

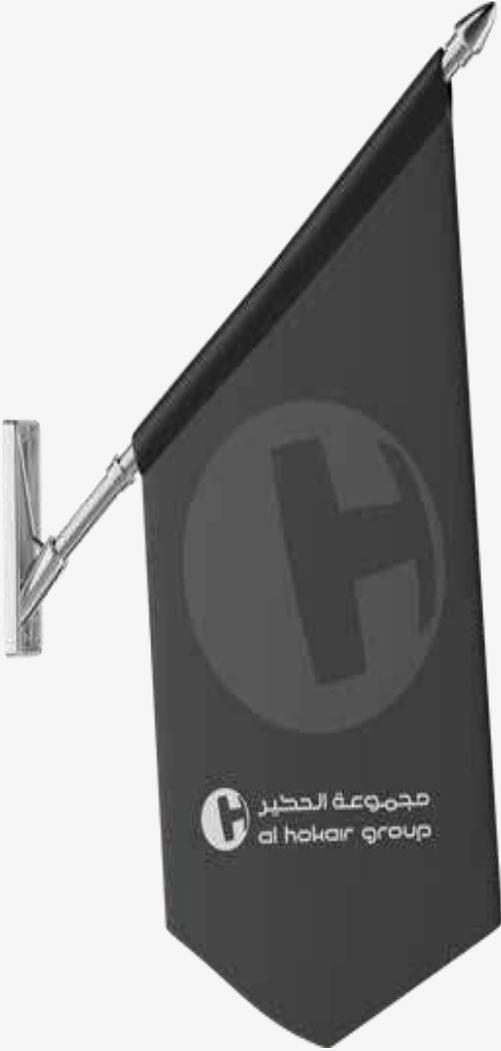


مجموعة الحكير
al hokair group

ANNUAL REPORT 2021

WELCOME

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Chairman's word

Dear Shareholders,

Peace, mercy and blessings of God

I am pleased and pleased, on behalf of the brothers, the members of the Board of Directors and the Executive Management, to place in your hands

Annual report that shows the company's performance for the year 2021

The whole world, with all its spectrum and institutions, witnessed in the year 2020 the outbreak of the new Corona epidemic, whose effects extended to include the year 2021 through its various and successive waves, which led to the continuation of the negative impact on all economic levels and global markets. However, thanks to God Almighty, we took the initiative to reduce those The negative effects on the company's operations are as much as possible, aiming for the year 2021 to be a turning point in the company's path in order to return to profitability and growth again, and we were able, with the efforts of the members of the Board of Directors and the administrative and executive team, to develop and implement a realistic action plan adapted to the circumstances to deal with these challenges and their negative effects, while continuing In maintaining the company's partner and customer base, diversifying sources of income, managing the company's cash flows and reducing its expenses in order to achieve this goal

Al Hokair Group for Tourism and Development, as one of the leading public shareholding companies in the tourism and entertainment industry, was actually affected by these conditions, but this did not stand in front of it, and to move forward in studying and

establishing projects that would achieve profitability to achieve a positive impact on the company's liquidity and shareholders' equity.

The company, represented by its honorable board of directors, seeks all its energies; To achieve the best future results, including

Increases the degree of trust and credibility of all shareholders; The company will implement future plans and studies

To increase the investment area, by establishing pioneering projects that achieve the company's goals and aspirations.

Dear shareholders, in light of the company's efforts to meet the requirements of the tourism and entertainment industry in the Kingdom and implement the ambitious strategic directions over the next five years, we will achieve more success, God willing, and reach positive results to achieve the ambitions of our shareholders and customers.

In conclusion, I extend to the Custodian of the Two Holy Mosques and His Highness the Crown Prince, may God preserve them, with all thanks and appreciation for their continuous support and guidance, and to the members of the Board of Directors, the executive management and all the company's employees for their exceptional efforts and dedication to work, as we greatly appreciate the generous support of our shareholders, partners and clients esteemed.

God bless

Majid bin Abdul Mohsen Al Hokair
Chairman of Board of Directors

2.0 Members of the company's board of directors:



Majid Al Hokair
Chairman of Board of Directors



Amro Galal
Deputy Chairman



Sami Al Hokair
Managing Director



Faisal Skakir
Member of the BoD



Bandar Al Hokair
Member of the BoD



Raid Abu Zinadah
Member of BoD



Ramzi Abu Khadrah
Member of BoD



Iyad AlBonaian
Member of the BoD



Khalid Aneeb
Member of the BoD

3.0 About the company:

3.1 Company incorporation

The company was established in 43 years in 1978, as a subsidiary corporation under the name “Abdulmohsen AlHokair Trding and Industry Group” with CR No. 1010014211 and the date of 16/8/1398 H, corresponding to 22/7/1978, and the capital of (274,000 SR) when Abdulmohsen Abdulaziz Al Hokair established Alrabwah park in Riyadh city.

Since then, the company increase its prosperity and development in recreational field, and it has been completed. The company expanded in this activity to include opening many recreational locations in the kingdom.

In addition to the field of hospitality, the company opened the first hotel in Riyadh in 1988, which is the Andalusia Hotel, and several other hotels in all the Kingdom, some of which are managed by the company and some of which are managed by a global hotel operator with specific agreements.

On 3/21/1427 AH, corresponding to 19/04/2006, the government decided to change its name to become (Abdulmohsen Alhokair Tourism and development Group) and in 11/8/1427 H corresponding to 3/9/2006 the company transferred from individual liability to be closed joint stock company under the decision of the ministry of trade and industry No 2161 and date 11/8/1427 corresponding to 3/9/2006.

On 06/26/2014, the company was incorporated into the Financial Services Authority for general subscription and the number of (16,500,000) normal share from the company shares to the general subscription which represents 30% of the company's capital, which amounted to (550,000,000) Saudi Riyals equal to (55,000,000) normal share.

On 8/7/2021 corresponding to 28/11/1442 H, the General Assembly approved other ordinary shareholders of the company to reduce and raise the company's capital through Issuance of rights shares as follows:



- Reducing the company’s capital by (37.64%), from (550,000,000) Saudi riyals to (343,000,000) Saudi Riyals, and thus reducing the number of shares from (55,000,000) ordinary shares, to (34,300,000) ordinary shares by canceling (20,700,000) shares of the company’s shares, for the purpose of restructuring the company’s capital to extinguish the accumulated losses, amounting to (207,000,000) Saudi Riyals

- Increasing the company's capital through the issuance of rights shares to offer (30,700,000) new ordinary shares in order to increase the company's capital from (343,000,000) Saudi Riyals, to (650,000,000) Saudi Riyals, and increasing the number of shares from (34,300,000) Ordinary share to (65,000,000) ordinary shares.

And on 17/8/2021 corresponding to 9/1/1443 H, the legal procedures were completed And depositing the new shares in the shareholders' accounts and amending the company's records so that its capital becomes (650,000,000) Saudi riyals divided into (65,000,000) ordinary shares with a nominal value of (10) Saudi riyals per share.

3.2 Description of the main activities of the company

(a) Hospitality Sector:

The company occupied a distinguished position in the hospitality sector in the Kingdom due to its diversification in the management and operation of the hotel.

It manages and operates many international hotels of three, four and five stars, in addition to operating some hotel apartments and tourism products. The hospitality sector is one of the company's largest sources of income.

(1) Hotels:

The company operates and manages (31) hotels and tourist resorts in 2021. The hotels are associated with international hotel companies that own prestigious brands such as the Holiday Inn.



Hilton Garden Inn, Hilton Double Tree Novotel, Suite Novotel, Radisson⁶⁹ Blu, Park Inn, Golden Tulip, Tully Inn.

The company has also established and registered the Mina Hotels and Resorts brand as part of its trademark. The company's hotels cover a wide geographical area in the Kingdom and in the Emirates, as the distribution of the company's hotels is in the main cities such as Riyadh, Jeddah and Dammam, in addition to its presence in other cities such as Hail, Yanbu, Taif, Al Khobar, Dhahran, Jubail, Jazan and Haql. and Tabuk.

The company's hotels provide high-quality accommodation services, a clean environment, a wide variety of foods and drinks, and various types of restaurants, cafes, meeting rooms, conferences and banquets, and health clubs, to all its clients and customers who come to it during their travels, whether they are visitors for the purpose of tourism or work.

