

SAUDI MANPOWER SOLUTIONS COMPANY
(A SAUDI JOINT STOCK COMPANY)

CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS
(Un-audited)
FOR THE THREE AND NINE MONTHS PERIODS ENDED SEPTEMBER 30,
2025
WITH THE INDEPENDENT AUDITOR'S REVIEW REPORT

SAUDI MANPOWER SOLUTIONS COMPANY
(A SAUDI JOINT STOCK COMPANY)
CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS (Un-audited)
FOR THE THREE AND NINE MONTHS PERIODS ENDED SEPTEMBER 30, 2025

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

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

RIYADH, KINGDOM OF SAUDI ARABIA

REPORT ON THE REVIEW OF CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS

INTRODUCTION

We have reviewed the accompanying consolidated interim statement of financial position of Saudi Manpower Solutions Company (the "Company") and its subsidiaries (collectively referred to as the "Group") as of September 30, 2025, and the related consolidated interim statement of profit and loss and other comprehensive income for the three and nine months periods then ended and the consolidated interim statements of changes in equity and cash flows for the nine months periods then ended and notes to the condensed consolidated interim financial statements. Management is responsible for the preparation and presentation of these condensed consolidated interim financial statements in accordance with International Accounting Standard 34 - "Interim Financial Reporting" ("IAS 34") that is endorsed in the Kingdom of Saudi Arabia. Our responsibility is to express a conclusion on these condensed consolidated interim financial statements based on our review.

SCOPE OF REVIEW

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

CONCLUSION

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

For PKF Al Bassam Chartered Accountants



Ahmad Abdulmajeed Mohandis
Certified Public Accountant
License No. 477
Riyadh: 20 Jumada Al Awal 1447H
Corresponding to: November 11, 2025



SAUDI MANPOWER SOLUTIONS COMPANY
(A SAUDI JOINT STOCK COMPANY)
CONSOLIDATED INTERIM STATEMENT OF FINANCIAL POSITION
AS AT SEPTEMBER 30, 2025

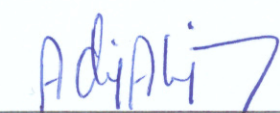
		September 30, 2025	December 31, 2024
	Notes	(Un-audited)	(Audited)
		SR	SR
ASSETS			
Non-current assets			
Property and equipment, net	3	165,912,653	167,253,150
Projects under construction		1,881,596	1,504,706
Right-of-use assets, net	4	50,010,773	49,189,827
Islamic murabaha time deposits - non-current portion	5	10,000,000	10,000,000
Intangible assets, net	6	10,006,555	10,970,825
Visas in use - non-current portion	8	7,752,514	7,460,024
Recruitment fee - non-current portion	9	15,596,372	18,306,429
Investments at fair value through other comprehensive income		4,533,964	3,573,199
Investment in a joint venture	12	-	500,000
Total non-current assets		265,694,427	268,758,160
Current assets			
Trade receivables, net	7	393,891,844	312,326,767
Prepayments and other assets		112,953,900	111,424,949
Contract assets		12,445,364	17,469,403
Islamic murabaha time deposits - current portion	5	200,862,465	233,990,497
Visas in use - current portion	8	21,387,507	21,958,168
Recruitment fee – current portion	9	44,680,110	46,665,875
Available visas	11	25,784,000	27,092,717
Due from related parties	17	25,225,602	10,978,684
Investments at fair value through profit or loss		4,872,713	5,082,063
Cash and cash equivalents		44,906,710	39,636,361
Total current assets		887,010,215	826,625,484
TOTAL ASSETS		1,152,704,642	1,095,383,644
EQUITY AND LIABILITIES			
Equity			
Share capital	1	400,000,000	400,000,000
Contractual reserves	19	120,000,000	120,000,000
Other reserves	20	(9,789,778)	(1,740,381)
Retained earnings		92,706,516	82,089,473
Total equity		602,916,738	600,349,092

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

SAUDI MANPOWER SOLUTIONS COMPANY
(A SAUDI JOINT STOCK COMPANY)
CONSOLIDATED INTERIM STATEMENT OF FINANCIAL POSITION
AS AT SEPTEMBER 30, 2025

