company for Tourism and Hotel Investment	Outside the Kingdom	Special contribution			
	Director in the Board of Directors, Abdul Mohsen Al-Hokair and Sons Holding Company.	Within the Kingdom	It has limited liability			
	Director in the Board of Directors, Tabuk Company for Recreational and Commercial Projects.	Within the Kingdom	It has limited liability			
	Director in the Board of Directors, Healthcare Company	Within the Kingdom	It has limited liability			
	Director on the Board of Directors, MENA Company for Education and Human Resources Development	Within the Kingdom	It has limited liability			
	General Manager of the Saudi Turkish Company for Building Destinations Systems	Within the Kingdom	It has limited liability			
	General Manager of Al-Qassim Company for Recreational and Commercial Projects	Within the Kingdom	It has limited liability			
	Director of the Board of Directors, Al-Jisoor Commercial Tourism Company	Within the Kingdom	It has limited liability			
	Director of the Board of Directors of the Legends Company for Entertainment and Tourism	Within the Kingdom	It has limited liability			
	Director on the Board of Directors of Riyadh Plastic Factory Company	Within the Kingdom	Mixed limited liability			
Director in the Board of Directors, Legends Company for Entertainment and Tourism	Outside the Kingdom	It has limited liability				

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
Mr. / Mosaid Abdul Mohsen Al-Hokair	It has limited liability	Within the Kingdom	Director of the Board of Directors, Legends Entertainment Company			
	It has limited liability	Outside the Kingdom	Director on the Board of Directors of Al Hokair Investment Company			
	It has limited liability	Within the Kingdom	Director at Assistant Abdul Mohsen Al Hokair Company Limited			
	It has limited liability	Within the Kingdom	Director at Mashael Abdul Mohsen Al Hokair Company Limited			
	It has limited liability	Within the Kingdom	Director in the Board of Directors, Abdul Mohsen Abdul Aziz Al Hokair Company Ltd.			
					It has limited liability	Within the Kingdom

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
Mr. / Majid Abdul Mohsen Al-Hokair	Abdul Mohsen Al Hokair Group Company for Tourism and Development	Within the Kingdom	Public contribution			
	General Manager of the Riyadh Company for Tourism and Recreation Projects	Within the Kingdom	It has limited liability			
	Director in the Board of Directors, Abdul Mohsen Al-Hokair Group Holding Company.	Within the Kingdom	It has limited liability			
	Director of the Board of Directors of the Abdul Mohsen Al-Hokair and Sons Holding Company.	Within the Kingdom	It has limited liability			
	General Manager of the Gulf Entertainment Company	Within the Kingdom	It has limited liability			
	Director in the Board of Directors, Tabuk Company for Recreational and Commercial Projects.	Within the Kingdom	It has limited liability			

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
Mr. / Majid Abdul Mohsen Al-Hokair	Director in the Board of Directors, Al-Qassim Recreational and Commercial Projects Company.	Within the Kingdom	It has limited liability			
	Director in the Board of Directors, The Saudi Arabian House General Trading Company.	Within the Kingdom	It has limited liability			
	Director on the Board of Directors of the Health Recuperation Company	Outside the Kingdom	It has limited liability			
	Director in the Board of Directors of the MENA Company for Education and Human Resources Development.	Outside the Kingdom	It has limited liability			
	Director in the Board of Directors, Al Hokair Entertainment Company.	Outside the Kingdom	It has limited liability			
	Director in the Board of Directors, Legends Company for Entertainment and Tourism	Within the Kingdom	Limited liability			
	Director of the Board of Directors, Kingdom of Entertainment Company	Within the Kingdom	Limited liability			
	Director on the Board of Directors of Al Hokair Investment Company	Within the Kingdom	Limited liability			
	Director at Majid Abdul Mohsen Al Hokair Company Limited	Within the Kingdom	Limited liability			
	Director at Mohdi Mohammed Al Hokair Company Limited	Within the Kingdom	Limited liability			
	Director at Majida Abdul Mohsen Al Hokair Company Limited	Within the Kingdom	Limited liability			
	Director at Meshal Abdul Mohsen Al Hokair Company Limited	Within the Kingdom	Limited liability			
	Director in the Board of Directors, Abdul Mohsen Abdul Aziz Al Hokair Company Ltd.	Within the Kingdom	Limited liability			
	Director of the Board of Directors of the Hotel Initiative Assets Company	Within the Kingdom	Limited liability			
	Director at the Riyadh Exhibition and Conference Center Company	Within the Kingdom	Limited liability			
Director of the Board of Directors, Luxury Entertainment Company	Within the Kingdom	Mixed limited liability				

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
Mr. / Sami Abdul Mohsen Al-Hokair	Abdul Mohsen Al Hokair Group Company for Tourism and Development	Within the Kingdom	Public contribution			
	Chairman of the Board of Directors of Tanami Arabia Company Limited (closed shareholding)	Within the Kingdom	Closed Contribution			
	Director in the Board of Directors, Abdul Mohsen Al-Hokair Group Holding Company.	Within the Kingdom	It has limited liability			
	Member of the Board of Directors, Saudi Airlines Catering Company	Within the Kingdom	Public contribution			
	Member of the Board of Directors of the Strategic Catering Company	Within the Kingdom	It has limited liability			
	Member of the Board of Directors, European Company for Tourism and Hotel Investment	Outside the Kingdom	Mixed			
	General Manager of the Half Moon Beach Resort Company	Within the Kingdom	Special contribution			
	General Manager of Sparky's Land Entertainment Company	Outside the Kingdom	It has limited liability			
	General Manager of Sparky's Digital Land Entertainment Company	Outside the Kingdom	It has limited liability			
	General Manager of Sparky's Oceanica Entertainment Company	Outside the Kingdom	It has limited liability			
	General Manager of Digital Land Entertainment Company - Ras Al-Khaimah	Outside the Kingdom	It has limited liability			
	Director of the Board of Directors of the Legends Company for Entertainment and Tourism	Outside the Kingdom	It has limited liability			
	Director on the Board of Directors of Al Hokair Investment Company	Outside the Kingdom	It has limited liability			
	Director on the Board of Directors, Marine Tourism Company	Within the Kingdom	Limited liability			

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
Mr. / Sami Abdul Mohsen Al-Hokair	Director of the Board of Directors, Abdul Mohsen Group Holding Company.	Within the Kingdom	Limited liability	Member of the Board of Directors, Al Batnah Company	Outside the Kingdom	Closed Contribution
	Director in the Board of Directors, Abdul Mohsen Al-Hokair and Sons Holding Company.	Within the Kingdom	Limited liability	Member of the Board of Directors of the Tunisian Company for Tourism	Outside the Kingdom	Closed Contribution
	Director at the Sami Abdul Mohsen Al Hokair Company Limited	Within the Kingdom	Limited liability			
	Director in the Board of Directors, Abdul Mohsen Abdul Aziz Al Hokair Company Ltd.	Within the Kingdom	Limited liability			
	Director in the Board of Directors of Ayan Real Estate Development Company Limited	Within the Kingdom	Limited liability			
	Director in the Board of Directors, City Pearl Company	Within the Kingdom	Limited liability			

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
Mr. / Tariq Ziyad Al-Sudairy	Managing Director and CEO of Jadwa Investment Company	Within the Kingdom	Closed Contribution	Vice President, Gulf Money Company	Outside the Kingdom	It has limited liability
	Member of the Board of Directors of Al Rajhi Union Investment Holding Company	Within the Kingdom	Unlisted joint stock company	Director of McKinsey & Company	Outside the Kingdom	It has limited liability
	Board Member, Abdul Mohsen Al-Hokair Group for Tourism and Development.	Within the Kingdom	Included contribution	A consultant to Lexicon	Outside the Kingdom	It has limited liability
	Board Member, Saudi Aramco Base Oil Company - Luberve	Within the Kingdom	Limited liability			
	Director in the Board of Directors of Ayan Real Estate Development Company Limited	Within the Kingdom	Limited liability			

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
Mr. / Faisal Mohamed, the owner	Board Member, Abdul Mohsen Al-Hokair Group for Tourism and Development Company.	Within the Kingdom	Public contribution			
		Within the Kingdom	Unlisted joint stock company	None		

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
/ .Mr Walid Ibrahim Shoukry	Board Member, Abdul Mohsen Al-Hokair Group for .Tourism and Development Company	Within the Kingdom	Public contribution	Member of the Board of Directors and Chairman of the Audit, Risk and Compliance Committee of the Matbouli .Group	Within the Kingdom	It has limited liability
	Member of the Board of Directors, Saudi Mechanical Industries	Within the Kingdom	Closed Contribution	Takween Advanced Industries Company	Within the Kingdom	Public contribution
	Vice Chairman of the Board of Directors and Chairman of the Audit, Risks and Governance Committee of Salic Company	Within the Kingdom	Saudi contribution	Member of the Board of Directors, Chairman of the Review and Risk Committee, and Member of the Remuneration Committee at Orcon International	Outside the Kingdom	It has limited liability
	Member of the Board of Directors of the Kanoo Group	Outside the Kingdom	It has limited liability	The major partner in the Kingdom is PricewaterhouseCoopers, The .Newspaper	Within the Kingdom	An accounting firm
	Member of the Board of Directors and Member of the .Audit, Risk and Compliance Committee in Mecbo	Within the Kingdom	Public contribution	Member of the PricewaterhouseCoopers Middle East Department	Outside the Kingdom	Office of review
	Member of the Audit Committee of Bupa Insurance Company	Within the Kingdom		Executive partner of The Newspaper & Associates, a member of PricewaterhouseCoopers .International	Within the Kingdom	An accounting firm
	A member of a committee at the Saudi Electricity Company	Within the Kingdom		Partner of The Newspaper & Company, a member of PricewaterhouseCoopers .Global	Within the Kingdom	Zakat and advice office
	Member of the review committee of the General Authority for Military Industries	Within the Kingdom				
	Member of the Audit Committee of Maaden Company	Outside the Kingdom				

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
Mr. / Abdul Aziz Saleh Al-Rabdi	Board Member, Abdul Mohsen Al-Hokair Group for Tourism and Development Company.	Within the Kingdom	Public contribution	General Manager of L'azurde Company	Within the Kingdom	It has limited liability
	Member of the Board of Directors of the Saudi Agricultural Investment and Animal Production Company, Salik.	Within the Kingdom	Closed Contribution	General Manager of Naded Company	Within the Kingdom	It has limited liability
	Member of the Board of Directors, Abdullah Al-Othaim Markets Company	Within the Kingdom	Public contribution	Member of the Board of Directors of the Takween Advanced Industries Company	Within the Kingdom	Public contribution
	Member of the Board of Directors of Al-Obaikan Glass Company	Within the Kingdom	Closed Contribution	Member of the Board of Directors of the Saudi United Cooperative Insurance Company, Walaa	Within the Kingdom	Public contribution
	Member of the Board of Directors of the Saudi Recycling Company	Within the Kingdom	Closed Contribution	Member of the Committee for Agricultural Investment and Animal Production, Salik	Within the Kingdom	Public contribution