The company manages three hotels (Al Balad Hotel, Mina Hotel Apartments, Dubai, and Mina Plaza, Al Barsha, Dubai), and these hotels are listed under the Mina brand owned by the company.

(2) Apartments Hotel

The company manages and operates hotel apartments in the Kingdom of Saudi Arabia and the United Arab Emirates, in order to provide an ideal accommodation for guests who stay there for extended periods of time. Hotel apartments are a small part of the hospitality sector.

(b) Entertainment sector:

In addition to the hospitality sector, the entertainment sector is the other main pillar of Al Hokr Group's operations. On 31/12/2021, the entertainment sites of the company and its subsidiaries and affiliates companies in the Kingdom covered a wide geographical area, due to the spread of locations in more than 17 cities in the Kingdom, where the number of centers reached 68 entertainment centers in the Kingdom, 8 entertainment centers in the United Arab Emirates and 2 entertainment centers in the Arab Republic of Egypt. This number includes the centers of the company and its sister and affiliated companies. The company has formed strategic relationships with senior shopping center developers such as Arabian Centers, Al-Rashid Trading and Contracting Company, Kinan International Real Estate Development Company, and Mohammed Al-Habibi Real Estate Company, to help the company open entertainment centers in most of the leading shopping centers in major cities such as Riyadh, Jeddah and Dammam as well as other cities such as Abha, Al-hassa, Hail, Tabuk and Taif.

Family Entertainment Centers:

The company's entertainment sites cover 78 entertainment sites, and cover a wide geographical area due to the spread of sites in 17 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 shopping centers in major cities such as Riyadh and Jeddah and Dammam, as well as other cities such as Taif, Jizan, Abha, and Tabuk.

These centers offer various recreational and games for children and youth, in addition to games suitable for older age groups. These games and entertainment vehicles are different as provided by family entertainment centers from one center to another.

But in general, these centers offer electronic games, in addition to activities that include playing plastic balls, trains, children's moving vehicles, and rotary vehicles. 70

bumper cars, hydraulic vehicles, wall climbing and water games. The company always seeks to create an attractive environment for customers and make family members have fun when they visit the family entertainment centers, as it has provided many new games over many years within the family entertainment centers by providing the centers with all new games in the global markets.

(c) Restaurant's sector:

The company has recently developed the restaurants sector in an effort to acquire a distinct share of the market for such activities and to compete better, which makes the company One of the pioneers in such an industry, especially that the future vision opens up great horizons for development and excellence in light of openness and focus on entertainment in particular and

keeping pace with the development and vision of the Kingdom 2030 AD, so the company sought to obtain a group of international brands, in addition to some of the brands that have been created and developed Locally, the company's restaurants are characterized by a wide geographical spread in more than 5 major cities in the Kingdom, as the company currently has 46 restaurants, whether inside or outside the company's sites.



1 The company obtained a franchise license for a trademark belonging to (Pizzo) restaurants, and 9 branches of the company were opened within the entertainment sites and Al Hokr Time. It's a distinctive trade mark in the In the Far East, where pizza pieces are served in a distinctive style and shape to suit the tastes of visitors in entertainment sites.

2- The Lamod coffee brand, and more, which was created nearly five years ago, the special restructuring of the mod brand was designed to keep pace with the development in a unique style and a new form. The opening of the first lamod is completely separate to compete in the market independently, and there is currently 11 lamood branch in hotels and entertainment sites in all cities of the Kingdom.

3- Enab Waten Restaurant, which is the Lebanese flavour, and it has gained rapid fame for its distinguished location and it has 2 branches in the city of Al-Khobar.

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

5- Sugar Mo, the distinctive brand in the sweets and cake industry, was opened in a modern way and marketing methods via the internet, and there are currently two branches in Riyadh.

6- Serve and Fraise there is only one branch in Riyadh.

7- Nacho Hot There are currently 8 branches in all regions.

8- Berkeez Pizza there is only one branch in Tabuk.

9- A&W There is one branch in Al Hokr Mall, Tabuk

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

(d) Trade centers:

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

Tabuk Commercial Center

It is located in the city of Tabuk in the north of the Kingdom, which was opened in 2004. The center includes more than 150 stores and outlets for sale, offering a mixture of local and international brands to merchants and visitors, for example, the brand of Mango, Mother care, City Max and Mikyajy. This center also contains an entertainment site belonging to the company, which called Fun Town in Tabuk.

Al Hokair Time

Al Hokr Time Al Rabwah, Riyadh with an area of 21,340 square meters, Al Hokair Time - Dammam with an area of 5,155 square meters, Al Hokair Time, Makkah with an area of 27,194 square meters, Al Hokair Time Al Madinah with an area of 7,000 square meters, Al Hokair Time Al Taif with an area of 82,035 square meters, Al Hokair Time Al -Azizia with an area of 8,024 square meters, Al Hakair Time, Al Madinah, with an area of 8,024 square meters. 6,467 square meters and Al Hokair Time Jazan with an area of 10,758 square meters.

The group has opened three entertainment centers within the center ⁷² with brands (Sparky's, Annual, and Sky Zone), in addition to renting some shops and restaurants with International brands.

	Company Name	Country & Place of Association	Capital	Property Percentage	Activity
1	Sparky's Al Nad Entertainment Company	UAE	150,000 UD	99%	Games and entertainment
2	Asateer Leisure and Tourism Company	Republic of Egypt	100,000 Pound	99%	Tourism and Leisure
3	Asoul Mazaya Hotel Company	KSA	100,000 SAR	95%	Tourism and Leisure

* Sami AlHokair has waived his benefit property for the three companies in favor of the company, therefore, all revenues and profits return to the company.

3.4 The impact of the main activities of the company and its subsidiaries on the company's business volume and its contribution to the results:

	Company Name	Hospitality	Entertainment	Other	Total /000
1	Abdulmohsen Alhokair Tourism and development Group	381,891	262,252	39,058	683,201
2	Sparkeez Land entertainment games Company	0	20,681	0	20,681
3	Asateer Tourism& entertainment Company	0	2,643	0	2,643
4	Asoul Mazaya Hotel Company	0	1,892	0	1,892
	Total	381,891	287,468	39,058 ⁷³	708,417

4.0 The Company's Strategy and Vision

4.1 Corporate Strategy

Al Hokair Group is working on implementing its approved strategy “Destinations”, which aims to consolidate its leading position in the market at all sectors, levels, through:

- Transformation and growth in the main business, including re-focusing in the hospitality and leisure sectors by focusing on developing the company's main sites and services in line with the expectations of our customers and the market, and contributes to supporting its financial performance.
- Expansion in areas that are close and stimulating to the current business, such as external catering, and the role of the cinema, in addition to diversifying sources of income by entering into new promising fields of work, such as sports activities.
- Strengthening the company's internal capabilities and capabilities, including developing models of the main business and operations, develop human cadres' skills and competencies, adopt the latest technical and digital systems and applications, build strategic partnerships, in the way that participating in the development of the company performance and to achieve our guests expectations.

4.2 Our Vision

To Achieve distinctive experiences for our guests in both Recreational and hospitality sectors

5.0 Human Resources

5.1 About Human Resources

The company has about two thousand employees, and the number of Saudis working in the company is 630, representing about 33% of the total workforce in the company in the Kingdom.

The company's strength and success due to the expertise and experience of its employees. For this purpose, the company's employees working in different sectors are subject to various training systems, which aim to familiarize employees with the best practices in the entertainment and hospitality sectors. The training systems are managed by MENA Education and Human Resources Development Company, which is related to Al-Hakair Group. Mina Teaching Company owned of Abdul Mahsen al-Hakair Higher Institute for hospitality training, which is responsible for the Al-hokair Group staff members training in tourism and hospitality sectors. Normally the company staff members trained in this institute at the beginning of each appointment period as company staff for a period around six months in the year, then returned to the company after training to serve therein. **The Abdul Mohsin Al Hokair Higher Institute for Hotel Training** offers many long-term training courses.

Also, training period for short-term to the employees of other companies' employees working in the same fields including restaurants, hotels, catering, and a number of government agencies in the Kingdom.

Al Hokair Group employees maintain the company's games in entertainment field are subject to training in the maintenance of these games by various game suppliers. This training takes place when the company obtains new entertainment games from its suppliers, as the supplier trains the company's worker upon supply on how to deal with these games, and the institute usually appoints them as employees at the beginning of their appointment in the company.