		September 30, 2025 (Un-audited) SR	December 31, 2024 (Audited) SR
	Notes		
EQUITY AND LIABILITIES (Continued)			
Liabilities			
Non-current liabilities			
Employees' defined benefit obligations		124,288,268	109,312,587
Retained deposits - non-current portion		47,623,639	51,974,351
Lease liabilities – non-current portion		28,761,300	29,901,294
Provision for share of loss from investment in a joint venture	12	11,416,329	-
Total non-current liabilities		212,089,536	191,188,232
Current liabilities			
Trade payables		16,959,508	19,805,451
Unearned revenues		52,324,549	49,965,978
Accrued expenses and other liabilities		210,672,811	177,235,045
Retained deposits - current portion		26,514,743	25,108,392
Lease liabilities - current portion		18,146,959	15,299,230
Accrued zakat	13	13,079,798	16,432,224
Total current liabilities		337,698,368	303,846,320
TOTAL LIABILITIES		549,787,904	495,034,552
TOTAL EQUITY AND LIABILITIES		1,152,704,642	1,095,383,644


 Finance Director


 Chief Financial Officer


 Chief Executive Officer

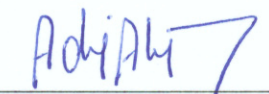

 Chairman

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

SAUDI MANPOWER SOLUTIONS COMPANY
(A SAUDI JOINT STOCK COMPANY)
CONSOLIDATED INTERIM STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE
INCOME
FOR THE THREE AND NINE MONTHS PERIODS ENDED SEPTEMBER 30, 2025

	Note	For the three months period ended September 30,		For the nine months period ended September 30,	
		2025	2024	2025	2024
		(Un-audited) SR	(Un-audited) SR	(Un-audited) SR	(Un-audited) SR
Revenue	14	534,197,222	463,474,926	1,545,997,029	1,417,295,361
Cost of revenue		(452,384,348)	(412,127,561)	(1,328,030,098)	(1,253,904,197)
Gross profit		81,812,874	51,347,365	217,966,931	163,391,164
General and administrative expenses		(15,777,015)	(17,217,372)	(46,813,159)	(43,297,870)
Selling and marketing expenses		(6,332,612)	(4,380,337)	(16,942,847)	(13,483,948)
Allowance for impairment of trade receivables	7	(12,027,578)	-	(18,832,843)	(41,062)
Provision for advance to suppliers	10	-	-	(5,906,943)	-
Operating profit for the period		47,675,669	29,749,656	129,471,139	106,568,284
Finance cost on employees' defined benefit obligations and lease liabilities		(1,877,244)	(1,525,609)	(5,364,503)	(4,815,789)
Other income and expenses, net		3,368,372	4,104,460	9,391,736	11,325,223
Share of loss from investment in a joint venture	12	(4,408,764)	-	(11,916,329)	-
Profit for the period before zakat		44,758,033	32,328,507	121,582,043	113,077,718
Zakat expense		(4,155,000)	(3,330,483)	(10,965,000)	(9,991,449)
Net profit for the period		40,603,033	28,998,024	110,617,043	103,086,269
Other comprehensive income					
<i>Items that will not be reclassified to profit or loss</i>					
(Loss) / gain on remeasurement of employees defined benefit obligations		(3,540,307)	(289,649)	(9,010,162)	3,463,006
Change in the fair value of equity investment at fair value through OCI		-	-	960,765	(263,051)
Other comprehensive (loss) / income for the period		(3,540,307)	(289,649)	(8,049,397)	3,199,955
Total comprehensive income for the period		37,062,726	28,708,375	102,567,646	106,286,224
Earnings per share:					
Basic and diluted earnings per share	15	0.102	0.072	0.277	0.258


Finance Director


Chief Financial Officer


Chief Executive Officer

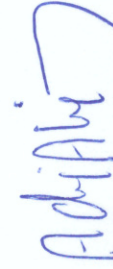

Chairman

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

SAUDI MANPOWER SOLUTIONS COMPANY
(A SAUDI JOINT STOCK COMPANY)
CONSOLIDATED INTERIM STATEMENT OF CHANGES IN EQUITY
FOR THE NINE MONTHS PERIOD ENDED SEPTEMBER 30, 2025

	Note	Share capital SR	Contractual reserves SR	Other reserves SR	Retained earnings SR	Total equity SR
Balance as at January 1, 2024 - (audited)		400,000,000	108,782,739	(1,957,469)	14,882,909	521,708,179
Net profit for the period		-	-	-	103,086,269	103,086,269
Other comprehensive income for the period		-	-	3,199,955	-	3,199,955
Total comprehensive income for the period		-	-	3,199,955	103,086,269	106,286,224
Dividends		-	-	-	(48,000,000)	(48,000,000)
Balance as at September 30, 2024 - (un-audited)		400,000,000	108,782,739	1,242,486	69,969,178	579,994,403
Balance as at January 1, 2025 - (audited)		400,000,000	120,000,000	(1,740,381)	82,089,473	600,349,092
Net profit for the period		-	-	-	110,617,043	110,617,043
Other comprehensive loss for the period		-	-	(8,049,397)	-	(8,049,397)
Total comprehensive (loss) / income for the period		-	-	(8,049,397)	110,617,043	102,567,646
Dividends		-	-	-	(100,000,000)	(100,000,000)
Balance as at September 30, 2025 - (un-audited)		400,000,000	120,000,000	(9,789,778)	92,706,516	602,916,738