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
Mr. / Amin Elias Mukerzel	Board Member, Abdul Mohsen Al-Hokair Group for Tourism and Development Company.	Within the Kingdom	Public contribution	None		
	Director at Flamengo Hotel Management Company	Outside the Kingdom	It has limited liability			
	Director at Golden Tulip Middle East and North Africa Company.	Outside the Kingdom	It has limited liability			
	Member of the Board of Directors at the Lebanese American University of Beirut	Outside the Kingdom	Closed Contribution			

The name of the member	Names of companies for which a member of the board of directors is a member of their current boards of directors or of their directors	Inside / outside the Kingdom	Legal entity incorporated shareholding unlisted shareholding It has limited liability	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors	Inside / outside the Kingdom	Names of companies for which a member of the board of directors was a member of their previous boards of directors or of their directors
Mr. / Amr Abdel-Aziz Al-Jalal *	Member of the Board of Directors and Chairman of the Audit Committee of the Abdul Mohsen Al-Hokair Group for Tourism and Development Company.	Within the Kingdom	Public contribution			
	Member of the Board of Directors and Member of the Nomination and Remuneration Committee of the Very Funds Fund Company.	Within the Kingdom	Closed Contribution			
	Member of the Investment Committee of the Saudi Company for Agricultural Investment and Animal Production, Salik.	Within the Kingdom	Closed Contribution			
	Member of the Board of Directors and Chairman of the Investment Committee of the Saudi Egyptian Industrial Investment Company.	Outside the Kingdom	Egyptian contribution			
				None		

* Professor Amr Abdel-Aziz Al-Jalal was appointed as a member of the Board of Directors (independent) in accordance with Board Resolution No. (23) on 23/10/2019 as a member of the vacant position in the Board of Directors for the current session and this appointment was presented and approved at the June 1, 2020 meeting.

14.1.3 The formation of the Board of Directors and the classification of its members as follows:

Executive Board Member - Non-Executive Board Member - Independent Board Member, as follows:

	The name of the member	Membership classification executive / non-executive / independent
1	Mr. Mosaid Abdul Mohsen Al-Hokair	Not operational
2	Mr. Majid Abdel Mohsen Al-Hokair	Executive
3	Mr. Sami Abdul Mohsen Al-Hokair	Executive
4	Mr. Tariq Ziyad Al-Sudairy	Independent
5	Mr. Abdul Aziz Saleh Al-Rabadi	Independent
6	Mr. Faisal Mohammed the owner	Not operational
7	Mr. Walid Ibrahim Shoukry	Independent
8	Mr. Amin Elias Moukarzel	Not operational
9	Mr. Amr Abdelaziz Al-Jalal *	Independent

* Professor Amr Abdel-Aziz Al-Jalal was appointed as a member of the Board of Directors (independent) in accordance with Board Resolution No. (23) on 23/10/2019 as a member of the vacant position in the Board of Directors for the current session and this appointment was presented and approved at the

14.1.4 The number of meetings held by the Board of Directors during the last fiscal year, their dates, and the attendance record of each meeting indicating the number of Board meetings held during the year 2020, their dates, and the attendance record of each meeting indicated by the names of the attendees, after their election before. Ordinary general assembly of the company, who were appointed on 04/18/2018, as follows:

Attendance and performance of the Board of Directors meeting for the year 2020

	The name	The position	Number of meetings (8)								%
			The first meeting	The second meeting	The third meeting	Fourth meeting	Fifth meeting	Sixth meeting	The seventh meeting	The eighth meeting	
			2/25/2020	6/4/2020	28/4/2020	7/28/2020	10/27/2020	10/11/2020	1/12/2020	12/22/2020	
1	Mr / Mosaid Abdul Mohsen Al-Hokair	Chairman of Board of Directors	Attended	Attended	Attended	Attended	Attended	Apologized	Apologized	Attended	75%
2	Mr / Majid Abdul Mohsen Al-Hokair	Deputy Chairman of the Board	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Attended	100%
3	Mr / Sami Abdul Mohsen Al-Hokair	Managing Director and CEO	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Attended	100%
4	Engineer / Faisal Mohammed Al-Malik	Member of the Board of Directors	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Attended	100%
5	Mr / Tariq Ziyad Al-Sudairy	Member of the Board of Directors	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Attended	100%
6	Mr / Walid Ibrahim Shoukry	Member of the Board of Directors	Attended	Attended	Apologized	Attended	Attended	Attended	Attended	Attended	88%
7	Mr / Abdul Aziz Saleh Al-Rabdi	Member of the Board of Directors	Attended	Attended	Apologized	Attended	Attended	Attended	Apologized	Attended	75%
8	Dr. Amin Elias Moukarzel	Member of the Board of Directors	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Attended	100%
9	Mr / Amr Abdel-Aziz Al-Jalal	Member of the Board of Directors	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Attended	100%
10	Mr / Khaled Al-Ali	Board Secretary	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Attended	100%

14.1.5 A Statement Of The Dates Of The Shareholders 'General Assemblies Held During The Fiscal Year 2020 Ad And The Names Of The Members Of The Board Of Directors Attending These Meetings, As Follows:

		Record your attendance
	Name	The first assembly meeting on June 1, 2020
1	Mr. Mosaid Abdul Mohsen Al-Hokair	Attended
2	Mr. Majid Abdel Mohsen Al-Hokair	Attended
3	Mr. Sami Abdul Mohsen Al-Hokair	Attended
4	Mr. Abdul Aziz Saleh Al-Rabadi	Attended
5	Mr. Tariq Ziyad Al-Sudairy	Attended
6	Mr. Faisal Mohammed the owner	Attended
7	Mr. Walid Ibrahim Shoukry	Attended
8	Mr. Amben Elias Moukarzel	Attended
9	Mr. Amr Abdel-Aziz Al-Jalal	Attended

14.1.5 A Statement Of The Dates Of The Shareholders 'General Assemblies Held During The Fiscal Year 2020 Ad And The Names Of The Members Of The Board Of Directors Attending These Meetings, As Follows:

Name	The first assembly meeting on June 1, 2020	
.At the portfolio level B	1/9/2020	Company procedures
.At the portfolio level B	6/4/2020	Company procedures
.At the portfolio level B	5/13/2020	Company procedures
At the identity level A	6/17/2020	Company procedures
At the identity level A	6/30/2020	Company procedures
At the identity level A	7/23/2020	Company actions
At the identity level A	8/25/2020	Company actions
At the identity level A	11/15/2020	Company procedures
At the identity level A	2020/30/11	Company procedures
At the portfolio level A	2020/13/12	Company procedures

Salaries And Remunerations Of The Members Of The Board Of Directors For The Year 2020:

The name		Persistent rewards						Variable rewards									
		A certain amount	Allowance for attending council sessions	Total allowance for attending committee sessions	Benefits in kind	Reward technical administrative and advisory works	Remuneration of the Chairman of the Board and the Managing Director or the Secretary, if he is a member	Total	percentage of profits	Periodic bonuses	Short-term incentive plans	Long-term incentive plans	Granted shares (Value is entered)	Total	Indemnity	For a grand total	Expense allowance
First: the independent members																	
1	Mr. Tariq Ziyad Al-Sudairy	250,000	24,000	21,000	0	0	0	295,000	0	0	0	0	0	0	0	295,000	0
2	Mr. Abdul Aziz Saleh Al-Rabdi	250,000	18,000	21,000	0	0	0	289,000	0	0	0	0	0	0	0	289,000	0
3	Mr. Walid Ibrahim Shoukry	250,000	21,000	18,000	0	0	0	289,000	0	0	0	0	0	0	0	289,000	0
4	Mr. Amr Abdel Aziz Al-Jalal	250,000	24,000	15,000	0	0	0	289,000	0	0	0	0	0	0	0	289,000	0
Total		1,000,000	87,000	75,000	0	0	0	1,162,000	0	0	0	0	0	0	0	1,162,000	0
Second: Non-executive members																	
5	Mr. / Musaed Abdul Mohsen Al-Hokair	250,000	18,000	0	0	0	0	268,000	0	0	0	0	0	0	0	268,000	0
6	Mr. Faisal Mohammed Al-Malik	250,000	24,000	6000	0	0	0	280,000	0	0	0	0	0	0	0	280,000	0
7	Mr. Amin Elias Moukarzel	250,000	24,000	15,000	0	0	0	289,000	0	0	0	0	0	0	0	289,000	0
Total		750,000	66,000	21,000	0	0	0	837,000	0	0	0	0	0	0	0	837,000	0
Third: The members are executives																	
8	Mr. Majid Abdul Mohsen Al-Hokair	250,000	24,000	15,000	0	0	0	289,000	0	0	0	0	0	0	0	289,000	0
9	Mr. Sami Abdul Mohsen Al-Hokair	250,000	24,000	15,000	0	0	0	289,000	0	0	0	0	0	0	0	289,000	0
Total		500,000	48,000	30,000	0	0	0	578,000	0	0	0	0	0	0	0	578,000	0
total summation		2,250,000	201,000	126,000	0	0	0	2,577,000	0	0	0	0	0	0	0	2,577,000	0

14.2 Board Committees

First: The names of the members of the committees, their current and previous positions, their qualifications and experiences, as follows:

	Name	Current jobs	Previous posts	Qualifications	Experiences
1	Mr. / Amr Abdel-Aziz Al-Jalal Chairman of the Audit Committee	<ul style="list-style-type: none"> • Member of the Board of Directors and Chairman of the Audit Committee in a company Abdul Mohsen Al Hokair Group for Tourism and Development • Member of the Board of Directors and member of the Nominations Committee And the remuneration in the Fund Fund Company too • Member of the Investment Committee in the Saudi Company Agricultural investment and livestock production is sold • Member of the Board of Directors and Chairman of the Investment Committee Saudi Egyptian Industrial Investment Company 	<ul style="list-style-type: none"> • Head of the Private Equity and Investment Banking Department at Jadwa Investment Company since 2014 And yet • Head of the Investment Banking Department at the Saudi Fransi Capital Bank since 2012 And until 2014 • Head of the listing unit for the industry and services sector in the CMA from 2004 until 2012 • Credit Officer in the Corporate Banking Department at Samba Financial Group since 2002G. And until 2004 AD 	<ul style="list-style-type: none"> • BA in Information Systems Management from King Fahd University of Petroleum and Minerals, 2002 • Master's degree in Business Administration from Rice University, United States of America, 2010 	<ul style="list-style-type: none"> • More than 18 years of experience in the field of private equity investments, investment banking, corporate finance and corporate governance, and financial and accounting affairs in companies.
2	Mr. / Walid Ibrahim Shoukry Member of the Audit Committee	<ul style="list-style-type: none"> • Member of the Board of Directors of a group company Abdul Mohsen Al Hokair for Tourism and Development • Vice-Chair of the Board of Directors and Chairman of the Audit Committee Risks and governance in SALIC • Member of the Board of Directors, Saudi Industries Corporation The mechanical ones • Member of the Board of Directors of the Kanoo Group • Member of the Audit, Risk and Compliance Committee Minerals • Member of the Audit Committee, the Saudi Electricity Company • Member of the Audit Committee in the Saudi company For mechanical industries • Member of the Audit Committee of Jizan Gas Project Company • Member of the Board of Directors and member of the Audit Committee in Mepco 	<ul style="list-style-type: none"> • Member of the Board of Directors and Chairman of the Committee Review and Risks Compliance in the Matbouli Group 2013G to January 2018 Board Member and Chairman of the Committee The reviewer and a member of the remuneration committee • Orcon International is headquartered in Australia, March 2014 - October M. 2016 • A consultant to Ernst & Young March 2011 - June 2012 • The main partner in the Kingdom of Saudi Arabia Waterhouse Coopers Gazette 2008 - May AD 2010 • Member of the Middle East Department of Brice Waterhouse Coopers Dubai 2006-2009 • The Executive Partner of Al-Jarida & Partners, a member of PricewaterhouseCoopers International 2006-2008 • Partner - the newspaper and its partners - anyone PricewaterhouseCoopers members International and Delight Touch 1999-2006 	<ul style="list-style-type: none"> • BA in Administration Industrial Sub-specialty: Accounting from King Fahd University of Petroleum and Minerals. AD 1989 Certified Public Accountant from the United States (CPA) of the USA and the Kingdom. • Certified public accountant Kingdom of Saudi Arabia 	<ul style="list-style-type: none"> • He has more than 27 years of experience As a chartered accountant • More than 18 years of experience in the field of private equity investments, investment banking, corporate finance and corporate governance, and financial and accounting affairs in companies.

Name	Current jobs	Previous posts	Qualifications	Experiences
	<ul style="list-style-type: none"> Member of the Board of Directors and Chairman of the Audit Committee in a company Abdul Mohsen Al Hokair Group for Tourism and Development Member of the Board of Directors and member of the Nominations Committee And the remuneration in the Fund Fund Company too Member of the Investment Committee in the Saudi Company Agricultural investment and livestock production is sold Member of the Board of Directors and Chairman of the Investment Committee Saudi Egyptian Industrial Investment Company 	<ul style="list-style-type: none"> Senior Manager - The Newspaper and Associates Member of Delight Touch 1995-1999 Planning, organizing and supervising On audit services provided to: <ul style="list-style-type: none"> Saudi Aramco - at one level The world The Saudi Arabian Mining Company (Metal) Coordination of professional training for newspaper employees and partners in the Kingdom of Deloitte Touch Tohmaatsu / Portland. - The United States of America, 1993-1995 	<ul style="list-style-type: none"> BA in Information Systems Management from King Fahd University of Petroleum and Minerals, 2002 Master's degree in Business Administration from Rice University, United States of America, 2010 	<ul style="list-style-type: none"> More than 18 years of experience in the field of private equity investments, investment banking, corporate finance and corporate governance, and financial and accounting affairs in companies.

Name	Current jobs	Previous posts	Qualifications	Experiences
<p>3</p> <p>Mr. / Abdulaziz Saleh Al-Rabdi Member of the Audit Committee and Chairman of the Nomination and Remuneration Committee</p>	<ul style="list-style-type: none"> Member of the Board of Directors of a group company Abdul Mohsen Al Hokair for Tourism and Development Head of Abdul Aziz Saleh Al-Rabdi Office for Consulting Finance Member of the Board of Directors, the Saudi Investment Company Agricultural and animal production are negative Member of the Board of Directors, Abdullah Al-Othaim Markets Company Member of the Board of Directors of Al-Obaikan Glass Company Member of the Board of Directors of the Saudi Re The recycling 	<ul style="list-style-type: none"> Head of Fund Credit Unit Saudi Industrial Development General Manager of L'azurde Company Industrial investment Managing Director of the National Company For Agricultural Development Nadec is a member of the Board of Directors of Al-Hammadi Company Investment and development Member of the Board of Directors, Takween Company Advanced industries Board member in the company Saudi United Insurance The loyalty cooperative 	<ul style="list-style-type: none"> BA in Industrial Management from King Fahd University of Petroleum and Minerals, 1985 	<p>More than 32 years of experience in the fields of administration, industry, consulting, and membership of boards of directors in various economic sectors.</p> <ul style="list-style-type: none"> Head of Fund Credit Unit Saudi industrial development for a period of time Nine years General Manager of L'azurde Company For a period of 3 years General Manager of Nadec Company For a period of 3 years Head of the Abdul Aziz Saleh Al-Rabdi office Financial advisory for a period of 17 years

	Name	Current jobs	Previous posts	Qualifications	Experiences
4	Mr. / Faisal Mohamed, the owner Member of the Nomination and Remuneration Committee	<ul style="list-style-type: none"> • Member of the Board of Directors, Abdul Mohsen Group Company • Al Hokair Tourism and Development • Vice President for Financial Affairs of the Abdul Mohsen Al-Hokair Group Holding Company, and he was appointed on 11/18/2018 as the CEO of the company. 	<ul style="list-style-type: none"> • Principal Director of Banking Affairs at The National Commercial Bank for a period of two years. • Financial advisor to the Saudi Industrial Development Fund in Riyadh for a period of five years. 	<ul style="list-style-type: none"> • BA in Engineering From King Saud University 	<ul style="list-style-type: none"> • He has enjoyed more than 15 years of age Management experience • Principal Director of Banking Affairs at The National Commercial Bank for a period of two years. • Financial advisor to the Development Fund Saudi Industrial Estate in Riyadh For a period of five years
5	Mr. / Tariq Ziyad Al-Sudairy Chairman of the Executive Committee and member of the Nomination and Remuneration Committee	<ul style="list-style-type: none"> • Managing Director and CEO of Jadwa Company To invest • Member of the Board of Directors, Abdul Mohsen Al-Hokair Group • Tourism and Development Board Member, Market Finance - Tadawul • Member of the Board of Directors, Al Rajhi Union Investment Company • Member of the Board of Directors of Saudi Aramco Oil Company 	<ul style="list-style-type: none"> • Vice President of Amwal Corporation • Gulf is a director at McKinsey and Company • Kumkpani • A consultant at Lexicon 	<ul style="list-style-type: none"> • MA - Harvard University • BA - University And Williams 	<ul style="list-style-type: none"> • Vice President of Gulf Money Company From 2008 AD until 2010 AD • Director of McKinsey & Company, Inc. From 2005 AD until 2008 AD • A consultant to Lexicon since From 1999 AD to 2003 AD
6	Mr. / Majid Abdul Mohsen Al- Hokair Member of the Executive Committee	<ul style="list-style-type: none"> • Vice Chairman of Al Hokair Group • Director of the Abdul Mohsen Group Board of Directors Al Hokair Holding Company • Director in the Board of Directors, Kingdom of Entertainment Company • Director of the Board of Directors of Al Hokair Investment Company • General Manager of the Riyadh Tourism Projects Company • And recreational activities • Director on the Board of Directors and CEO For Abdul Mohsen Al-Hokair and Sons Holding Company • General Manager of the Gulf Entertainment Company • Director in the Board of Directors, Tabuk Projects Company • Recreational and business • Director of the Board of Directors, Al-Qassim Company • Recreational and commercial projects • Director in the Board of Directors, Saudi Home Company • Emirates General Trading • Director in the Board of Directors, Health Recuperation Company 	<p>He held the position of General Manager of the Abdul Mohsen Abdul Aziz Al Hokair Group Corporation for Operation and Maintenance from 1986 until 2006.</p> <ul style="list-style-type: none"> • Served as a member of the Board of Directors of Al Hokair Group Company from 2006G and in 2008G, he was appointed CEO. • For the company until 2012 • Chairman of the Federation's Technical Committee • Saudi soccer ball from 2002 • And until 2008 	<ul style="list-style-type: none"> • BA in Management Business from King's University Saudi • Participated in several courses in insurance, marketing, and administration • The games and entertainment sectors 	<ul style="list-style-type: none"> • He has more than 33 years of experience in establishing, managing and operating entertainment and hotel centers, commercial centers, health clubs, educational, training, tourism projects, residential units, recreational, recreational, and industrial sectors in establishing, operating and managing factories in the industry. • He held the position of General Manager of the Abdul Mohsen Abdul Aziz Al Hokair Group Corporation for Operation and Maintenance from 1986 to 2006.

Name	Current jobs	Previous posts	Qualifications	Experiences
	<ul style="list-style-type: none"> • General Manager in MENA Company for Education and Resource Development Of humanity • Director of the Board of Directors of Al Hokair Manufacturing Company Recreational games • Director in the Board of Directors, Asateer Entertainment Company Tourism is a member of the Riyadh Chamber Board of Directors • Chairman of the Board of Directors of the Riyadh International Conference Center And galleries • Chairman of the Riyadh Chamber Tourism Committee • Chairman of the National Committee for Tourism, Events and Entertainment Council of Saudi Chambers • Director at Majid Abdul Mohsin Al Hokair Company Limited • Director at Mawdy Mohammed Al Hokair Company Limited • Director in Majida Abdul Mohsen Al Hokair Company Limited • Director at Meshal Abdul Mohsen Al-Hokair Company Limited • Director of the Board of Directors, Abdul Mohsen Company Abdul Aziz Al Hokair Limited • Director of the Board of Directors, Al-Mubadara Assets Company The hotel • Director in the Board of Directors of the Riyadh Center Company For exhibitions and conferences • Director of the Board of Directors, Luxury Entertainment Company • Member of the Riyadh Chamber Board of Directors • Chairman of the Board of Directors of the Riyadh International Conference Center And galleries • Member of the Board of Directors, Abdul Mohsen Al Hokair Group Tourism and Development • Consul General of the Kingdom of Denmark - Jeddah • Honorary Member of the International Federation of Consuls - Belgium • Honorary Consuls Board Member - Saudi Arabia • Chairman of the Tourism and Recreation Committee - Riyadh Chamber • Chairman of the Executive Committee for Tourism And Events - Council of Chambers • Chairman of the Riyadh Festival Committee for Shopping and Entertainment 			<ul style="list-style-type: none"> • Served as a member of the Board of Directors of Al Hokair Group Company from 2006G and in 2008G, he was appointed CEO. For the company until 2012 • Chairman of the Federation's Technical Committee Saudi soccer ball from 2002 And until 2008