5.2 Nationalization Policies:

The company has 630 Saudi employees. The current percentage of Saudi nationals for the company is placed in the green category, as the current percentage of Saudi nationals in the accommodation and hotels entity is about 33.9% compared to the required percentage of 29% according to Nitaqat program. As for the tourism and entertainment entity, the percentage of nationalization reached about 32.8%, compared to the required 24%, according to the Nitaqat program. The company is still fully committed to achieving the Kingdom's policy regarding nationalization. For this reason, training and developing Saudi skills and capabilities constituted a special priority for the company. The company worked closely with the Ministry of Labor in this regard, and as a result implemented a comprehensive plan to increase the number of Saudi nationals who are employed in order to continue achieving the national goal

6.0 Social Responsibility

6.1 Ataa Center for Community Service:

Proceeding from the belief of Al Hokair Group Company in its social responsibility and the importance of the role of the private sector in development and community partnership, the company launched, during the year 2006, a center specialized in providing programs for provision of programs to support the development and support of the community, provided annually, in partnership with government agencies and others from the private sector.

The focus is about to allocate several programs directed at the brushes of the family, which contributes to the country, which contributes to its awareness, educate and comply with many skills, as well as the youth who adopt and support them. that led wish to reside.

During the previous years, the Center signed many agreements, which are:

- Agreement for marketing handicraft products in cooperation with the Supreme Commission for Tourism.

- A strategic partnership agreement with the Food Association (to preserve grace) in Eastern region, central region, western region.

And all society members obtained benefit from Atta Center Services, but the focus is on

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

6.2 Ataa Center for Community Service:

In order to achieve the objectives of the Ataa Center with regard to community development and the promotion of the principle of social integration, the Center offers "Atta Programs", which are distinct programs comprehensive covers some of the most prominent issues of society, and includes the following: -

Academic and research tender programs:

The academic and research programs are concerned with advancing the education wheel and encouraging the research process. The most prominent examples include the center's cooperation with King Saud University to launch research programs "Abdul Mohsin Al Hokair for Nutrition and Human Health".

Ataa Programs for Rehabilitation and Employment:

As part of Al Hokr Group's policy for job Saudization, the Center offers rehabilitation and employment programs and a number of training programs to qualify Saudi youth to enter the labor market.

Volunteer Ataa Programs

Volunteer programs provide volunteer activities for young people to raise awareness of their community issues and to enhance their sense of responsibility so that they can lead the wheel of renaissance and achievement in the future.

Awareness Programs

Awareness activities focus on several areas to address issues and problems that arise in society through awareness campaigns that discuss those issues and cooperate with external parties in this field.

Ataa Programs for Support and Sponsorship

The support and care programs contributed to supporting people with special needs through several activities and providing a number of services, in addition to establishing a number of alliances with institutions concerned with supporting people with special needs.

6.3 A center for giving to and from the community:

Proceeding from being part of this giving society, and in return for some of the benevolence that has been given to us, and believing in the importance of togetherness and the role of the private sector and its social responsibility in sustainable development and partnership, a group that promotes community empowerment through promoting community participation. Through this center, we aim to return the favor to our society in all its segments and elevate it in accordance with what is dictated by our Islamic values and our original heritage, by introducing social programs based on social support, innovation, partnerships, innovation, and integration.

We have not forgotten the youth and children, as the center pays great attention to them. That is why we are introducing several initiatives in the educational sector by qualifying and training Saudi youth to take their hand and introduce them to work fields that require high levels of professionalism, such as the tourism sector. The group also paid attention to children with special needs by providing care and support and empowerment programs that contribute to improving their standard of living.

6.4 In 2021, the group presented some works to the community, including the following:

1. Celebrating the World Day for Desertification and Drought Combat.

The Abdul Mohsin Al-Hakair Center for Community Development has consolidated the principle of achieving sustainable development, through the celebration of the International Day to Combat Desertification and Drought, to raise awareness of the increasing dangers of desertification and the outbreak of desertification, by planting around (500) trees.

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2. Al Hokair Hotels hosts the mentorship program “Binaa.”

In cooperation with the Ministry of Interior and Public Investigation in the Eastern Province, the Novotel Dammam hotel hosted the counseling program “Binaa”, to rehabilitate the beneficiaries of the program

3. Al Hokair Time hosts the initiative of “Your Smile is Enough”.

Ayami Association, in cooperation with the Browin Volunteer Team, the Innovative Endowments Foundation and The Chevs App, established the “Your Smile is Enough” initiative on the occasion of the International Children’s Day for

the children of the beneficiaries of the Association, under the auspices of the Ataa Service Center.

4. Ataa Center for Community Service honors outstanding students in the “In Our Home is a Circle” program.

Ataa Center for Community Service honored the outstanding students in the program (In Our Home is a Circle), which is one of the programs of the Maknoon Association for the memorization of the Qur’an in Riyadh, which contributes to honoring the outstanding students and achieving the message of God’s book of education and memorization.

5. Ataa Center for Community Service organizes the blood donation initiative.

Ataa Center for Community Service organized the blood donation initiative to coincide with the International Day of Blood Donation. In cooperation with the Blood Bank, the Emirate of Riyadh, Al Majmaah University and the Bruin Volunteer Team

6. The initiative of we are all with you.

Al-Hakair Group, in cooperation with the Saudi German Hospital, organized an awareness-raising event about breast cancer, under the slogan "Fear Now We Are All with You"

7.0 Contracts held with related parties also the member of the board of directors and senior staff in this contract

	Related parties	Contract Nature	Type of its relation	Contract Terms 79	Duration	Value
1	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent contract for Andalusia Hotel - Riyadh	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	26 Year	1,278,006
2	Abdulmohsin Abdulaziz Alhokair Holding Group	Holiday Inn Hotel Rent in Khobar	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	26 Year	2,631,220
3	Abdulmohsin Abdulaziz Alhokair Holding Group	Holiday Inn Alslam in Jeddah	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	24 Year	1,685,399
4	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent Red Sea Palace in Jeddah	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	26 Year	898,783

5	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent Holiday Double Tray AlMrooj Riyadh	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	6,924,605
6	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent Holiday Double Tray Dhahran	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	4,534,114
7	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent Goldin Tolup Jubail	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	163,566
8	Abdulmohsin Abdulaziz Alhokair Holding Group	Regincy Hotel rent in Jeddah	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	11,719
9	Abdulmohsin Abdulaziz Alhokair Holding Group	AlHamra Hotel Rent in Jeddah	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	2,871,666
	Related parties	Contract Nature	Type of its relation	Contract Terms	Duration	Value
10	Abdulmohsin Abdulaziz Alhokair Holding Group	Holiday Inn Hotel Rent in Jeddah	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	4,149,619
11	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent of Redson Blue Jazan	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	3,470,614
12	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent of Redson Blue Jeddah	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	2,552,246
13	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent of Redson Blue Jeddah Corniche	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	5,751,216
14	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent Park Inn Dammam	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	2,203,948
15	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent Holiday Inn Khobar Corniche	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	4,534,114
16	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent Novotil Sweet Yanbu	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	2,280,064
17	Abdulmohsin Abdulaziz Alhokair Holding Group	Rent Novotil Sweet Riyadh	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed rent value 1,150,000 annually	20 Year	1,150,000
18	Abdulmohsin Abdulaziz Alhokair Holding Group	Attached building rent in Holiday inn Jeddah	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed rent value 2,165,000 annually	20 Year	14,491
19	Abdulmohsin Abdulaziz Alhokair Holding Group	Toleeb Mina Hotel Inn Taif Contract Nasiryah Riyadh	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed rent value 400,000 annually	20 Year	2,165,000
20	Abdulmohsin Abdulaziz Alhokair Holding Group	Toleeb Mina Hotel Inn Taif Contract	The BoD members have benefit Majid / Sami /	Rental value represent 20% of revenue	20 Year	400,000