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Chief Financial Officer



Finance Director



Chief Executive Officer



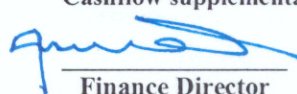
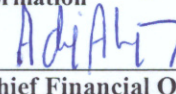
Chairman

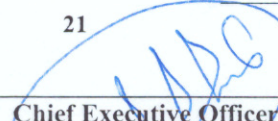
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SAUDI MANPOWER SOLUTIONS COMPANY
(A SAUDI JOINT STOCK COMPANY)
CONSOLIDATED INTERIM STATEMENT OF CASHFLOWS
FOR THE NINE MONTHS PERIOD ENDED SEPTEMBER 30, 2025

	For the nine months period ended	
	September 30, 2025	September 30, 2024
	(Un-audited) SR	(Un-audited) SR
OPERATING ACTIVITIES		
Profit for the period before zakat	121,582,043	113,077,718
Adjustment for:		
Depreciation on property and equipment	11,881,146	13,502,407
Depreciation on right of use assets	14,005,497	14,081,636
Amortization of intangible assets	2,345,402	1,596,312
Amortization of used visas	25,011,847	20,494,803
Amortization of recruitment fee	54,196,021	50,003,682
Income earned on Islamic murabaha time deposits	(9,520,565)	(8,624,491)
Finance charges on employees' defined benefit obligations and lease liabilities	5,364,503	4,815,789
Current service cost for employees' defined benefit obligations	27,459,629	28,272,118
Allowance for impairment of trade receivables	18,832,843	41,062
Loss on sale of property and equipment and assets classified as held for sale	122,089	30,827
Loss on the lease modification	791,461	414,037
Share of loss from investment in a joint venture	11,916,329	-
Provision for advance to suppliers	5,906,943	-
Loss on investments at fair value through profit or loss	209,350	354,896
	<u>290,104,538</u>	<u>238,060,796</u>
Change in working capital		
Trade receivables	(100,397,920)	(38,523,229)
Prepayments and other assets	4,493,918	(12,387,675)
Due from related parties	(14,246,918)	638,022
Available visas	(26,937,283)	(21,838,000)
Recruitment fee	(57,917,687)	(62,111,609)
Contract assets	5,024,039	(12,652,759)
Retained deposits	(2,944,361)	(11,188,426)
Unearned revenues	2,358,571	(18,026,642)
Trade payables	(2,845,943)	5,286,354
Accrued expenses and other liabilities	33,437,766	34,317,549
Cash generated from operations	<u>130,128,720</u>	<u>101,574,381</u>
Employees' defined benefit obligations paid	(25,060,629)	(21,903,353)
Zakat paid	(14,317,426)	(12,488,004)
Net cash generated from operating activities	<u>90,750,665</u>	<u>67,183,024</u>
INVESTING ACTIVITIES		
Proceeds of Islamic murabaha time deposits	35,000,000	20,000,000
Proceeds from income on Islamic murabaha time deposits	7,648,597	8,582,481
Additions to property and equipment	(10,504,438)	(8,957,322)
Addition to intangible assets	(1,381,132)	(7,238,437)
Additions to projects under construction	(550,790)	(7,431,583)
Proceeds from disposal of property and equipment and assets classified as held for sale	15,600	1,250,493
Additions to investments at fair value through OCI	-	(3,836,250)
Net cash generated from investing activities	<u>30,227,837</u>	<u>2,369,382</u>
FINANCING ACTIVITIES		
Dividends paid	(100,000,000)	(48,000,000)
Lease liabilities paid	(15,708,153)	(16,921,122)
Net cash used in financing activities	<u>(115,708,153)</u>	<u>(64,921,122)</u>
Net change in cash and cash equivalents	<u>5,270,349</u>	<u>4,631,284</u>
Cash and cash equivalent at the beginning of the period	<u>39,636,361</u>	<u>35,574,662</u>
Cash and cash equivalent at the end of the period	<u>44,906,710</u>	<u>40,205,946</u>

Cashflow supplemental information

 **Finance Director**
 **Chief Financial Officer**

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 **Chief Executive Officer**

 **Chairman**

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

SAUDI MANPOWER SOLUTIONS COMPANY
(A SAUDI JOINT STOCK COMPANY)
NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS
FOR THE THREE AND NINE MONTHS PERIODS ENDED SEPTEMBER 30, 2025

1. INCORPORATION AND ACTIVITIES

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

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

As of September 30, 2025, and December 31, 2024, the Company's share capital consists of 400,000,000 shares at SR 1 per share.