	Name	Current jobs	Previous posts	Qualifications	Experiences
7	<p style="text-align: center;">Mr. / Sami Abdul Mohsen Al- Hokair Member of the Executive Committee</p>	<ul style="list-style-type: none"> • Managing Director of Al Hokair Tourism Group Company And development • Chairman of the Board of Directors of Tanami Arabia Company Limited Closed Contribution • Director of the Board of Directors of Al Hokair Investment Company • Member of the Board of Directors, Saudi Airlines Company For catering • Member of the Board of Directors of the Strategic Catering Company • Member of the Board of Directors of the European Investment Company Tourist and hotel • General Manager of the Half Moon Beach Resort Company • General Manager of Sparky's Land Entertainment Company • General Manager of Sparky's Digital Land Games Recreational activities • General Manager of Sparky's Oceanica Games Recreational activities • General Manager of Digital Land Games Recreation - Ras Al-Khaimah • Director of the Board of Directors of the Asateer Entertainment Company And tourism • Member of the Eastern Region Tourism Development Board • Director of the Board of Directors, Marine Tourism Company • A director on the board of directors of a group company Abdul Mohsen Abdul Aziz Al Hokair Holding • Director of the Board of Directors, Abdul Mohsen Company Al Hokair and Sons Holding Company • Director of the Sami Abdul Mohsen Al-Hokair Company Limited • Director of the Board of Directors, Abdul Mohsen Company Abdul Aziz Al Hokair Limited • Director in the Board of Directors, Ayan Development Company Real Estate Limited • Director of the Board of Directors, City Pearls Company The hotel 	<ul style="list-style-type: none"> • General Manager of Andalusia Hotel since January 1991 to December 1997 • Membership of the Board of Directors of Al Batnah Company Oman from 2002 to the year AD 2003 • Membership of the Board of Directors of the Tunisian Company for Tourism (Tunisia) from 1993 to 1998 • Vice Chairman of the Tourism Committee in the Chamber of Commerce and Industry in the Eastern Region since 2000 And until the year 2003 AD • CEO of a company Al Hokair Group for Tourism and Development M December 31, 2017 until 	<ul style="list-style-type: none"> • Bachelor of Science Management from King's University Saudi • Participated in many international conferences on tourism and entertainment, as well as hotel exhibitions. And restaurants 	<ul style="list-style-type: none"> • He has more than 30 years of experience in establishing, managing and operating entertainment and hotel centers, commercial centers, health clubs, educational, training, and tourism projects, housing units, and services. Catering, air sales, and sales in airport lounges, services and flights. The air force • General Manager of Andalusia Hotel since January 1991 to December 1997 • Member of the Board of Directors, Al Batnah Company Oman from 2002 to the year AD 2003 • Member of the Board of Directors of the Tunisian Company for Tourism, Tunisia, from 1993 to 1998

	Name	Current jobs	Previous posts	Qualifications	Experiences
8	<p>Mr. / Saad Abdullah Al-Saif Member of the Executive Committee</p>	<ul style="list-style-type: none"> • Head of the Private Equity and Banking Department Investment 	<ul style="list-style-type: none"> • Member of the Board of Directors of a group company Abdul Mohsen Al Hokair Tourism And development • A member of the Board of Directors of a company Al Matbouli United Group Company Limited liability • Board member in a company Al Hammadi Development and Investment Company Public contribution • Member of the Board of Directors of the Global Environmental Management Services Company Limited A Responsible Company Are limited • Member of the Board of Directors of Al-Zamil Company for Industry, Trade and Transportation, a limited liability company 	<ul style="list-style-type: none"> • Bachelor's degree - Engineering from King Fahd University of Petroleum And metals 	<ul style="list-style-type: none"> • He has over 16 years of age Investment Banking, Corporate Finance, Islamic Banking and Corporate Bankers 2001-2006 • Corporate finance and Islamic banking with the Saudi British Bank 2006-2008 Debt markets with HSBC Saudi Arabia Limited • Private Equity Investments and Investment Banking with Jadwa Investment Company 2008 - Today
9	<p>Mr. / Amin Elias Mukerzel Member of the Executive Committee</p>	<ul style="list-style-type: none"> • Member of the Board of Directors of a group company Abdul Mohsen Al Hokair for Tourism and Development • Member of the Board of Directors of the Emirates Academy of Hospitality Management • Member of the International Tourism and Travel Council • Vice President of the Association of Hotels and Restaurants of the Sea States Medium white • Vice President, IHRA Global Middle East • Director in Flamengo Hotel Management Company • Director at Golden Tulip Middle East Company And North Africa • Lecturer at HORECA hotels, restaurants and cafes • Lectures at the SHIC • Lectures at AHIC 	<ul style="list-style-type: none"> • Hotel Catering Manager Carlton News • Trainer in the field of hotel management Holiday Inn Abu Dhabi • Heads projects and real estate for EPPCO in the United Kingdom, the United States of America and the United Arab Emirates. • Member of the International Hotel Club • Hotel General Manager Holiday Inn Minna • Member of the Advisory Council The Arab Investment Conference 	<ul style="list-style-type: none"> • Managing hotels from the school Beirut Hotel, 1975 • Postgraduate studies in hotel management from the University of Holliday in the Breath of America in 1984 • Postgraduate studies from a university CORNEL America 1982-1978 • Postgraduate PhD studies from the University of Canada, California, USA, 1997-1998. 	<ul style="list-style-type: none"> • More than 44 years of experience in various fields Hotels and restaurants • Received many awards, including the Top 10 Hotels Management Award, and the Top 10 Hotel Ranking and the second best Arab Hotels, and won the Gold Medal for Investment Management. The tourist • Get economic rewards Social from the years 2012 AD And until 2017 • Lectures at HORECA Hotels, restaurants and cafes 25 years ago

Second: A brief description of the committees' competencies, duties, chairmen and members, the number of their meetings, their dates, and the attendance data of the members for each meeting and their remuneration:

1- The Review Committee:

The audit committee shall consist of three members from the board of directors, and the approval of the general assembly of the company to form the audit committee and define its functions, work controls and remuneration for its members, was obtained on the second of its term of 02/08/1439 AH corresponding to 04/18/1439 AH. The current and that is on the date of 04/18/2021 AD. The audit committee's work regulation was updated during the year 2020 AD and the updated bylaw was approved by the General Assembly at its meeting held on June 1, 2020.

2- Among the most important tasks of the audit committee are the following:

- Study the initial and annual financial statements of the company before presenting them to the Board of Directors and expressing their opinion and recommendation in their regard.
- Supervising the performance and activities of the internal audit department in the company, studying the internal audit reports and following up on the implementation of corrective measures for the notes contained therein.
- Recommending to the Board of Directors to nominate the auditors and fix their fees.
- Studying the auditor's report and his comments on the financial statements and following up on actions taken in respect of them.
- Verify the company's commitment to the relevant laws, regulations, policies and instructions.

- Reviewing the contracts and the proposed dealings that the company conducts with related parties and submitting its views on this to the Board of Directors.
- The review committee's regulations clarify the details of the committee's work, its powers and its method of work.

The Following Is A Statement Of The Names Of The Members Of The Committee, The Nature Of The Membership Of Each Member Of The Committee, The Number Of The Committee's Meetings, And The Attendance Position Of The Members Of The Committee.

	The name	The position	Number of meetings (6)						%	
			The first meeting	The second meeting	The third meeting	Fourth meeting	Fifth meet- ing	Sixth meet- ing		
			24/2/2020	12/3/2020	4/22/2020	5/27/2020	19/8/2020	10/25/2020		
1	Professor / Amr Abdel-Aziz Al-Jalal *	Chairman of the Committee	Apologized	Attended	Attended	Attended	Attended	Attended	Attended	83%
2	Professor / Walid Ibrahim Shoukry	Committee member	Attended	Attended	Attended	Attended	Attended	Attended	Attended	100%
3	Professor / Abdul Aziz Saleh Al-Rabdi	Committee member	Attended	Attended	Attended	Apologized	Attended	Attended	Attended	83%

* Professor Amr Abdel-Aziz Al-Jalal was appointed as a member of the Board of Directors (independent) in accordance with Board Resolution No. (23) on 23/10/2019 as a member of the vacant position in the Board of Directors for the current session and this appointment was presented and approved at the June 1, 2020 meeting.

2- The Executive Committee:

The Board of Directors formed the Executive Committee, and the rules for selecting the members of the committee, the term of their membership, the committee's working method and its responsibilities were approved at the ordinary general assembly meeting held on 07/23/1434 AH (corresponding to the last two / 6/2013 General Committee) The approval of the general assembly of the company to amend these regulations was obtained on 07/21/1438 AH corresponding to 04/18/2017 AD. The powers, duties and responsibilities of this committee include the following:

- Approving the group's strategy to obtain the final approval of the Board.
- Reviewing the group's corporate governance policies and procedures, and the basic governance documents, such as the group's bylaw, and submitting recommendations to the Board of Directors in this regard.
- Approving the transactions of related parties according to the limits of the powers granted

to them and the cases in which the CEO is a party in the transactions of related parties, and submitting recommendations to the Board of Directors in the transactions that exceed the limits of its authority.

- Reviewing periodic management reports, evaluating performance, reviewing new investments / reinvestments and approving them) in accordance with authority limits (prior to Submit to Board for final approval.
- Reviewing budgets and annual plans and investigating the material differences related to the budget (if any) before submitting them to the Board of Directors.
- Follow up and receive reports on the implementation and completion of the major projects, the main expansion works of the group.
- Assisting the board in carrying out its responsibility, especially with regard to the tasks entrusted to it by the board, when the time factor is decisive, with the exception of matters that are reserved for the board as defined in the board's work regulations
- Recommend or approve other transactions or

matters in accordance with the powers specified in the authority delegation structure to recommend the amendment of the Group Articles of Association.

- Reviewing plans to invest in the group's surplus liquidity
- Receiving periodic reports from the company's management on the risk management processes in the group, including the risk assessment process designed to address and follow up these risks.
- Recommending to the Board of Directors the rate and criteria for the company's acceptance of risks.