			Bandar/and BoD members Mishal and Badr AlHokair			
	Related parties	Contract Nature	Type of its relation	Contract Terms	Duration	Value
21	Abdulmohsin Abdulaziz Alhokair Holding Group	Sahari complex rent in Khobar	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Rental value represent 20% of revenue	20 Year	605,742
22	Abdulmohsin Abdulaziz Alhokair Holding Group	Hanger Rent in Jazan	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed rent value 1,200,000 annually	13Year	1,200,000
23	Abdulmohsin Abdulaziz Alhokair Holding Group	Marhab Building residence for staff	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed rent value 800,000 annually	5 Year	800,000
24	Abdulmohsin Abdulaziz Alhokair Holding Group	Labor rent contract in Khobar	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed Rental value of 100.000 annually with free period for two years	12 Year	25,506
25	Abdulmohsin Abdulaziz Alhokair Holding Group	Female workers residence contract in Riyadh	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed Rental value 200,000 annually	5Year	200,000
26	Abdulmohsin Abdulaziz Alhokair Holding Group	Radison Bliue rent in Jazan	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed Rental value 600,000 annually	16 Year	600,000
27	Abdulmohsin Abdulaziz Alhokair Holding Group	University sale building rent in Riyadh	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed Rental value 50,000 annually	26 Year	50,000
28	Abdulmohsin Abdulaziz Alhokair Holding Group	Maintenance operation and cleaning contract	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Equal to monthly invoice and the value as per mutual prices	Annually	1,197,471
29	Abdulmohsin Abdulaziz Alhokair Holding Group	Managing and operation Hokair in Riyadh	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	The company operates and manage sites for investment revenue 4,500,000 annually	5 Year	4,500,000
30	Abdulmohsin Abdulaziz Alhokair Holding Group	Offices Rent contract in Riyadh	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed rent value 1,500,000 annually	10 Year	1,500,000
	Related parties	Contract Nature	Type of its relation	Contract Terms	Duration	Value
31	Abdulmohsin Abdulaziz Fahad Alhokair	Mina Plaza Management contract	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	2 % of the total revenue and 6% of the operative profit and 2% of the rooms income	10 Year	25,732
32	Abdulmohsin Abdulaziz Fahad Alhokair	Mina Hotel appartmnet in Dubai	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	2 % of the total revenue and 6% of the operative profit and 2% of the rooms income marketing and advertising	10Year	91,477
33	Masad Abdulmohsin Alhokair	Hilton Hotel staff housing	Relatives to the BoD Majid , Sami and Mishal	Fixed rent value 585,000 annually	5 Year	585,000
34	Masad Abdulmohsin Alhokair	Double tray Alrooj hotel contract for staff housing	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed rent value 900,000 annually	5 Year	900,000

35	Mjid Abdulmohsin Alhokair	Majid AlHokair printing press	Member of the Board of Director	As per prices offer submitted with other supplier	5Year	112,710
36	Masad Abdulmohsin Alhokair & Khalid AlHokair Hires (Bandar – Badr and Ahmed)	Warehouse rent contract in Riyadh – Kharj Street	Majid and Bandar and Badr	No rental value transfer the assets possession till the contract end	10 Year	0
37	Sami Abdulmohsin Alhokair	Golden Toleeb Hotel rent – Khobar	BoD members	Represent the rental value 20% of the income	25 Year	2,778,234
38	Sami Abdulmohsin Alhokair Est.	Holiday inn corniche – Khobar	BoD members	Fixed rent of 65,790 annually	5 Year	65,790
	Related parties	Contract Nature	Type of its relation	Contract Terms	Duration	Value
39	Abdulmohsin Abdulaziz Fahad Alhokair	Mina Plaza Management contract	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	20 % of the total revenue and 6% of the operative profit and 2% of the rooms income	20 Year	2,692,699
40	Abdulmohsin Abdulaziz Fahad Alhokair	Mina Hotel appartmnet in Dubai	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	Fixed rent value 414,000 annually, in addition to 10% services	3 Year	455,400
41	Masad Abdulmohsin Alhokair	Hilton Hotel staff housing	Relatives to the BoD Majid , Sami and Mishal	Fixed rent value 2,500,000 annually	12Year	2,500,000
42	Masad Abdulmohsin Alhokair	Double tray Alrooj hotel contract for staff housing	The BoD members have benefit Majid / Sami / Bandar/and BoD members Mishal and Badr AlHokair	As per prices offer submitted with other supplier	12Year	321,869
43	Mjid Abdulmohsin Alhokair	Majid AlHokair printing press	Member of the Board of Director	As per prices offer submitted with other supplier	5Year	0
44	Masad Abdulmohsin Alhokair & Khalid AlHokair Hires (Bandar – Badr and Ahmed)	Warehouse rent contract in Riyadh – Kharj Street	Majid and Bandar and Badr	Fixed rent value 200,000 annually	10 Year	200,000
45	Sami Abdulmohsin Alhokair	Golden Toleeb Hotel rent – Khobar	BoD members	Amount of 2,000 SR as training rent per individual	Annually	228,984

- The rental contracts of these hotels have been amended to bring the rental value as a percentage of revenues (20%) with a maximum of 78,942,928 million riyals for all of the above-mentioned hotels as of April 1, 2020.

7.3 Businesses similar to or competing with the business of the company for the members of the company's board of directors that were presented and approved

	Name of BoD Member	Company Name Possesed /Member	Its activity
1	Masaad Abdulmohsen Abdulaziz AlHokair	Abdulmohsen Al Hokair and sons Hold Co	Investing and owning shares in companies working in the field of construction and management of game cities, establishment, management and operation of hotels and furnished apartments, marketing services for others, and import and export services for others.
		Real Estate & tourism Development Torisco	Management and operation of recreational centers and establishment, management and operation of hotels.
		European investment tourism and hotel company	Management of games and tourism promotion cities.
		Alkhaladiyah Residential Tower Co.	Operation, maintenance and construction of housing units, purchase of lands to construct buildings on them, and investment of these buildings by sale or lease for the benefit of the company.
		Abdulmohsen Al Hokair Holding Co	Maintenance and operation of hotels, recreational facilities, restaurants, public, residential and commercial buildings, demolition works, import and export, wholesale and retail trade in games and entertainment equipment, and the sale and purchase of real estate for the benefit of the company.
		Tourism Bridges Trading Co.	Sports equipment repair, supply, operation and maintenance of sports facilities, wholesale of children's toys, electronic games and gifts

	Name of BoD Member	Company Name Possesed /Member	Its activity
1	Majid Abdulmohsen Abdulaziz Al Hokair	Abdulmohsen Al Hokair and sons Hold Co	Investing and owning shares in companies working in the field of construction and management of game cities, establishment, management and operation of hotels and furnished apartments, marketing services for others, and import and export services for others.
		Real Estate & tourism Development Torisco	Management and operation of entertainment centers and establishment, management and operation of hotels.
		European investment tourism and hotel company	Management of theme parks, games and tourism promotion.
		Riyadh Tourism and recreational Projects	Operation, maintenance and construction of housing units, purchase of lands to construct buildings on them, and investment of these buildings by sale or lease for the benefit of the company.

		Abdulmohsen Al Hokair & Partners	
		Abdulmohsen Al Hokair Holding Co	Investing and owning shares in companies working in the field of games, operating hotels and furnished apartments, marketing, importing and exporting
2	Sami Abdulmohsen Abdulaziz Al Hokair	Real Estate & tourism Development Torisco	Management and operation of entertainment centers and establishment, management and operation of hotels.
		European investment tourism and hotel company	Management of theme parks, games and tourism promotion.
		Abdulmohsen Al Hokair Holding Co	Maintenance and operation of hotels, recreational facilities, restaurants, public, residential and commercial buildings, demolition works, import and export, wholesale and retail trade in games and entertainment equipment, and the sale and purchase of real estate for the benefit of the company.
		Tanami Arabian Company Ltd	Establishment, management, operation and maintenance of industrial projects, commercial complexes and central markets, management, development and maintenance of real estate and residential complexes, construction and commercial sale or lease for the benefit of the company, import and export services, marketing for others, wholesale and retail trade in furniture, decoration, materials, electrical tools and general contracting.
		AlMadina Pearl Hotel Company	Hotels, hotel apartments, palaces, wedding halls and events accommodation.

8.0 The most important achievements in 2021:

8.1 Hospitality sector:

- In line with the company's strategy "Destinations" 2020-2026, an independent department has been established to manage and organize parties and external events so that elite clients are targeted throughout the kingdom. The company succeeded in attracting various events, such as the Extreme Rail event in the El Al region and the Climbing 100 event in the NEOM region.
- In line with the company's strategy in developing the MENA brand. A management and operation agreement were signed for Mina Dammam Hotel. How did the company transform the Holiday Inn Resort Half Moon Beach into the Mina Holiday Resort Half Moon Beach?
- A contract was signed to develop the reservation system for Mina hotels with Amadeus International, which is one of the world's leading companies in this field.
- In line with the company's strategy of rationalizing expenditures and increasing productivity, the company has restructured the hotel sector departments, and a memorandum of understanding has been signed with Cloud Kitchen

International, with the aim of promoting a new partnership in the field of investment.