Offering company's shares

The General Assembly meeting of Shareholders, held on 5 Jumada Al-Awwal 1445 H (corresponding to November 28, 2023) approved the offering of 30% of the company's shares in an initial public offering by submitting a request for registration and offering of securities to the Capital Market Authority (CMA) and a request for listing with the Saudi Stock Exchange (Tadawul).

On December 12, 2023, the group's prospectus file was uploaded to the Capital Market Authority and Tadawul portals.

On March 13, 2024, the CMA approved the Company's request to register and offer its shares for public subscription. During the period, the Company announced the date of its initial public offering (IPO) for investors from May 8, 2024, to May 14, 2024, and for individuals from May 26, 2024, to May 27, 2024. On June 12, 2024, the Company's shares started trading on Tadawul as a Joint Stock Company.

The condensed consolidated interim financial statements include the following branches of the company and its subsidiaries:

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

SAUDI MANPOWER SOLUTIONS COMPANY
(A SAUDI JOINT STOCK COMPANY)
NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS
FOR THE THREE AND NINE MONTHS PERIODS ENDED SEPTEMBER 30, 2025

1. INCORPORATION AND ACTIVITIES (Continued)

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

Subsidiary entities	Legal entity	Country of incorporation	Ownership (Direct & Indirect) %	
			September 2025	December 2024
Saudi Logistic Services Company Limited (1-1)	Limited liability	Kingdom of Saudi Arabia	100%	100%
Romoz Al-Tatweer for Telecom and Information Technology Company* (1-2)	Limited liability	Kingdom of Saudi Arabia	100%	100%
Terhab Customers Experience Limited* (1-3)	Limited liability	Kingdom of Saudi Arabia	100%	100%
Saneem for Investment Company (1-4)	Limited liability	Kingdom of Saudi Arabia	100%	100%
Business Solutions Centre Private Limited Company* (1-5)	Private limited	India	100%	100%

* Romoz Al-Tatweer for Telecom and Information Technology Company and Terhab Customers Experience Limited, have a wholly owned subsidiary (Business Solutions Centre Private Limited Company incorporated in India) with ownership percentages of 24% and 76%, respectively.

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

1-1 Saudi Logistics Services Company Limited

Its main activities include operating storage facilities for all types of goods except food materials, public warehouses housing a variety of goods, land transportation of goods, and accommodation for individuals.

1-2 Romoz Al-Tatweer for Telecom and Information Technology Company

Its main activities include wholesale and retail sales of prepaid cards of all types, systems analysis, design and programming of custom software, providing network and information communications management service, establishing infrastructure for hosting websites on the network, data processing services, and related activities.

1-3 Terhab Customer Experience Limited

Its main activities include establishing the infrastructure for hosting websites on the network, data processing service and related activities, integrated administrative services for offices, ground management services and supervision at airport ground service providers, temporary employment agencies for expatriate labour services, call centre services mobile communication services, rental of communication facilities, management and monitoring of communication and information networks, and digital authentication services.

1-4 Saneem For Investment Company

Its main activities include investing the funds of companies affiliated with holding companies, investment activities for the account of the relevant units, including venture capital companies and investment clubs.

1-5 Business Solutions Center Private Limited Company

Its main activities include providing business solutions services.

SAUDI MANPOWER SOLUTIONS COMPANY
(A SAUDI JOINT STOCK COMPANY)
NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS
FOR THE THREE AND NINE MONTHS PERIODS ENDED SEPTEMBER 30, 2025

2. BASIS OF PREPARATION

2-1 Statement of compliance

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

These condensed consolidated interim financial statements do not include all the information and disclosures required for a complete set of annual consolidated financial statements prepared in accordance with International Financial Reporting Standards, and therefore they should be read in conjunction with the Group's annual consolidated financial statements for the year ended December 31, 2024.

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

Basis of measurement

These condensed consolidated interim financial statements are prepared under the historical cost convention except where IFRSs require other measurement basis as disclosed in accounting policies in the Group's consolidated financial statements for the year ended December 31, 2024.

Functional currency

The condensed consolidated interim financial statements are presented in Saudi Riyal which is the Company's functional and Group's presentation currency.

2-2 Use of Judgments and Estimates

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

The significant estimates made by management in applying the Group's accounting policies and the main sources of estimation of uncertainty are the same as those used in preparing the consolidated financial statements for the year ended December 31, 2024.

2-3 Summary of significant accounting policies

The accounting policies used in preparing the condensed consolidated interim financial statements are in line with those followed in the preparation of the Group's consolidated financial statements for the year ended December 31, 2024.