The Following Is A Statement Of The Names Of The Members Of The Executive Committee For The Year 2020 Ad, The Nature Of The Membership Of Each Member In The Committee, The Number Of Committee Meetings, And The Attendance Position Of The Members Of The Committee, As Follows:

	The name	The position	Number of meetings (5)					%
			first meeting	second meeting	third meeting	fourth meeting	Fifth meeting	
			24/2/2020	7/13/2020	10/21/2020	10/25/2020	12/16/2020	
1	Professor / Tariq bin Ziyad Al-Sudairy	Chairman of the Committee	Attended	Attended	Attended	Attended	Attended	100%
2	Professor / Majid Abdul Mohsen Al-Hokair	Committee member	Attended	Attended	Attended	Attended	Attended	100%
3	Professor / Sami Abdul Mohsen Al-Hokair	Committee member	Attended	Attended	Attended	Attended	Attended	100%
4	Professor / Saad Abdullah Al-Saif	Committee member	Apologized	Attended	Apologized	Apologized	resigned	20%
5	Dr. Amin Elias Moukarzel	Committee member	Attended	Attended	Attended	Attended	Attended	100%
6	Professor / Faisal Muhammad Shaker	Committee member	He did not attend as he was not a member of the committee for the previous session				Attended	20%
7	Professor / Khaled Al-Ali	Committee Secretary	Attended	Attended	Attended	Attended	Attended	100%

Notes: Mr. Faisal bin Muhammad Shaker was appointed as a member of the vacant position of the Executive Committee for the third session, and Board Decision No. (20) was issued on 12/08/2020, due to the resignation of Mr. Saad Al-Saif (Member of the Executive Committee) on the date of 2020 / 09/22 of the committee membership for the current session

3- The Nominations and Remuneration Committee:

The board of directors formed the committee, and the rules for selecting the members of the committee, the term of their membership, the committee's work method and its responsibilities were approved at the regular general assembly meeting held on the date of 7/23/1434 AH (corresponding to the dates of the dates of May 2/6/2013). On the approval of the general assembly of the company to amend these regulations, on 21/7/1438 AH corresponding to 4/18/2017 AD. Among the tasks and responsibilities of the Nominations and Remuneration Committee are the following:

- Suggesting clear policies and criteria for membership in the Board of Directors and the Executive Management.
- Recommending to the Board of Directors to nominate for membership of the Board and to re-nominate them in accordance with the approved policies and standards.

- Preparing a description of the capabilities and qualifications required to be a member of the Board of Directors and occupy executive management positions.
- Providing advice and advice to the Board of Directors regarding the selection of senior executives who have qualities and qualifications appropriate for the operations of the Group.
- Ensuring on an annual basis the independence of independent members and the absence of any conflict of interest if the member is a member of the board of directors of another company.
- Annual review of the necessary skills or experience requirements suitable for board membership and executive management functions.
- Identifying aspects of weaknesses and strengths in the board of directors and proposing solutions to address them in the interest of the company.

- Preparing a clear policy for the remuneration of board members and members of the committees emanating from the council and the executive management and submitting it to the board of directors for consideration in preparation for approval by the general assembly.
- Periodically reviewing the remuneration policy and evaluating its effectiveness in achieving its objectives.
- Recommending remuneration to the Board of Directors for members of the Board and the committees emanating from the Board and the Company's senior executives, in accordance with the approved policy.
- Submitting proposals to the Board regarding approval of the appointment or dismissal of the CEO, or acceptance of his resignation.

The following is a list of the names of the members of the Nomination and Remuneration Committee for the year 2020, the nature of each member's membership in the committee, the number of committee meetings, and the attendance position of the committee's members, as follows:

Attendance and performance of the Nomination and Remuneration Committee meeting for the year 2020

	The name	The position	Number of meetings (2)		
			the first meeting	The second meeting	%
			1/27/2020	6/2/2020	
1	Professor / Abdul Aziz Saleh Al-Rabdi	Chairman of the Committee	Attended	Attended	100%
2	Professor / Tariq bin Ziyad Al-Sudairy	Committee member	Attended	Attended	100%
3	Engineer / Faisal bin Mohammed Al-Malik	Committee member	Attended	Attended	100%
4	Professor / Khaled Al-Ali	Committee Secretary	Attended	Attended	100%

Remuneration of committee members for the year 2020

M	Name	Fixed bonuses (Except for the allowance for attending the sessions)	Allowance to attend sessions	Total
Members of the Audit Committee				
1	Mr. Amr bin Abdulaziz Al-Jalal	50,000	15,000	65,000
2	Mr. Abdul Aziz Saleh Al-Rabdi	50,000	15,000	65,000
3	Mr. Walid Ibrahim Shoukry	50,000	18,000	68,000
	Total	150,000	48,000	198,000
Members of the Nomination and Remuneration Committee				
1	Mr. Abdul Aziz Saleh Al-Rabdi	0	6,000	6000
2	Mr. Tariq Ziyad Al-Sudairy	50,000	6,000	56,000
3	Mr. Faisal Mohammed Al-Malik	50,000	6,000	56,000
	Total	10,0000	18,000	118,000
Members of the Executive Committee				
1	Mr. Tariq Ziyad Al-Sudairy	0	15,000	15,000
2	Mr. Majid Abdul Mohsen Al-Hokair	50,000	15,000	65,000
3	Mr. Sami Abdul Mohsen Al-Hokair	50,000	15,000	65,000
4	Mr. Amine Elias Moukarzel	50,000	15,000	65,000
5	Mr. Saad Abdullah Al-Saif	36,305	3000	39,305
6	Mr. Faisal Mohammed Shaker	3,151	3000	6,151
	Total	189,456	66,000	255,456

14.3 Executive Management

First: The names of the executive management, their current and previous jobs, their qualifications and experiences, as follows:



Managing Director and Executive Committee member
Mr / Sami Bin Abdul Mohsen Al-Hokair



Vice-Chair of the Board of Directors and member of the Executive Committee
Mr. Majid Bin Abd Al-Mohsen Al-Hokair



Executive Vice President, Business Development and Marketing, and General Manager, Entertainment Sector
Mr / Mishaal bin Abdul-Mohsen Al-Hokair



Deputy Chief Financial Officer
Mr / Adel bin Ahmed Al-Ghamdi

	Name	Current jobs	Previous posts	Qualifications	Experiences
2	<p style="text-align: center;">Mr. / Majid Abdul Mohsen Al-Hokair</p>	<ul style="list-style-type: none"> • Vice Chairman of Al Hokair Group • Director of the Abdul Mohsen Group Board of Directors Al Hokair Holding Company • Director of the Board of Directors of the Kingdom of Entertainment Company • Director of the Board of Directors of Al Hokair Investment Company • General Manager of the Riyadh Tourism Projects Company And recreational activities • Director in the Board of Directors of the Abdul Mohsen Al-Hokair Company And his sons holding • General Manager of the Gulf Entertainment Company • Director in the Board of Directors of Tabuk Enterprises Company Recreational and business • Director in the Board of Directors, Al-Qassim Projects Company Recreational and business • Director in the Board of Directors of Saudi Home Company Emirates General Trading • Director in the Board of Directors of the Health Care Company • Director in the Board of Directors of Mina Company for Education and Development Human resources • Director of the Board of Directors of Al Hokair Manufacturing Company Recreational games • Director of the Board of Directors of the Asateer Entertainment Company And tourism • Member of the Riyadh Chamber Board of Directors • Chairman of the Board of Directors of the Riyadh International Conference Center And galleries • Chairman of the Riyadh Chamber Tourism Committee • Chairman of the National Committee for Tourism, Events and Entertainment Council of Saudi Chambers • Director at Majid Abdul Mohsin Al Hokair Company Limited • Director at Mawdy Mohammed Al Hokair Company Limited • Director in Majida Abdul Mohsen Al Hokair Company Limited • Director at Meshaal Abdul Mohsen Al Hokair Company Limited • Director of the Abdul Mohsen Company's Board of Directors Abdul Aziz Al Hokair Limited • Director of the Board of Directors of Al-Mubadara Osool Company The hotel • Director at the Riyadh Exhibition and Conference Center Company • Director of the Board of Directors, Luxury Entertainment Company 	<p>He held the position of General Manager of the Abdul Mohsen Abdul Aziz Al Hokair Group Corporation for Operation and Maintenance from 1986 until 2006.</p> <ul style="list-style-type: none"> • Served as a member of the Board of Directors of Al Hokair Group Company from 2006G and in 2008G, he was appointed CEO. For the company until 2012 • Chairman of the Federation's Technical Committee Saudi soccer ball from 2002 And until 2008 	<ul style="list-style-type: none"> • BA in Management Business from King's University Saudi • Participated in several courses in insurance, marketing, and administration The games and entertainment sectors 	<ul style="list-style-type: none"> • He has more than 33 years of experience in establishing, managing and operating entertainment and hotel centers, commercial centers, health clubs, educational, training, tourism projects, residential units, recreational, recreational, and industrial sectors in establishing, operating and managing factories in the industry. • He held the position of General Manager of the Abdul Mohsen Abdul Aziz Al Hokair Group Corporation for Operation and Maintenance from 1986 to 2006. • Served as a member of the Board of Directors of Al Hokair Group Company from 2006G and in 2008G, he was appointed CEO. For the company until 2012 • Chairman of the Federation's Technical Committee Saudi soccer ball from 2002 And until 2008

Name	Current jobs	Previous posts	Qualifications	Experiences
	<ul style="list-style-type: none"> • Director of the Board of Directors, Abdul Mohsen Company Abdul Aziz Al Hokair Limited • Director of the Board of Directors, Al-Mubadara Assets Company The hotel • Director in the Board of Directors of the Riyadh Center Company For exhibitions and conferences • Director of the Board of Directors, Luxury Entertainment Company • Member of the Riyadh Chamber Board of Directors • Chairman of the Board of Directors of the Riyadh International Conference Center And galleries • Member of the Board of Directors, Abdul Mohsen Al Hokair Group Tourism and Development • Consul General of the Kingdom of Denmark - Jeddah • Honorary Member of the International Federation of Consuls - Belgium • Honorary Consuls Board Member - Saudi Arabia • Chairman of the Tourism and Recreation Committee - Riyadh Chamber • Chairman of the Executive Committee for Tourism And Events - Council of Chambers • Chairman of the Riyadh Festival Committee for Shopping and Entertainment 			

Name	Current jobs	Previous posts	Qualifications	Experiences
<p style="text-align: center;">Mr. / Sami Abdul Mohsen Al-Hokair Managing Director and Member of the Executive Committee</p>	<ul style="list-style-type: none"> • Managing Director of Al Hokair Tourism Group Company And development • Chairman of the Board of Directors of Tanami Arabia Company Limited Closed Contribution • Director of the Board of Directors of Al Hokair Investment Company • Member of the Board of Directors, Saudi Airlines Company For catering • Member of the Board of Directors of the Strategic Catering Company • Member of the Board of Directors of the European Investment Company Tourist and hotel • General Manager of the Half Moon Beach Resort Company • General Manager of Sparky's Land Entertainment Company • General Manager of Sparky's Digital Land Games Recreational activities • General Manager of Sparky's Oceanica Games Recreational activities • General Manager of Digital Land Games Recreation - Ras Al-Khaimah 	<ul style="list-style-type: none"> • General Manager of Andalusia Hotel since January 1991 to December 1997 • Membership of the Board of Directors of Al Batnah Company Oman from 2002 to the year AD 2003 • Membership of the Board of Directors of the Tunisian Company for Tourism (Tunisia) from 1993 to 1998 • Vice Chairman of the Tourism Committee in the Chamber of Commerce and Industry in the Eastern Region since 2000 And until the year 2003 AD • CEO of a company Al Hokair Group for Tourism and Development M December 31, 2017 until 	<ul style="list-style-type: none"> • Bachelor of Science Management from King's University Saudi • Participated in many international conferences on tourism and entertainment, as well as hotel exhibitions. And restaurants 	<ul style="list-style-type: none"> • He has more than 30 years of experience in establishing, managing and operating entertainment and hotel centers, commercial centers, health clubs, educational, training, and tourism projects, housing units, and services. Catering, air sales, and sales in airport lounges, services and flights. The air force • General Manager of Andalusia Hotel since January 1991 to December 1997 • Member of the Board of Directors, Al Batnah Company Oman from 2002 to the year AD 2003 • Member of the Board of Directors of the Tunisian Company for Tourism, Tunisia, from 1993 to 1998