- Despite the continuation of the repercussions of the Corona pandemic and its negative impact on the hospitality sector, the company was able to obtain contracts for the mourning stone, in partnership with Saudi Arabian Airlines and the various tourism companies in the country.
- The company has hosted a Ferrari team among the Formula One events that are being held for the first time in the Kingdom of Saudi Arabia in the city of Jeddah.

9.0 Future plans for 2022 AD:

9.1 Hospitality sector:

- in compliance with the company strategies "instruction" 2020-2026 in the development of the hotel sector, the development and modernization plan targeting a number of distinguished sites, such as the development of the Holiday Inn. In the city of Al-Khobar.
 - In line with the company's strategy in developing the outdoor party's sector, the plan for the central kitchen works for the Riyadh region was approved to serve the company's hotels in the Olaya region and support all outdoor parties.
 - The opening date of the Mena Suite Hotel Dammam has been set for the second quarter of 2022, and work is underway to sign memorandums of understanding for contracts for management and operation of a hotel bearing the operating brand Mina, with the aim of developing the site's hospitality and hosting the Arab world.
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- In line with the company's strategy of rationalizing expenses and relying on technology as a solution to treat waste in the food production stages, work is underway to sign a cooperation agreement with international companies specialized in managing these solutions.
 - In line with sorting of the company in the development of the "Mina" to be a distinct hotel brand with local school services and local flavoring a marketing plan to put "Mina" commercial status as a leader in the hospitality industry in Saudi Arabia by promoting presence in platforms Various social communication by building a new website to manage reservations

- Approving a plan for participation in global and local exhibitions, events and conferences. An example is the participation in the Arab Travel Market exhibition held in Dubai. and the Regional Investment Conference in the Kingdom of Saudi Arabia.

9.2 Entertainment Sector:

- Within the framework of the company's plans to renew and develop the current brands, work is underway to develop the Sparky's brand with a modern vision and different designs in a way that goes in line with the development in the designs of entertainment sites and the current ones - in Al-Nakhil sites - in Arab - Gury)
- Work is underway to develop the annual Forest brand by adding interactive and educational games in a way that creates more fun and entertainment for children.
- The work is a new trade mark its sparkys Lasertag and is an entertainment sites targeting the category of family and youth and many branches will be opened this year in many current projects and Sparks Bowling and is an entertainment sites targeting many bribes designed by arts and luxuries The opening of many branches for it this year in many current projects or separate projects.
- The establishment of an entertainment center under the identity of (Hasbro) has been signed, as one of the brands that includes the most popular cartoon characters, and its first branch will be opened in a new project in Jeddah city with distance of 3500 m² as beginning for many locations in the main cities.
- An understanding was signed with the brand (Brass Monkey), and that is the establishment of 3 branches during this year in the main cities.

10.0 The risks faced by the company:

The company gives great interest to the potential dangers due to locally expectant competition due to the entry of new organizations of the Kingdom and expansions of other activities. It is possible that there are additional risks that are not known to the company at the present time, or that the company may consider immaterial:

The success of new projects or sites established by the company

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

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

These risks are that prominent licensors or operators or groups of them may have conflicting interests or that are not in line with the interests of the company, and this may lead to the licensors or operators withdrawing from their 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 of its obligations. The company shall obtain and maintain the necessary permits, licenses and regulatory 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 lease contracts with other parties in their capacity as the owners of the leased properties. These contracts relate to hotels and entertainment sites for the company's business. Accordingly, the company does not own any of the real estate related to its hotel or entertainment business.

The company depends on transactions with related parties

The company has entered into a number of transactions with related parties, and these transactions are represented in the rental contracts of hotels and sites managed and operated by the company in addition to administrative offices and staff residences, and a number of service contracts provided by related parties.

The company depends on the appropriate maintenance of its assets, systems and infrastructure

The company's success depends on its ability to maintain the safety and maintenance of all its assets, including hotel and leisure sites. The company also depends on the information systems, electronic support and service providers in connection with communication devices and services, including broadband services. As any disruption or interruption in the company's systems or infrastructure, or its business or sister companies, or any deterioration in the performance of these systems and infrastructure may lead to the company's inability to provide services or run its operations, which may negatively and fundamentally affect the company's business and expectations. its financial position and the results of its operations.

The ability to rent, own and develop related websites

The success of the company in the field of hospitality and entertainment depends on the availability of suitable sites and the company's ability to rent these sites on suitable commercial terms. Since many of these agreements are with external parties, the company may not be able to conclude new agreements with acceptable conditions, or it may not be able to conclude those agreements at all.

Health and safety risks

There are health and safety risks in the company's sectors, which may have a negative impact on the company's results and operations, and with regard to the entertainment sector. Most of the company's entertainment sites have fun games that are exciting games or other types of related automated games. There are risks associated with these games that may result in accidents or injuries, God forbid, in any of the company's entertainment sites.

Lawsuits and fines

The company may be exposed to the risk of lawsuits from many parties, including guests, customers, partners in sister companies, suppliers, employees or regulatory bodies such as the General Authority for Tourism and Antiquities, the Department of Civil Defense, licensors, operators and owners of real estate that the company rents for its operations, such as real estate For hotels and entertainment sites operated by the company

Bank commission rate risk

Commission rate risk represents 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 the risk of fluctuating commission rates regarding its requirements linked to commission, the company manages its exposure to commission rate risk by maintaining the levels of loans linked to the floating commission within appropriate levels and monitoring the commission levels regularly.

Credit Risk

Credit risk is the failure of one party to meet its obligations, which leads to the other party incurring a financial loss. The Group limits its own credit risk with respect to customers by setting credit limits for each customer, and monitoring outstanding receivables.

Currency risk (foreign exchange)

Currency risk represents 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, especially the UAE dirham, the US dollar and the euro. The group is not subject to any significant currency risk as the Saudi Riyal exchange rate is fixed against the US dollar, and balances in other currencies do not represent significant currency risks.

liquidity risk

Liquidity risk represents the difficulty that the group will encounter in raising funds to meet commitments related to financial instruments. Liquidity risk arises from the inability to sell a financial asset quickly at an amount close to its fair value. The group limits liquidity risk by ensuring that the necessary bank facilities are available.

Risks of the Kingdom's Economic Performance

Any fluctuations in oil prices directly affect the economy of the Kingdom, and therefore the rest of the economic sectors, including the hospitality and entertainment sectors in which the company operates, as this will affect the company's performance, as the Kingdom's gross domestic product is closely

related to the results of the oil sector, and therefore the decline Sharp oil prices may negatively affect the company's expectations and the results of its operations.

Political Event Risk

The political instability in the neighboring countries or the region has a negative impact on the Kingdom's economy and, consequently, the company's clients and operations. As this will negatively affect the number 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 results of operations.

The risks of the Corona pandemic (Covid-19) and epidemics on the results of the group's work

As Extension to the pandemic during 2021, and the Group's commitment to apply protections procedures imposed by the governments and residents of our good governance, and for a certain period of year. For the group and its sister companies, and for a certain period of the year, all events, celebrations, wedding halls and meeting rooms belonging to the hotel sector in the group were suspended. Thus, the results of the group's business were negatively affected by the repercussions of this pandemic. It is possible that the Corona epidemic (Covid-19) will continue due to the new and mutated strains of the virus or the ineffectiveness of vaccines, and it is possible that other epidemics may appear (God forbid), which have affected and affected people.

Cyber Security

The company may be vulnerable to cyber-attacks, and these attacks can range from simple and fraudulent practices to more complex attacks. These attacks can threaten the data and information of our customers and business partners, some of which are considered confidential and sensitive, and this could result in material damage, tarnish the reputation, and other consequences that could have a negative impact on the company's financial position and results of the processes.

Risks of expiration or non-renewal of company licenses and permits

The company shall obtain and renew the necessary permits and licenses in connection with its activities in the hotel, entertainment and restaurants sector. The company seeks to obtain and renew these permits and licenses, and in the

event that a license is not renewed or obtaining any of the licenses necessary for its work, this may result in the disruption of some of the company's operations and incurring additional costs, and any of this may affect negatively on the company's business, financial status and results of operations.