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

2-4 Basis of consolidation

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

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

SAUDI MANPOWER SOLUTIONS COMPANY
(A SAUDI JOINT STOCK COMPANY)
NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS
FOR THE THREE AND NINE MONTHS PERIODS ENDED SEPTEMBER 30, 2025

2. BASIS OF PREPARATION (Continued)

2-4 Basis of consolidation (Continued)

Control is established when the Group have:

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

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

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

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

2-5 NEW STANDARDS AND AMENDMENTS

The Group noted that the amendments issued by the International Accounting Standards Board effective on 1 January 2025, do not have any material impact on the Group's condensed consolidated interim financial statements. The Group also has not made early adoption of any issued, or standard interpretations or amendments which are yet effective.

3. PROPERTY AND EQUIPMENT, NET

During the period ended September 30, 2025, the Group made additions to property and equipment amounting to SR 10.50 million (December 31, 2024: SR 13.48 million) and further has capitalized from projects under construction amounting to SR 0.17 million (December 31, 2024: SR 45.63 million).

4. RIGHT OF USE ASSETS, NET

During the period ended September 30, 2025, the Group acquired buildings on lease amounting to SR 17.42 million (December 31, 2024: SR 39.97 million). The lease term of these contracts varies from 3 to 15 years.

5. ISLAMIC MURABAHA TIME DEPOSITS

The Islamic Murabaha time deposits are held until maturity dates with local banks. These time deposits of SR 210.86 million (December 31, 2024: SR 243.99 million) include an amount of SR 10 million (December 31, 2024: SR 10 million) related to a guarantee for the Group's license issued by the Ministry of Human Resources and Labour development (MHRSD). Variable murabaha rates are determined as of September 30, 2025, and December 31, 2024, based on prevailing market rates.

As of September 30, 2025, Islamic murabaha time deposits includes accrued interest amounting to SR 5.86 million (December 31, 2024: SR 3.99 million).

6. INTANGIBLE ASSETS, NET

During the period ended September 30, 2025, the Group made additions to intangible assets amounting to SR 1.38 million (December 31, 2024: SR 2.42 million). As of September 30, 2025, intangible assets include capital work in progress amounting to SR 4.05 million (December 31, 2024: SR 2.67 million). These intangible assets include technology software.

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7. TRADE RECEIVABLES, NET

	September 30, 2025 (Un-audited) SR	December 31, 2024 (Audited) SR
Trade receivables	451,209,362	350,996,293
Less: allowance for impairment of trade receivables	(57,317,518)	(38,669,526)
	393,891,844	312,326,767

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

	September 30, 2025 (Un-audited) SR	December 31, 2024 (Audited) SR
Opening balance	38,669,526	35,876,833
Allowance for the period / year	18,832,843	2,792,693
Write-offs during the period / year	(184,851)	-
Balance at the end of the period / year	57,317,518	38,669,526

8. VISAS IN USE

	September 30, 2025 (Un-audited) SR	December 31, 2024 (Audited) SR
Opening balance	29,418,192	24,824,342
Transfer from Available visas during the period / year (Note 11)	28,246,000	36,294,000
Amortization during the period / year	(25,011,847)	(27,190,733)
Charged to recruiting agents and customers	(3,512,324)	(4,509,417)
Balance at the end of the period / year	29,140,021	29,418,192
Less: Current portion	(21,387,507)	(21,958,168)
Non-current portion	7,752,514	7,460,024

9. RECRUITMENT FEE

	September 30, 2025 (Un-audited) SR	December 31, 2024 (Audited) SR
Opening balance	64,972,304	54,261,307
Additions during the period / year	57,917,687	87,069,043
Amortization during the period / year	(54,196,021)	(68,124,356)
Charged to recruiting agents and customers	(8,417,488)	(8,233,690)
Balance at the end of the period / year	60,276,482	64,972,304
Less: Current portion	(44,680,110)	(46,665,875)
Non-current portion	15,596,372	18,306,429

10. PROVISION FOR ADVANCES TO SUPPLIERS

During the period, the company has identified that some of its advances to suppliers as doubtful. The Company has fully provided for the advance balances to these suppliers.

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11. AVAILABLE VISAS

The following is the movement of available visas:

	September 30, 2025 (Un-audited) SR	December 31, 2024 (Audited) SR
Opening balance	27,092,717	31,724,717
Purchased visas during the period / year, net	26,937,283	31,662,000
Transfer to visas in use (Note 8)	(28,246,000)	(36,294,000)
Balance at the end of the period / year	25,784,000	27,092,717

12. INVESTMENTT IN A JOINT VENTURE

In 2024, Saneem for Investment Company, a wholly-owned subsidiary of Saudi Manpower Solutions Company, has entered into a joint venture under the name Waed Khadmat Al Munzal For Marketing – a limited liability company. The joint venture is jointly owned by Saneem for Investment Company (holding 50% ownership) and Urban Home Experts Pte Ltd. with a capital of 1 million Saudi riyals. During the period, the Company has recorded its share of loss amounting to SR 11.92 million.