	Name	Current jobs	Previous posts	Qualifications	Experiences
		<ul style="list-style-type: none"> • Director of the Board of Directors of the Asateer Entertainment Company And tourism • Member of the Eastern Region Tourism Development Board • Director of the Board of Directors, Marine Tourism Company • A director on the board of directors of a group company Abdul Mohsen Abdul Aziz Al Hokair Holding • Director of the Board of Directors, Abdul Mohsen Company Al Hokair and Sons Holding Company • Director of the Sami Abdul Mohsen Al-Hokair Company Limited • Director of the Board of Directors, Abdul Mohsen Company Abdul Aziz Al Hokair Limited • Director in the Board of Directors, Ayan Development Company Real Estate Limited • Director of the Board of Directors, City Pearls Company The hotel 			
4	Mr. / Adel Ahmed Al-Ghamdi	<ul style="list-style-type: none"> • Group Chief Financial Officer Abdul Mohsen Al Hokair for Tourism and Development 	<ul style="list-style-type: none"> • Chief Financial Officer of Airlkwid Company Arabic • Group Financial Manager - ARASCO • Several positions in financial management And the joint ventures - Aramco Saudi Arabia 	<ul style="list-style-type: none"> • BA in Accounting • Master of Business Administration 	<ul style="list-style-type: none"> • He has more than 17 years of experience in Accounting and Financial Affairs \
5	Mr. / Mishal Abdul Mohsen Al-Hokair	<ul style="list-style-type: none"> • Executive Vice President, Business Development and Marketing Of the Abdul Mohsen Al Hokair Group for Tourism and Development Company • General Manager of the entertainment sector of the Abdel Mohsen Group Al Hokair Tourism and Development • Director of the Board of Directors, Luxury Entertainment Company 	<ul style="list-style-type: none"> • Marketing Director, Assistant and Supervisor Of Hybrid Dazs • Trainee in Samba Financial Group • Director of Banking Relations SABB bank • General Manager of the entertainment sector Al Hokair Group for Tourism and Development In the United Arab Emirates 	<ul style="list-style-type: none"> • BA in Marketing 	<ul style="list-style-type: none"> More than 5 years of experience in the field of supervision and marketing • He has more than 5 years in management Banking relations • He has more than 6 years of experience in Entertainment site management

Second: The salaries and remuneration of senior executives for the year 2020

	Senior executives	Fixed bonuses				Variable rewards						Indemnity	sum Reward Executives About the Council that have found	total summa- tion
		payroll	Allowances	Benefits in kind	Total	Periodic bonuses	earn- ings	Short- term in- centive plans	Long- term incen- tive plans	Shares awarded (value is entered)	Total			
1	Mr. Majid Abdul-Mohsen Al-Hokair	260,000	0	0	260,000	0	0	0	0	0	0	32500	0	292500
2	Mr. Sami Abdul-Mohsen Al-Hokair	920 650	423500	0	1344150	0	0	0	0	0	0	148500	0	1492650
3	Mr. Adel Al-Ghamdi	588750	288,000	0	876750	0	0	0	0	0	0	45,000	0	921750
4	Mr. Meshaal Alhokair	396350	176375	0	572725	0	0	0	0	0	0	63250	0	635975
5	Mr. Omar Samara	180,000	63,000	0	243000	0	0	0	0	0	0	10125	0	253125
Total		2345750	950875	0	3296625	0	0	0	0	0	0	299375	0	3596000

Third: The remuneration policy for the Board of Directors and its committees

And executive management

The "Remuneration Policy for the Board of Directors, its Committees and the Executive Management" was prepared in the Abdul Mohsen Al-Hokair Tourism and Development Group) and hereinafter referred to as "the group" or "the company" ("the company") in order to comply with Paragraph 1 of Article 61 of the Articles The Board of the Capital Market Authority in accordance with Decision No. (2017-6-8) dated 05/16/1438 H corresponding to 02/13/2017 AD, which stipulated that the Remuneration and Nominations Committee shall "prepare a clear policy for the remuneration of the members of the Board of Directors and the Board of Directors. "This policy was approved by the Board of Directors of the company pursuant to Decision No. 16 issued on 11/27/2017. Obtain On Agree The association The company's general assembly regarding this policy, on 02/08/1439 AH corresponding to 04/18/2018 AD, and the Nominations and Remuneration Committee shall recommend to the Board the remuneration of board members, committee members and senior executives of the company, in accordance with the following criteria:

- 1- That the remuneration be commensurate with the company's activity and the skills needed to manage it.
- 2- Taking into consideration linking the variable part of rewards with performance in the long term.
- 3- The company takes into account the consistency of the remuneration with the company's strategy and objectives and with the size, nature and degree of its risks.

4- The company takes into consideration the practices of other companies and what is prevalent in the labor market in determining remuneration, while avoiding the unjustified increase in remuneration and compensation that may result from that.

5- Remuneration is determined based on the job level, tasks and responsibilities. Entrusted to occupants, educational qualifications, practical experiences, skills, and level of performance.

6- Remuneration should be fair and commensurate with the member's competencies, business and responsibilities undertaken by board members or committees, in addition to the goals set by the board of directors to be achieved during the fiscal year.

7- Taking into consideration the sector in which the company operates, its size, and the experience of the members of the Board of Directors.

8- That the remuneration is reasonably sufficient to attract, motivate and retain competent and experienced board members.

9- The remuneration of the members of the Board of Directors may be of varying magnitude to reflect the extent of the member's experience, specializations, tasks entrusted to him, his independence, the number of meetings he attends, and other considerations.

10- The remuneration will be discontinued or refunded if it appears that it has been decided based on inaccurate information provided by a member of the board of directors,

board committees, or executive management. This is to prevent the employment situation from being exploited to obtain undue remuneration.

11- In the event of developing a program to grant shares in the company to the members of the Board of Directors, the executive management and its employees, whether they are a new issue or shares purchased by the company, this is done under the supervision of the Nomination and Remuneration Committee and the same bylaws and regulations in accordance with the same system.

Third: The remuneration policy for the Board of Directors and its committees

And executive management

1- The annual remuneration for the chairman and member of the board of directors of 250,000 thousand riyals in addition to an amount of 3,000 riyals as an attendance allowance for each meeting.

2- The annual remuneration for the committees 50,000 thousand riyals in addition to the amount of 3,000 riyals in the attendance allowance for each meeting given that the member of the board of directors is a member of the committee participating in more than one of the committees emanating from the board of directors in which an amount of 50,000 is calculated for the members of the committees.

3- The Nomination and Remuneration Committee reviews the annual remuneration according to the approved criteria and approves it. It includes the remuneration of the executive management.

15 Governance

In the year 2013 AD, the company prepared regulations for corporate governance in line with Article 10, paragraph (c) of the Companies Governance Regulations, and these regulations were prepared in accordance with the articles of association of the companies' governance regulations and the rules of registration and listing of these regulations issued by the company Global practices in governance systems, without contradicting the laws and regulations issued by the relevant authorities in the Kingdom of Saudi Arabia, and they have been approved (with the exception of the general framework for risk management) from the last ordinary / extraordinary shareholders' meeting 02/06/2013. By amending its Corporate Governance Regulations in line with the Corporate Governance Regulations issued by the CMA Board No. (8-16-2017) and dated 05/16 / 1438H corresponding to 02/13 / 2017AD and amended by CMA Board Decision No. 1/7/2021 and 1/6 / 1442 AH corresponding to 1/14/2021 They include the following:

- **Board of Directors work regulations**
- **A shareholder guide**
- **Review committee work list**
- **A guide to dealing with related parties**
- **Conflict of interest policy**
- **Governance framework**
- **Executive Committee bylaw**
- **Nomination and Remuneration Committee work list**

• **Disclosure and transparency policy**

The approval of the company's general assembly to amend these regulations was obtained on 07/21/1438 AH corresponding to 04/18/2017. The remuneration policy of the Board of Directors, its committees, and the executive management was approved by the Board of Directors in accordance with Board Resolution No. 16 dated 11/27/2017 AD, and the Board of Directors approved the amendment of the policy of standards and procedures for membership in the Board of Directors by virtue of the Board of Directors 21/21. The approval of the general assembly of the company for these two policies was obtained on 02/04/1439 AH corresponding to 04/18/2018.

The company is committed to the best corporate governance standards and constantly adjusts its systems according to the developments in these standards, and believes that this commitment is a fundamental factor in the long term and therefore the company has developed its own corporate governance.

The Al Hokair Group's governance system focuses on the following:

- **Activating the shareholders' role in the group and facilitating the exercise of their rights.**
- **Achieving transparency, integrity and fairness in the group**
- **Of its dealings and enhancing its disclosure.**
- **Providing effective and balanced tools for han-**

dling cases

Conflict of interest.