Competition Risk

The company faces competition from providers of hospitality and entertainment services, both at the level of the local or regional, and some of them may have huge financial and operational resources supporting them. The 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 and its financial position and the results of its operations.

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

The year 2021 witnessed the outbreak of many mutations of the Corona virus, and its repercussions caused a noticeable disruption at the level of the world in supply chains, the demand for services and products, and travel disruptions and suspensions in many countries, which resulted in a severe shortage in the world. Saudi Arabia has declined to decline in economic growth because of this pandemic. As flights were suspended to some countries, events, weddings and events were suspended, restaurant activities were reduced and the number of pilgrims was determined according to precautionary measures during the year 2021 AD, which had an unprecedented negative impact on the overall results of the work. In addition, the coronavirus pandemic has posed major challenges and a fine for the group.

As a commitment from the group to implement these procedures and in the interest of public health and safety, the continuity of the company's business and cash flows, the management of

The company implements many initiatives, the most important of which are:

Entertainment Sector:

- Suspending the activity in line with the government's decisions during the required period as a precautionary measure to prevent the spread of the virus.
- Apply spacing within games using only 50% of the carrying capacity.

- Suspending cash transactions and payments through various electronic channels.
- The participation of employees in taking decisions in the face of the Corona crisis, according to the instructions organized for this.
- Activating remote work for employees during the pandemic period, and organizing their return after the end of the ban period according to the procedures approved by the competent authorities.
- Awareness campaigns for employees to follow precautionary measures
- Educating employees and urging them to obtain approved vaccines according to priority and possibility.
- Holding virtual awareness-raising sessions and workshops for employees to follow precautionary measures, raise efficiency and morale, and host specialists in related fields.
- Activating the electronic work environment and reducing costs and financial burdens, especially those related to travel and transportation.
- Periodically sterilizing sites and sterilizing games after each operation to ensure the safety of customers and operating staff.
- Implementation of internal guidelines in waiting lines, game seats and entertainment areas to ensure that the instructions are applied.
- Implementation of the manual and operating instructions recommended by the Entertainment Authority and the Ministry of Health.

Hotel sector:

- Suspending the provision of food and beverages in restaurant halls, and only room service.
- Suspension of meeting and celebration activities in line with government decisions
- Stopping cash transactions and payments through various electronic channels
- Periodic sterilization of rooms and all hotel facilities in order to ensure the safety of customers and operating teams.
- Implementation of the manual and operating instructions recommended by the Tourism Authority and the Ministry of Health.
- Applying social distancing at the back of waiting areas, halls and hotel halls

HR :

- Participation of employees in decision-making in the face of the Corona crisis, according to the instructions organized for this.
- Activating remote work for employees during the pandemic period, and organizing their return after the end of the ban period according to the procedures approved by the competent authorities.
- Awareness campaigns for employees to follow precautionary measures
- Educating employees and urging them to obtain approved vaccines according to priority and possibility.
- Holding virtual awareness-raising sessions and workshops for employees to follow precautionary measures, raise efficiency and morale, and host specialists in related fields.
- Activating the electronic work environment and reducing costs and financial burdens, especially those related to travel and transportation.

11.0 Fine / Penalty:

The following is statement of penalty issued from the government authority in the Kingdom and these fines not included any penalty or violation imposed against the company by the Financial Market authority.

Penalty	Violation Causes	Party imposes per	How to handle it and avoid it in the future	Financial effect
Financial	Violating the conditions and requirements	Ministry of Tourism	Corrections of situations and completing the requirement	Law
Financial	Violating the conditions and requirements	Ministry of Municipality and Urban area	Corrections of situations and completing the requirement	Law
Financial	Violating the conditions and requirements	Ministry of Labor and Social Insurance	Corrections of situations and completing the requirement	Law
Financial	Violating the conditions and requirements	Civil Defense	Corrections of situations and completing the requirement	Law
Financial	Violating the conditions and requirements	Zakat and Income authority and Custom	Corrections of situations and completing the requirement	Law

12.0 The company's financial results 2021 and a clarification of any material differences from the results of the previous year:

Statement	2021	2020	Changes +/-	Change %
Sales /Incomes	708.417	613.108	95.309	15.5%
Sales cost / Income	(603.811)	(567.146)	(36.665)	6.5%
Total Revenue	104.606	45.962	58.644	127.6%
Income/Operational expenses	(190.692)	(205.298)	14.606	-7.1%
Operational loss	(86.086)	(159.336)	73.250	-46.0%
Net Loss	(171.575)	(200.156)	28.581	14.3%

The following are the most prominent financial indicators for the year 2021 compared to the year 2020:

The group achieved a net loss of 171.58 million Saudi riyals during the year 2021, compared to a net loss of 200.16 million Saudi riyals during the previous year 2020, and this is mainly as follows:

1. **Revenues:** The group achieved revenues of 708.42 million Saudi riyals during the year 2021, compared to revenues of 613.11 million Saudi riyals during the previous year 2020, with an increase of two million Saudi riyals (15.5%) as per the following:

1.1 The hotel sector achieved revenues of 381.89 million Saudi riyals during the year 2021 compared to revenues of 395.32 million Saudi riyals during the previous year 2020 and a decrease in the value of 13.43 million Saudi riyals (3.4%)

1.2 the recreational section achieved revenue amount of 287.47 Million Saudi Riyals during the year 2021 in comparison with the income of value 183.1 million Saudi riyals during the year 2020 with increase of 104.36 million Saudi Riyals (57%), which was mainly due to the continuity of the operation and recovery of the activity of the promotional centers affiliated with the promotional commentary. prudential reserve during the previous year.

1.3 Other sectors achieved revenues of 39.06 million Saudi Riyals during the year 2021, compared to revenues of 34.68 million Saudi Riyals during the previous year 2020, with an increase of 4.37 million Saudi Riyals (12.6%).

2. Total profit: The total profit amounted to 104.61 million Saudi Riyals during the year 2021, compared to a total profit of 45.96 million Saudi Riyals during the previous year 2020, with an increase of SAR 58.64-million, with an increase of (127.6%) million SAR in profits. In addition to the financial impact of one-time exemptions from the rental value that the group obtained during the current year, at a value of 19 million Saudi riyals, compared to 47 million Saudi riyals during the past year 2020, the hotel and recreational and commercial rentals due to the novel coronavirus pandemic.

3. Operating losses: Operating losses amounted to SR 86.09 million in 2021 compared with operational losses of SAR 159.34 million during the previous year 2020 and a decrease of SR 73.25 million (46%), which is president in an increase in more profit.

4. Net loss: A net loss of 171.58 million Saudi riyals was achieved during the year 2021, compared to a net loss of 200.16 million Saudi riyals during the previous year 2020, with a decrease of 28.58 million Saudi riyals (14.3%), which was mainly caused by a decrease in losses. Operational in addition to

The net financial impact of non-recurring operations is represented in:

First: During the past year 2020, profits were recorded in the amount of 77 million Saudi riyals in accordance with International Financial Reporting Standards No. 16, which resulted from a change in the basis for calculating the rental value of some fines of artifacts.

Second: The non-recurring financial impact of closing some sites and excluding their assets, with a loss equal to the net book value of 28 million Saudi riyals during the current year, compared to losses of 3 million Saudi riyals during the previous year.

Third: In accordance with the International Financial Reporting No. 16, profits were recorded during the year of SAR 43 million, which resulted from exits for rent contracts for some sites for the futility of continuity compared to profits of SAR 5 million during the year. 2020

Fourth: Recording a provision for impairment in the value of some property and equipment during the current year at an amount of 33 million Saudi riyals, compared to an amount of 28 million Saudi riyals that was recorded during the

past year, according to the current year's test of the current global standards, which is based on the current global standards test.