13. ZAKAT

Zakat status of Saudi Manpower Solutions Company

The Company has submitted its zakat returns for all years up to 2024 and obtained the zakat certificates for these years. Zakat returns for the years 2019 – 2024 are still under review by Zakat, Tax and Customs Authority. The final assessments are not yet raised till the date of issuing these condensed consolidated interim financial statements.

Zakat status of subsidiaries

Terhab Customer Experiences Limited Company

The company has submitted its zakat returns for all years until 2024 and has obtained final zakat certificates for these years, and the assessment hasn't been raised for these years to date.

Saudi Logistics Services Company Limited

The company has submitted its zakat returns for all years until 2024 and has obtained final zakat certificates for these years, and the assessment hasn't been raised for these years to date.

Saneem Investment Company

The company has submitted its zakat returns for all years until 2024 and has obtained the final zakat certificate for these years and the assessment hasn't been raised for these years to date.

Romoz Al-Tatweer for Telecom and Information Technology Company

The company has submitted its zakat returns for all years until 2022 and has obtained zakat certificates for these years and received final assessment until 2021. Assessment for the year 2022 hasn't been raised.

The movement in zakat provision is represented in the following:

	September 30, 2025 (Un-audited) SR	December 31, 2024 (Audited) SR
Opening balance	16,432,224	13,054,365
Zakat charged during the period / year	10,965,000	15,977,384
Paid during the period / year	(14,317,426)	(12,599,525)
Balance at the end of the period / year	13,079,798	16,432,224

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

	Nine months period ended	
	September 30, 2025	September 30, 2024
	(Un-audited)	(Un-audited)
	SR	SR
Individuals	469,056,477	411,609,326
Oil, Gas and Petrochemical	250,013,223	238,840,604
Construction	161,632,401	171,953,542
Facilities management	109,466,507	50,565,427
Hospitality	110,116,304	117,614,985
Retail	92,236,636	76,153,174
Health care	80,243,492	80,641,929
Industrial	24,746,786	26,286,667
others	248,485,203	243,629,707
Total	1,545,997,029	1,417,295,361

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

	Nine months period ended	
	September 30, 2025	September 30, 2024
	(Un-audited)	(Un-audited)
	SR	SR
Corporates - Private	818,262,605	721,794,313
Individuals	469,056,477	411,609,326
Corporates, government & semi-government	258,677,947	283,891,722
Total	1,545,997,029	1,417,295,361

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

	Nine months period ended	
	September 30, 2025	September 30, 2024
	(Un-audited)	(Un-audited)
	SR	SR
Business	1,076,940,552	1,005,686,035
Individuals	294,012,464	262,550,155
Hourly service	175,044,013	149,059,171
Total	1,545,997,029	1,417,295,361

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

	Nine months period ended	
	September 30, 2025	September 30, 2024
	(Un-audited)	(Un-audited)
	SR	SR
One year and less	1,088,578,764	1,160,370,649
More than one year	457,418,265	256,924,712
Total	1,545,997,029	1,417,295,361

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15. BASIC AND DILUTED EARNINGS PER SHARE

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

Earnings per share are represented as follows:

	For the three months period ended September 30,		For the nine months period ended September 30,	
	2025 (Un-audited)	2024 (Un-audited)	2025 (Un-audited)	2024 (Un-audited)
Net profit for the period	40,603,033	28,998,024	110,617,043	103,086,269
Weighted average number of outstanding shares	400,000,000	400,000,000	400,000,000	400,000,000
Basic and diluted earnings per share	0.102	0.072	0.277	0.258

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16. SEGMENTAL INFORMATION

a. Basis of Segmentation

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

The following summary describes the operations of each reportable segment that met the quantitative thresholds for reportable segments in 2025 and 2024.