- **A statement of the terms of reference of the board of directors and the executive management and their responsibilities.**
- **Activating the role of the board of directors and committees, and developing their efficiency.**
- **Establishing a general framework for dealing with stakeholders and taking into account their rights.**
- **Increasing the efficiency of supervision and internal control.**
- **Employees' awareness of the concept of professional conduct.**



The following is the company's position regarding the provisions of the Corporate Governance Regulations that have been applied and what has not been implemented, and the reasons for that, according to the regulation issued by the Capital Market Authority Board pursuant to Decision No. Companies Law issued by Royal Decree No. M / 3 dated 02/28/1438 AH

	Article / Paragraph number	Article / paragraph text	Reasons for not implementing
1	Article 5/2 Rights related to shares	Obtaining his share of the company's assets upon the liquidation	Not applicable
2	Article 5/7 Rights related to shares	Accountability of members of the Board of Directors and the filing of liability lawsuits against them, and appeals against the invalidity of the decisions of shareholders' associations public and private in accordance with the conditions and restrictions mentioned in the Companies Law and the Company's Articles of Association.	Not applicable
3	Article 5/8 Rights related to shares	Priority subscribing for new shares issued in exchange for cash shares, unless the extraordinary general assembly stops working with priority right - if it is stipulated in the company's articles of association - in accordance with Article forty hundred of the Companies Law.	Not applicable
4	Article 8 / c Election of the Board of Directors	Voting in the general assembly is restricted to the candidates for membership of the board of directors whose information the company has announced in accordance with Paragraph (a) of this article.	Not applicable
5	Article IX / C Getting Profits	The shareholder is entitled to his share in the profits according to the general assembly resolution issued regarding the distribution of profits to the shareholders, or the board of directors' decision to distribute interim profits. Listed joint stock companies.	Not applicable
6	Article 12/1 Competences of the Ordinary General Assembly	Appointment and dismissal of board members.	Not applicable
7	Article 12/8 Terms of reference of the Ordinary General Assembly	Decide on the Board of Directors' proposals regarding the method of distributing net profits.	Not applicable
8	Article 1210/ Terms of reference of the Ordinary General Assembly	Looking into the violations and errors of the company's auditors in the performance of their duties, and any difficulties - notified by the company's auditors - related to enabling the board of directors or the company's management to have access to their books, records and documents. In this regard.	Not applicable

9	Article 1211/ Terms of reference of the Ordinary General Assembly	Stopping the avoidance of the statutory reserve of the company when it reaches 30% of the company's paid-up capital, and the decision to distribute what exceeded this percentage among the shareholders of the company in financial years in which the company does not achieve net profits.	Not applicable
10	Article 1211/ Terms of reference of the Ordinary General Assembly	Establishing and disposing of other reserves for the company, other than statutory and contractual reserves.	Not applicable
11	Article 1213/ Terms of reference of the Ordinary General Assembly	Deduction of amounts from the net profits of the company to establish social institutions for the company's employees or to assist what may be existing from these institutions, in accordance with the provisions of Article 291 of the Companies Law.	Not applicable
12	Article 1214/ Terms of reference of the Ordinary General Assembly	Agreeing to sell more than 50% of the company's assets, whether in one or several deals, within twelve months from the date of the first sale, and in the event that the sale of those assets guarantees what falls within the terms of the extraordinary general assembly, then Unusual general to that.	Not applicable
13	Article 1215/ Terms of reference of the Ordinary General Assembly	The company may amend the agenda of the general assembly during the period between the publication of the announcement referred to in Paragraph (d) of this Article and the date of the general meeting, provided that the company announces that in accordance with the conditions established in Paragraph (d) of this Article.	Not applicable
14	Article Thirteenth / e Shareholders 'Association	When preparing the agenda of the general assembly, the board of directors must take into account the topics that shareholders wish to be included. Shareholders who own at least 5% of the company's shares may add one or more topics to its agenda when it comes to its agenda.	Not applicable
15	Article Thirteenth / e Shareholders 'Association	The commission may add whatever issues it deems to the agenda of the general assembly.	Not applicable
16	Article seventeen / b Appointing members of the Board of Directors	The general assembly shall elect the members of the board of directors for the period stipulated in the company's articles of association, provided that it does not exceed three years. They may be re-elected unless the company's articles of association stipulate otherwise.	Not applicable
17	Article Nineteenth / b Expiration of the membership of the Board of Directors	Upon the expiration of a member's membership in the Board of Directors by one of the methods of membership expiration, the company shall immediately notify the Authority and the Market, stating the reasons for this.	Not applicable
18	Article nineteen / c The membership of the board of directors has expired	If a board member resigns, and he has comments on the company's performance, he must submit a written statement thereof to the chairman of the board of directors, and this statement must be presented to the members of the board of directors.	Not applicable

19	Article Twenty-Two/7 Basic Functions of the Board of Directors	The suggestion to the extraordinary general assembly is its opinion regarding the following: a. Increase or decrease the company's capital. B. Dissolution of the company before the term specified in the company's articles of association, or the determination of its continuation.	Not applicable
20	Article Twenty-Two/8 Basic Functions of the Board of Directors	The proposal to the Ordinary General Assembly, as it deems appropriate, regarding the following: a. Using the company's contractual reserve in the event that it is formed by the extraordinary general assembly and not assigned to a specific purpose. B. Establish additional financial reserves or provisions for the company. C. The method of distributing the net profits of the company.	Not applicable
21	Article Twenty-Eight Appointment of the Chief Executive Officer after the end of the period Chairman of the Board of Directors	The Chief Executive Officer may not be appointed as the Chairman of the Company's Board of Directors during the first year of the termination of his services.	Not applicable
22	Article Thirty Three The Remarks of the Members of the Board of Directors	Board members' comments a. If any of the members of the board of directors has notes about the performance of the company or any of the issues presented and has not been decided upon in the board meeting, they must be written down and indicate what the board takes or considers taking measures regarding them in the minutes of the board meeting. B. If a member of the board of directors gives an opinion different to the decision of the board, it must be documented in detail in the minutes of the board meeting.	Not applicable
23	Article 37 / b Secretary of the Council	The secretary may not dismiss the board of directors except by a decision of the board of directors.	Not applicable
24	Article 56 27 Conflict occurs between the audit committee And the board of directors	If there is a conflict between the recommendations of the audit committee and the decisions of the board of directors, or if the board refuses to take into account the committee's recommendation regarding the appointment of the company's auditor, his dismissal, the determination of his fees and the evaluation of his performance, or the appointment of the internal auditor, the committee must include them.	Not applicable
25	Article 57 / c The meetings of the audit committee	The internal auditor and the auditor may request a meeting with the audit committee whenever the need arises.	Not applicable
26	Article 822/ Duties of the auditor	Inform the Commission in the event that the Board of Directors does not take appropriate action on the suspicious issues it raises.	Not applicable

27	Article 823/ The duties of the auditor	To request the board of directors to invite the ordinary general assembly if the board did not facilitate it. He shall be responsible for compensating the damage that befalls the company or the shareholders or others as a result of the mistakes made by him in the performance of his work, and if there are many auditors who participated in the mistake, they shall be jointly liable.	Not applicable
28	Article 905/ Board of Directors' report	Actions taken by the Board of Directors to inform its members - especially non-executives - of shareholders' proposals and their comments about the company and its performance.	Not applicable
29	Article 9021/ Report of the Board of Directors	A statement of any difference from the accounting standards approved by the Saudi Organization for Certified Public Accountants.	Not applicable, as the company has been following accounting standards since the beginning of the international (IFRS) 2017 year, as approved by the Saudi Organization for Certified Public Accountants.
30	Article 9025/ Report of the Board of Directors	A description of any interest in the voting-eligible shares class belonging to persons (other than the members of the company's board of directors, senior executives and their relatives) inform the company of these rights in accordance with Article 45 of the registration and listing rules, and any registration and listing rules for you.	Not applicable
31	Article 9028/ Report of the Board of Directors	A description of the categories and numbers of any convertible debt instruments and any contractual securities or subscription rights notes or similar rights issued or granted by the company during the fiscal year, along with any compensation the company obtained in return for that.	Not applicable
32	Article 9029/ Report of the Board of Directors	A description of any transfer or subscription rights under convertible debt instruments, contractual securities, subscription rights notes, or similar rights issued or granted by the company.	Not applicable
33	Article 9030/ Report of the Board of Directors	A description of any redemption, purchase or cancellation by the company of any recoverable debt instruments, and the value of the remaining securities, with a distinction between the listed securities purchased by the company and those purchased by its subsidiaries.	Not applicable
34	Article 9036/ Report of the Board of Directors	A statement of any arrangement or agreement under which a shareholder of the company waived any rights to dividends.	Not applicable

35	Article 9038/ Report of the Board of Directors	A statement of the value of any investments or reserves established for the benefit of the company's employees.	Not applicable
36	Article 9041/ Report of the Board of Directors	In the event that the board of directors recommends changing the auditor before the end of the period for which he is appointed, the report must contain that, along with stating the reasons for the recommendation for the change.	Not applicable

As for the other indicative items of the Corporate Governance Regulations, the company strives to implement them in order to ensure that it adopts the highest standards of corporate governance. They are as follows:

	Article / Paragraph number	Article / paragraph text	Reasons for not implementing
1	Article 32 / b Board of Directors meetings	The Board of Directors holds at least four meetings a year, with no less than one meeting every three months.	Not implemented due to the following: The text of the new companies' bylaw issued by the Ministry of Commerce and Investment The number of board meetings shall not be less than two during the year, and this is also stipulated in the articles of association of the company.
2	Article 38: Conditions for the secretary	The conditions for the secretary are to have a university degree in law, finance, accounting, administration, or equivalent, and to have relevant work experience of not less than three years.	Not implemented, but the council secretary has relevant practical experience in the council's secretariat for a period of more than 9 years.
3	Article 39/2 Training	Establishing the necessary mechanisms for the members of the Board of Directors and the executive management to obtain training programs and courses on a continuous basis, with the aim of developing their skills and knowledge in the areas related to the activities of the company.	The company has not implemented a program for the newly appointed members of the board of directors and executive management only to introduce the company's business and activities.
4	Article Seventy Formation of the Risk Management Committee	A committee named (the Risk Management Committee) shall be formed by a decision of the Company's Board of Directors, and the majority of its members shall be from the non-executive Board of Directors.	Not implemented The risk management committee has not been formed, but the Executive Committee performs some of the terms of reference of the Risk Committee and the audit committee evaluates the performance of risk management

5	Article seventy-one terms of reference of the Risk Management Committee	<p>1- Developing a comprehensive risk management strategy and policies commensurate with the nature and size of the company's activities, and verifying, reviewing and updating them based on the internal and external variables of the company.</p> <p>2- Determine an acceptable level of the risks that the company may be exposed to and maintain them, and verify that the company does not exceed them.</p> <p>3- Verifying the feasibility of the company's continuation and successful continuation of its activity, along with identifying the risks that threaten its continuation during the next twelve months.</p> <p>4- Supervising the company's risk management system and evaluating the effectiveness of the systems and mechanisms for identifying preventive and following up on the risks that the company may be exposed to, in order to determine the duration of its deficiencies.</p> <p>5- Reassessing the company's ability to withstand risks and its exposure to them periodically, by performing stress tests, for example.</p> <p>6- Preparing detailed reports on risk exposure and the proposed steps for managing these risks, and submitting them to the Board of Directors.</p> <p>7. Submit recommendations to the Board on issues related to risk management.</p> <p>8. Ensuring the availability of adequate resources and systems for managing risks.</p> <p>9. Reviewing the organizational structure of risk management and making recommendations regarding it before approval by the Board of Directors.</p> <p>10. Verifying the independence of the risk management personnel from the activities that may result in exposing the company to risks.</p> <p>11- Verifying that the risk management personnel understands the risks surrounding the company, and works to increase awareness of the risk culture.</p> <p>12- Reviewing the issues raised by the audit committee that may affect the risk management in the company.</p>	Not implemented The risk management committee has not been formed, but the Executive Committee performs some of the terms of reference of the Risk Committee and the audit committee evaluates the performance of risk management
6	Article 72 Meetings of the Risk Management Committee	The Risk Management Committee meets on a regular basis (every six months) at least, and whenever the need arises.	Not implemented The risk management committee has not been formed, but the Executive Committee performs some of the terms of reference of the Risk Committee and the audit committee evaluates the performance of risk management
7	Article 85 2 / Motivating the workers	The company sets up programs to develop and stimulate participation and performance for the employees of the company, which include - in particular - the following: Programs for granting employees shares in the company or a share of the profits it achieves, the retirement programs, and the establishment of an independent fund.	Not implemented This has been approved by the company's general assembly, and work is underway on implementation.
8	Article 853/ motivate the workers	The company sets programs to develop and stimulate participation and performance for the company's employees, which include - in particular - the following: Establishing social institutions for the company's employees.	Not implemented
9	Article 87 Social responsibility	The Ordinary General Assembly - based on a proposal from the Board of Directors - shall set a policy to ensure a balance between its objectives and the goals that society aspires to achieve, with the aim of developing the socio-economic conditions of the society.	The company has no social responsibility according to what is mentioned in this report above.