12.1 Comparison to the company activities result for the previous five years :

Statement	2021	2020	2019	2018	2017
Income	708.417	613.108	1.110.019	1.150.946	1.124.089
Income cost	603.811	600.980	837.939	923.420	855.566
Total profit	104.606	12.128	272.080	227.526	268.523
Net profit (loss)	(171,575)	(200.156)	(142.989)	(76.048)	8.687

12.2 Comparing assets and deductions of the company during the previous five years :-

Statement	2021	2020	2019	2018	2017
Total current assets	341.829	241.259	273.807	346.805	364.250
Non current assets	1.739.465	1.960.315	2.830.946	1.406.250	1.433.054
Total assets	2.081.384	2.201.574	3.104.753	1,753.055	1.797.304
Total current deduction	532.453	819.083	782.938	598.472	517.170
Total Non current assets	1,171.061	1.135.067	1.882.002	572.251	610.525
Total deductions	1,703.514	1.954.150	2.664.940	1,170.723	1.127.695
Total shareholders rights	377.880	247.424	439.813	582.332	669.609

12.5 The graphical analysis of the total revenues of the company and its subsidiaries, as follows:

Year	Geographical Analysis for total income of the company			
2021	Total income /000	KSA	UAE	Egypt
	708.417	685.093	20.681	2.643
	100%	96.7%	2.9%	0.4%

12.6 Loans :

#	Loan donor	Loan Duration /Year	Amount withdrawal during the year	Amount paid during the year	Loan balance as in the end of the year
1	loan term	3	31.548	(71,412)	49.015
2	SABB Bank	5	76.280	(147.124)	130.041
3	Arab national Bank	1	1.813	(11.438)	-
4	Al Jazeera Bank	4	21.457	(23.076)	63.509
5	The Saudi Investment Bank	5	120.004	(117,769)	143.682
6	Al Rajhi Bank	6	205.180	(223.356)	148.000
7	the National Bank	1	30.000	(38.678)	20.000
Total		-	484.282	(462.853)	554.247

12.9 Regular Payment :-

Statement	Paid	Payable at the end of the fiscal year not paid	Brief description	Causes
Zakat	1.711.448	5.148.571	Income Zakat	Payment to Zakat
Monthly vat	1.915.194	337.119	Monthly Vat	External Transfer fees
Vat	53.806.898	573.177	Added Vat	Sales and purchase fees
GOSI	12.170.980	1.068.845	GOSI	Fees to the staff salaries
Passport and Visas expenses	1.381.433	0	Iqama Renewal	Annual Fees
Labor office expenses	12.268.167	0	Labor annual fees	

12.10 Application of International Accounting Standards for Financial Reporting: -

The consolidated financial statements of the Group are prepared in accordance with International Financial Reporting Standards (IFRS) approved by the Saudi Organization for Certified Public Accountants.

13.0 Description of any interest belonging to the members of the board of directors, their spouses and minor children in the shares or debt instruments of the company:

	Senior Executives	Company owned shares 1/1/2020		Company owned shares 31/12/2021		Change Percent	
		Direct Possession	Indirect possession	Direct Share	Indirect Share	Direct Share	Indirect Share
1	Majid A Alhokair	208,080	0	1,352,208*	0	1,144,000*	0
2	Amro A AlGalal	0	0	0	0	0	0
3	Sami AlHokair	208,080	0	1,352,208*	0	1,144,000*	0
4	Bandar K A AlHokair	49,453	0	0	321,518	0	272,065
5	Faisal M Shakir	0	0	0	0	0	0
6	Ramzi K AbuKhadra	0	0	0	0	0	0
7	Iyad A Albunaian	0	0	0	0	0	0
8	Raid A Abuzinada	0	0	0	0	0	0
9	Khalid Aneeb	0	0	0	0	0	0

* Ownership does not include the shares of the guarantor of the membership of the members of the Board of Directors withheld for them. ** Indirect ownership through their shareholding in Abdul Mohsin Al Hokair and Sons Holding Company.

13.1 Senior Staff benefit and their relatives in the company shares:-

	Senior Executives	Company owned shares 1/1/2020		Company owned shares 31/12/2021		Change Percent	
		Direct Possession	Indirect possession	Direct Share	Indirect Share	Direct Share	Indirect Share
1	Sami A Alhokair	0	1.144.000	0	1,352.208	0	208,080
2	Mishal Alhokair	0	1.144.000	0	1,352.208	0	208.080
3	Badr K AlHokair	281.050	0	332,150	0	0	51,100

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14.0 Boards of directors of the company and its subsidiaries: -

14.1 Board of Directors

14.1.1 The names of the members of the Board of Directors, their current and previous jobs, their qualifications and experiences, bearing in mind that the Board of Directors was elected from among the candidates for the new term, which started from the date of the Assembly, which was elected in 18/04/2018, for three years up to 18/04/2021 and a cumulative vote used in their election, and the following were the members of the Board of Directors, as follows:

	Name	Current position	Previous Position	Qualifications
1	Majid A AlHokair Deputy of the president for the previous term and the Chairman currently.	Chairman of the Board of Directors - Abdul Mohsen Group Company Al Hokair Tourism and Development CEO and Member of the Board of Directors and Partner	Member of the Board of Directors of Abdul Mohsin Al Hokair Group Company For Tourism and Development (from 2006 to 2008) Vice Chairman of the Board of Directors of Abdul Mohsen Group Company	Bachelor's degree in Business Administration, King Saud University,

Member of the executive committee	<p>Abdul Mohsin Al Hokair & Sons Co. Ltd.. Managing Director and Member of the Board of Directors and Partner of Abdul Mohsen Al Hokair Holding Group</p> <p>Member of the Board of Directors and Partner - Abdul Mohsen Company</p> <p>Abdul Aziz Al Hokair Limited. Member of the Board of Directors - MENA Education and Development Company</p> <p>Human Resources (with limited liability)</p> <p>Member of the Board of Directors - Osoul Initiative Company</p> <p>The hotel (with limited liability) Member of the Board of Directors - Wellness Company (Limited Liability)</p> <p>Member of the Board of Directors - Qassim Enterprises Company</p> <p>Recreational and Commercial (Limited Liability)</p> <p>Member of the Board of Directors - Tabuk Enterprises Company</p> <p>Entertainment and Business (Limited Liability)</p> <p>Member of the Board of Directors - Saudi House Company</p> <p>Emirates General Trading Owner and General Manager - Majid Abdul Mohsen Al Hokair Company Limited.</p>	<p>Al Hokair for Tourism and Development (since 2008 AD until 2021</p> <p>Chairman of the Executive Committee, Abdul Mohsen Group Company Al Hokair Tourism and Development (from 2014 to 2017)</p> <p>Member of the Executive Committee, Abdul Mohsen Group Company Al Hokair Tourism and Development (from 2018 to 2021</p> <p>Member of the Board of Directors of Abdul Mohsin Al Hokair Group Company For Tourism and Development (from 2006 to 2008)</p> <p>Vice Chairman of the Board of Directors of Abdul Mohsen Al Hokair Group Company for Tourism and Development (from 2008G until 2021</p> <p>Chairman of the Executive Committee, Abdul Mohsen Group Company Al Hokair Tourism and Development (from 2014 to 2017)</p> <p>Member of the Executive Committee, Abdul Mohsin Group Company</p> <p>Al Hokair for Tourism and Development (from 2018 to 2021)</p> <p>Chairman of the Technical Committee of the Saudi Football Association) From 4/2002 to 4/2008)</p> <p>Member of the Board of Directors of the Riyadh Chamber (from 2017 to 2020</p> <p>Head of the Tourism and Leisure Committee - Riyadh Chamber</p> <p>Chairman of the Executive Committee for Tourism and Events - Council the rooms</p> <p>Head of the Riyadh Festival for Shopping and Entertainment Committee</p> <p>Chairman of the Board of Directors of the Riyadh International Conference Center and exhibitions (from 2017 to 2020)</p> <p>Chief Executive Officer - Abdul Mohsin Al Hokair Group Company For Tourism and Development (from 2006 AD until 2012)</p> <p>General Manager - Riyadh Tourism Enterprises and Entertainment (2003)-2020</p>	<p>Training courses in marketing, insurance, management of recreational cities and tourist facilities. He received many courses in the field of tourism and hotel investment.</p>
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	Name	Current position	Previous Position	Qualifications
2	Mosaad A AlHokair the previous Chairman	<ul style="list-style-type: none"> • Chairman of the Board of Directors of Al Hokair Group • Vice Chairman of the Board of Directors of Abdul Mohsen Al Hokair Holding Group • Member of the Board of Directors of the Real Estate and Tourism Development Company, a closed joint-stock company • Director in the Board of Directors of Abdul Mohsen Al Hokair & Sons Holding Company • Director on the Board of Directors, Tabuk Leisure and Commercial Enterprises Company • Director on the Board of Directors of the Health Rehabilitation Company • Director on the Board of Directors, MENA Education and Human Resources Development Company 	<ul style="list-style-type: none"> • Chairman of the Board of Directors of Abdul Mohsen Al Hokair Group for Tourism and Development Company, since September 2006 • He held the position of Assistant Vice President for the Western Region of the Abdul Mohsen Abdul Aziz Al Hokair Group Corporation for Operation and Maintenance from October, 2001 to December 1985, her work was entertainment and tourism A former member of the National Committee for Tourism in the Council of Saudi Chambers of Commerce in 1996 and Industrial during the two 	<ul style="list-style-type: none"> • Bachelor of Arts from King Saud University, Riyadh 1985 AD Participated in many financial courses and in the fields of marketing and management in the tourism and entertainment sectors