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

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

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16. SEGMENTAL INFORMATION (Continued)

b. Information about reportable segments

For the nine months period ended September 30, 2025
(Un-audited)

	Reportable segments					
	Corporate	Individuals	Others	Total	Eliminations	Total
Revenue	1,010,004,155	469,056,477	150,258,831	1,629,319,463	(83,322,434)	1,545,997,029
Cost of revenue	(890,518,526)	(399,107,976)	(113,682,966)	(1,403,309,468)	75,279,370	(1,328,030,098)
Gross profit	119,485,629	69,948,501	36,575,865	226,009,995	(8,043,064)	217,966,931
General and administrative expenses (undistributed)				(46,842,279)	29,120	(46,813,159)
Selling and marketing expenses (undistributed)				(28,301,088)	11,358,241	(16,942,847)
Allowance for impairment of trade receivables (undistributed)				(18,832,843)	-	(18,832,843)
Provision for advance to suppliers (undistributed)				(5,906,943)	-	(5,906,943)
Operating profit for the period				126,126,842	3,344,297	129,471,139
Finance cost for employees' defined benefit obligations and lease liabilities (undistributed)				(7,343,990)	1,979,487	(5,364,503)
Other income and expenses, net (undistributed)				14,715,520	(5,323,784)	9,391,736
Share of loss from investment in joint a venture				(11,916,329)	-	(11,916,329)
Zakat (undistributed)				(10,965,000)	-	(10,965,000)
Net profit for the period				110,617,043	-	110,617,043

For the nine months period ended September 30, 2024
(Un-audited)

	Reportable segments					
	Corporate	Individuals	Others	Total	Eliminations	Total
Revenue	930,145,807	411,609,326	154,001,386	1,495,756,519	(78,461,158)	1,417,295,361
Cost of revenue	(833,877,883)	(373,488,280)	(118,914,652)	(1,326,280,815)	72,376,618	(1,253,904,197)
Gross profit	96,267,924	38,121,046	35,086,734	169,475,704	(6,084,540)	163,391,164
General and administrative expenses (undistributed)				(43,297,870)	-	(43,297,870)
Selling and marketing expenses (undistributed)				(23,249,372)	9,765,424	(13,483,948)
Allowance for impairment of trade receivables (undistributed)				(41,062)	-	(41,062)
Operating profit for the period				102,887,400	3,680,884	106,568,284
Finance cost for employees' defined benefit obligations and lease liabilities (undistributed)				(5,994,794)	1,179,005	(4,815,789)
Other income and expenses, net (undistributed)				16,185,112	(4,859,889)	11,325,223
Zakat (undistributed)				(9,991,449)	-	(9,991,449)
Net profit for the period				103,086,269	-	103,086,269

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16. SEGMENTAL INFORMATION (Continued)

b. Information about reportable segments (Continued)

For the three months period ended September 30, 2025
(Un-audited)

	Reportable segments		Others	Total	Elimination	Total
	Corporate	Individuals				
Revenue	350,349,788	160,040,056	52,308,187	562,698,031	(28,500,809)	534,197,222
Cost of revenue	(304,038,037)	(136,926,310)	(37,469,037)	(478,433,384)	26,049,036	(452,384,348)
Gross profit	46,311,751	23,113,746	14,839,150	84,264,647	(2,451,773)	81,812,874
General and administrative expenses (undistributed)				(15,777,015)	-	(15,777,015)
Selling and marketing expenses (undistributed)				(9,910,998)	3,578,386	(6,332,612)
Allowance for impairment of trade receivables (undistributed)				(12,027,578)	-	(12,027,578)
Operating profit for the period				46,549,056	1,126,613	47,675,669
Finance cost on employees' defined benefit obligations and lease liabilities				(2,525,225)	647,981	(1,877,244)
Share of loss from investment in joint a venture				(4,408,764)	-	(4,408,764)
Other income and expenses, net (undistributed)				5,142,966	(1,774,594)	3,368,372
Zakat (undistributed)				(4,155,000)	-	(4,155,000)
Net profit for the period				40,603,033	-	40,603,033

For the three months period ended September 30, 2024
(Un-audited)

	Reportable segments		Others	Total	Elimination	Total
	Corporate	Individuals				
Revenue	302,710,455	134,957,472	51,832,314	489,500,241	(26,025,315)	463,474,926
Cost of revenue	(272,305,514)	(120,038,347)	(43,618,879)	(435,962,740)	23,835,179	(412,127,561)
Gross profit	30,404,941	14,919,125	8,213,435	53,537,501	(2,190,136)	51,347,365
General and administrative expenses (undistributed)				(17,217,372)	-	(17,217,372)
Selling and marketing expenses (undistributed)				(7,789,605)	3,409,268	(4,380,337)
Operating profit for the period				28,530,524	1,219,132	29,749,656
Finance cost on employees' defined benefit obligations and lease liabilities				(1,912,898)	387,289	(1,525,609)
Other income and expenses, net (undistributed)				5,710,881	(1,606,421)	4,104,460
Zakat (undistributed)				(3,330,483)	-	(3,330,483)
Net profit for the period				28,998,024	-	28,998,024

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17. RELATED PARTIES' BALANCES AND TRANSACTIONS

The related parties consist of shareholders, affiliates, Board of Directors, key management personnel and entities controlled or significantly influenced by such parties. In the ordinary course of business, the Group transacts with its related parties. The transactions are dealt with on mutually agreed terms and the terms and conditions of these transactions are approved by the Group's management.