Results of the annual review of the effectiveness of the internal control procedures in the company in addition to the audit committee opinion on the adequacy of the internal control system in the company:

The company has an independent internal audit department that reports directly to the audit committee. The Internal Audit Department carries out its work tasks in accordance with the internal audit regulations approved by the company's board of directors. The internal audit department carried out a number of internal audit work during the year according to an internal audit plan prepared on the basis of risks and approved by the audit committee, with a focus on activities and processes with substantial risks, in order to help achieve the company's objectives and protect its assets. In this regard, a number of internal audit processes have been implemented with the aim of determining the adequacy and effectiveness of the internal control system, and their results have been reported to the concerned departments in order to address

the observations, develop the necessary corrective measures, follow up on their implementation, and report this to the Audit Committee periodically.

Within the limits of the results of the planned and additional internal audit tasks that were carried out from the internal audit activity, and after discussion with the external auditor and the executive management about the annual and initial financial statements for the year 2020 AD, the audit committee did not discover that there is a fundamental defect in the internal control, as the effectiveness of any system cannot be confirmed. Internal control with a degree of complete reliability.

There are no recommendations from the audit committee that contradict the decisions of the board of directors, or the board of directors rejected any of the recommendations that the audit committee submitted to the board during the year 2020.

In accordance with the new companies' system issued by Royal Decree No. 3 on 01/28/1437 AH with the amendments and additions issued by Royal Decree (79) on 7/25/1439 AH, the company amended the articles of association and obtained the approval of the 13th General Assembly. / 2019 AD

16 Articles of Association of the Company:

17 Shareholders' equity

17.1 Shareholders' equity

The company is keen for all shareholders to exercise their statutory rights to obtain a share of the profits to be distributed, and a share of the company's assets in the event of their liquidation, as well as attending the shareholders' assemblies and their deliberations, and the participation in their deliberations and their deliberations of the Board of Directors and their deliberations. Information that does not harm the company and does not contradict the Capital Market Law and its implementing regulations, and in line with the provisions of the Company's Corporate Governance Regulations.

17.2 Shareholders' Access to Information

The company makes all information completely available to all shareholders in accordance with disclosure policies of significant developments, financial statements and performance reports in accordance with legal requirements and applicable regulations and instructions received from the competent authorities without distinguishing between them. In a regular manner and at (the dates specified on the CMA website) the trading and the company's website.

17.3 Actions taken by the Board of Directors to inform its members of shareholders' proposals and comments about the company and its performance

The company has taken a number of measures to inform the members of the Board of Directors, especially the non-executives, of the shareholders' proposals, as follows:

1- The company has designated a department specialized in receiving shareholder proposals, which is the Investor Relations Department. After that,

those proposals are submitted to the Board of Directors through the Board of Directors meetings in order for the appropriate decision to be taken. 2- The company also allowed its shareholders to discuss with the members of the board of directors the performance of the company during the general assembly of the company.

17.4 Mechanism of Communication with Our Shareholders

From the keenness Hokair Group and its interest in the rights of shareholders has the Group include all the rights of shareholders and stakeholders in the base system of the company has been focusing on those rights in detail the principles, policies and procedures of governance collected, and there is a special department set Hokair to follow shareholders' affairs and that its duty towards the shareholders of the Group Through continuous communication, responding to inquiries, and following up on any potential problems that shareholders may face regarding profit distribution or otherwise, it is possible to communicate with the Department of Shareholders' Affairs directly via e-mail.

IR@ALHOKAIR.COM

17.5 Disclosure-related policies and procedures

The company has put in place written policies and procedures related to disclosure and transparency that ensure the achievement of the principle of fairness in providing appropriate information at the right time for the purpose of assisting investors. On Taking Decisions Investment Based on accurate and complete information and to ensure that information is not leaked, the company adheres to the policies and procedures set by the Board of Directors based on the relevant regulations and the instructions provided by the Capital Market Authority and the competent authorities in

order to enhance the level of disclosure and disclosure.

18 Profit Distribution Policy:

18.1 Company's profit distribution policy

Article 48 of the company's articles of association stipulates that the annual net profits of the company shall be distributed as follows:

1- (10%) of the net profits are set aside to form the statutory reserve of the company, and the ordinary general assembly may decide to stop this deduction as long as the aforementioned reserve reaches (30%) of the paid capital.

2- The Ordinary General Assembly, based on a proposal from the Board of Directors, may set aside (10%) of the net profits to form a general agreement reserve.

3- The Ordinary General Assembly may decide to set up other reserves, to the extent that will achieve the interest of the company or ensure that fixed profits are distributed as much as possible to the shareholders. The aforementioned association may also deduct from the net profits amounts to establish social institutions for the company's employees or to assist what may be existing from these institutions.

4- From the remainder, a percentage representing at least (1%) of the paid-up capital of the company shall be distributed to the shareholders. The company may also distribute interim profits to its shareholders in the form of semi-annual or quarterly securities according to the controls issued by the company. Before the Ordinary General Assembly of the Board of Directors, to distribute interim profits, to be renewed annually.

18.2 Decisions of the Board of Directors to distribute dividends during the fiscal year 2019 AD

There were no decisions issued by the Board of Directors to distribute profits during this year.

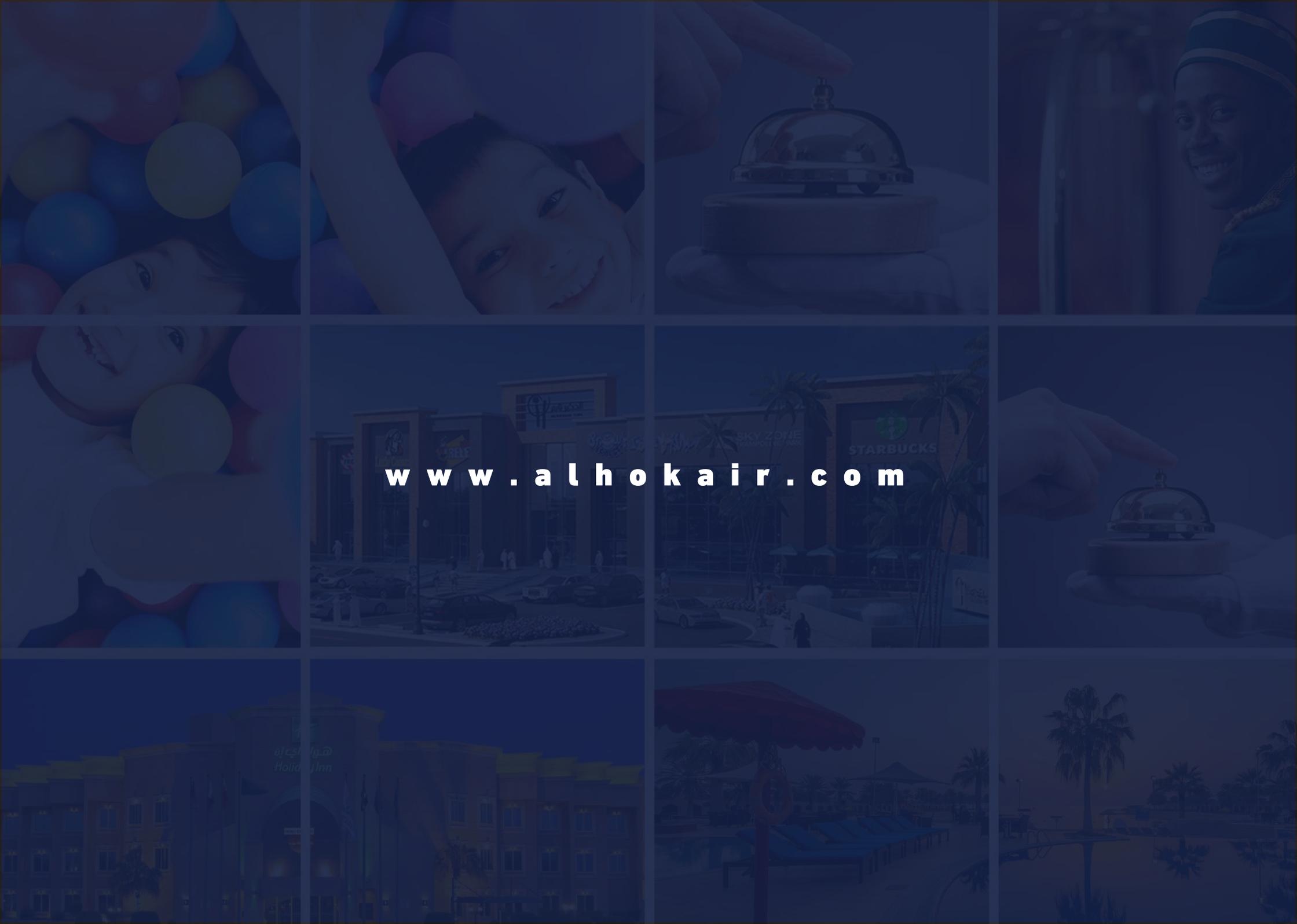
19 Declarations of the Board of Directors:

The Board of Directors acknowledges the following:

- That the account records were prepared correctly.
- The internal control system has been prepared on sound foundations and has been implemented with its effectiveness.
- There is no doubt about the ability of the company to continue its activities.
- Except for what has been mentioned in this report, none of the members of the board of directors, the chief executive officer, the chief financial officer, or the chief executives have an interest in business or contracts with the company.
- During the year 2020, the company did not issue or grant any transfer or subscription rights un-

der convertible debt instruments, any contractual securities, any subscription right notices, or any similar rights.

- During the year 2020, the company did not undertake any redemption, purchase or cancellation of any recoverable debt instruments.
- There is no arrangement or agreement under which a member of the company's board of directors or a senior executive waives any remuneration.
- There is no arrangement or agreement under which one of the shareholders of the company waives any rights in the profits.
- The company did not provide any cash loan of any kind to its board members, nor did it guarantee any loan contracted by one of them with others.



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