Key management personnel compensation

	Nine months period ended	
	September 30, 2025	September 30, 2024
	(Un-audited)	(Un-audited)
	SR	SR
Short-term employees' benefits	6,963,810	6,332,271
BOD and related committees' remuneration	3,060,000	1,917,750
Employees' defined benefits	264,551	828,200

Payable balance to key management personnel as of period end amounted to SR 9.44 million (December 31, 2024: SR 9.10 million).

Other related parties' transactions

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

			Nine months period ended	
			September 30, 2025	September 30, 2024
			(Un-audited)	(Un-audited)
			SR	SR
Related parties	Nature of relation	Nature of transaction		
Al-holoul Almutakamela Holding Company	Shareholder	Rental income	255,815	341,086
		Payment on behalf	313,394	1,048,555
Saudi Facilities Management Company	Affiliate	Manpower services and others	41,278,050	37,259,014
		Rental income	283,932	378,576
		Payment on behalf	26,597	116,756
		Facility services (Operation and maintenance costs)	11,969,781	12,760,926
Saudi Medical Services Company	Affiliate	Manpower services and others	5,598,706	6,464,138
		Rental income	378,760	505,013
		Medical services expenses	468,720	-
		Payment on behalf	26,741	57,255
Areeb Human Resources Company	Affiliate	Manpower services and others	522,731	254,279
		Shared services (HR and legal)	29,667	-
		Rental income	231,557	308,742
		Payment on behalf	208,621	228,789
Board member of major shareholder	Other related party	Rent expense	300,000	300,000
Waed Khadmat Al Munzal For Marketing	Joint venture	Manpower services and others	36,278,735	-
		Payment on behalf	1,123,003	-
Arabian Agricultural Services Company	Other related party	Manpower services and others	3,898,721	-
Fnoon Services for Operation and Maintenance Establishment	Other related party	Manpower services	-	1,165,037

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Alsafi Danone limited Company	Other related party	Manpower services	-	10,795,545
Alfa Company Operation Services Limited	Other related party	Manpower services	-	1,792,236
Modern Electronic Company (Sony)	Other related party	Manpower services	-	255,619

The balance due from related parties is as follows:

	September 30, 2025 (Un-audited) SR	December 31, 2024 (Audited) SR
Waed Khadmat Al Munzal For Marketing	11,457,000	-
Saudi Facilities Management Company	7,017,955	4,550,585
Saudi Medical Service Company	5,217,618	4,899,727
Areeb Human Resources Company	804,212	1,137,218
Arabian Agricultural Services Company	716,685	-
Al-holoul Almutakamela Holding Company	12,132	391,154
	25,225,602	10,978,684

18. CONTINGENCIES AND COMMITMENTS**Guarantees**

On September 30, 2025, the Group has a letter of guarantee of SR 10 million (December 31, 2024: SR 10 million) which is related to the Company's license issued by the Ministry of Human Resources and Social Development (Note 5).

Legal claims

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

Capital commitments

The Group has capital commitments of SR 4.97 million as at September 30, 2025 (December 31, 2024: SR 1.91 million) for projects under construction.

19. CONTRACTUAL RESERVES

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

20. OTHER RESERVES

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

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	Nine months period ended	
	September 30, 2025	September 30, 2024
	(Un-audited)	(Un-audited)
	SR	SR
Addition of right of use assets against lease liabilities	17,421,155	38,024,893
Used visa charged to recruiting agents and customers	3,512,324	3,574,706
Recruitment fee charged to recruiting agents and customers	8,417,488	3,001,541
Transfer from project under construction to property and equipment	173,900	47,463,633
Transfer from available visas to visas in use	28,246,000	27,518,000

22. DIVIDENDS

The Groups's Board of Directors, on 26 March 2025 and 18 August 2025, approved the distribution of cash dividends to shareholders amounting to SR 52 million and 48 million respectively. These dividends were settled before the period end.

23. RECLASSIFICATIONS

Certain comparative figures have been reclassified and presented for the purpose of better presentation. However, the effect of those reclassifications was not significant. The key reclassifications were as follows:

Reclassification from	Reclassification to	Amount SR
<i>Consolidated interim statement of financial position</i>		
Prepayments and other assets – Contract assets	Contract assets	17,255,231
Prepayments and other assets – Others	Contract assets	214,172

24. APPROVAL OF THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS

These condensed consolidated interim financial statements have been approved by the Board of Directors on November 10, 2025 corresponding to 19 Jumada Al Awal 1447H.