	<ul style="list-style-type: none"> • General Manager of the Saudi Turkish Company for Building Destination Systems • Director on the Board of Directors, Qassim Leisure and Commercial Enterprises Company • General Manager of Al-Jusoor Company for Trade Tourism • Director on the Board of Directors of Asateer Leisure and Tourism Company • Director on the Board of Directors of Riyadh Plastic Factory Company • Director at Asateer Leisure and Tourism Company • Director on the Board of Directors of Asateer Entertainment Company • Director on the Board of Directors of Al Hokair Investment Company • Manager at Musaed Abdul Mohsin Al Hokair Co. Ltd • Director at Mashael Abdul Mohsen Al Hokair Company Ltd. • Director at Abdul Mohsen Abdul Aziz Al Hokair Company Ltd. 	years AD, and the Tourism Committee of the city of Jeddah in 1997 and in the same years	
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	Name	Current position	Previous Position	Qualifications
3	Amr bin Abdulaziz Al-Jalal Member of the Board of Directors for the (previous) session Vice Chairman of the Board of Directors for the (current) session Chairman of the Audit Committee (former) Member of the Audit Committee (current)	<ul style="list-style-type: none"> • CEO of Dr. Sulaiman Al Habib Commercial Investment Company. • Vice Chairman of the Board of Directors of Abdul Mohsen Al Hokair Group for Tourism and Development Company. • Member of the Audit Committee, Abdul Mohsen Al Hokair Group Company for Tourism and Development. • Member of the Board of Directors of the National Agricultural Development Company (NADEC). • Head of the Nominations and Rewards Committee - Management of the National Agricultural Development Company (NADEC). 	<ul style="list-style-type: none"> • Chairman of the Audit Committee, Abdul Mohsen Al Hokair Group Company for Tourism (from 19/04/2018 until 19/04/2018) 04/18/2021 • Member of the Board of Directors of Abdul Mohsen Al Hokair Group for Tourism and Development Company (since 06/26/26 (18/04/2021 until 2019 .) • Head, Private Equity and Investment Banking, Jadwa Investment Company 2014 – 2020 • Vice President, Investment Banking at Saudi Fransi Capital - 2012 - 	<ul style="list-style-type: none"> • Received a Master's degree in Business Administration from the University of Rice • Obtained a Bachelor's degree in Information Systems Management from King Fahd University of Petroleum and Minerals

	Name	Current position	Previous Position	Qualifications
4	Sami Abdulmohsen Alhokair (previous course and current course)	<ul style="list-style-type: none"> • Received a Master's degree in Business Administration from the University of Rice • Obtained a Bachelor's degree as a Managing Director - Abdul Mohsen Al Hokair Group Company for Tourism and Development Chairman of the Executive Committee - Abdul Mohsen Al Hokair Group Company For Tourism and Development Owner and General Manager - Sami Bin Abdul Mohsen Al Hokair Company Ltd. (Limited Liability) Member of the Board of Directors and Partner - Abdul Mohsin Al Hokair Group Holding Member of the Board of Directors and Partner - Abdul Mohsin Al Hokair & Sons Company Holding Chairman of the Board of Directors - Tanami Arabia Ltd. Member of the Board of Directors - Saudi Airlines Catering Company (Contribution Public) Member of the Board of Directors and Partner - Abdul Mohsen Al Hokair Company Ltd. Partner - Osoul Initiative Hotel Company (with limited liability) Member of the Board of Directors - Real Estate and Tourism Development Company (joint stock) Member of the Board of Directors - Half Moon Beach Resort Company (with 	Board Member and Deputy CEO - Abdul Mohsen Al Hokair Group for Tourism and Development (Since 2006 40 until 2008) Member of the Board of Directors, CEO and Managing Director - Abdul Mohsen Al Hokair Group for Tourism and Development Company (Public Share) (Since 2008 AD Until 2021) Member of the Executive Committee - Abdul Mohsen Al Hokair Group Company Tourism and Development (Public Contribution) (from 04/18/2018 – until) 04/18/2021 Vice Chairman of the Tourism Committee in the Chamber of Commerce and Industry in the Eastern Province since 2000	He obtained a Bachelor's degree in Administrative Sciences from King Saud University in 1990.

		Limited Liability Member of the Board of Directors and Partner - Sparky's Land Amusement Games Company (UAE) (Limited Liability) Member of the Board of Directors and a partner - Sparky's Digital Land Games Entertainment (UAE) (Limited Liability) Member of the Board of Directors and Partner - Sparky's Oceana Games Company Entertainment (UAE) (Limited Liability) Information Systems Department from King Fahd University of Petroleum and Minerals	Until 2003, a member of the Tourism Committee in the Emirate of the Eastern Province, since 2000. Until 2003, CEO and Managing Director - Abdul Mohsen Al Hokair Group Company for Tourism and Development, from 6/2012 to 31/12/2017	
	Name	Current position	Previous Position	Qualifications
5	Bandar K Abdulmohsen Alhokair Member	<ul style="list-style-type: none"> Received a Master's degree in Business Administration from the University of Rice Obtained a Bachelor's degree as a Managing Director - Abdul Mohsen Al Hokair Group Company for Tourism and Development Chairman of the Executive Committee - Abdul Mohsen Al Hokair Group Company For Tourism and Development Owner and General Manager - Sami Bin Abdul Mohsen Al Hokair Company Ltd. (Limited Liability) Member of the Board of Directors and Partner - Abdul Mohsin Al Hokair Group Holding Member of the Board of Directors and Partner - Abdul Mohsin Al Hokair & Sons Company Holding Chairman of the Board of Directors - Tanami Arabia Ltd. Member of the Board of Directors - Saudi Airlines Catering Company (Contribution Public) Member of the Board of Directors and Partner - Abdul Mohsen Al Hokair Company Ltd. 	Board Member and Deputy CEO - Abdul Mohsen Al Hokair Group for Tourism and Development (Since 2006 AD until 2008) Member of the Board of Directors, CEO and Managing Director - Abdul Mohsen Al Hokair Group for Tourism and Development Company (Public Share) (Since 2008 AD Until 2021) Member of the Executive Committee - Abdul Mohsen Al Hokair - Group Company Tourism and Development (Public Contribution) (from 04/18/2018 – until) 04/18/2021	He obtained a Bachelor's degree in Administrative Sciences from King Saud University in 1990.
6	Faisal Shakir	<p>Executive Vice President of Projects - Abdul Mohsen Al Hokair Group Holding Company (with limited liability).</p> <ul style="list-style-type: none"> Chief Executive Officer - Health Recovery Company (with limited liability). Member of the Board of Directors - Abdul Mohsen Al Hokair & Sons Holding Company. Member of the Board of Directors - Abdul Mohsen Al Hokair Group Company for Tourism and Development. Member of the Board of Directors - Abdul Mohsen Al Hokair Holding Group 	The Investment Department of Bank Albilad from 2007 to 2008 The investment department of the Saudi American Bank from 2007 to 2003	<ul style="list-style-type: none"> Holds a Bachelor's degree - Business Administration - King Saud University - in the year 2002 AD

	Name	Current position	Previous Position	Qualifications
7	Ramzi Kanan Abukhadrah Member	<ul style="list-style-type: none"> Consultant - Gulf Merger Company (Limited Liability) Member of the Investment Committee - Sons Company Abdullah Turki Al-Duhayan (closed contribution) Member of the Board of Directors - Abdul Mohsen Al Hokair Group for Tourism and Development Chairman of the Audit Committee - Abdul Mohsen Al Hokair Group Company for Tourism and Development 	Chairman of the Board of Directors - MetLife AGNB (Public Shareholding) (Since 2013-2020) Chairman of the Board of Directors - UBS Bank (Closed Shareholding) (in 2019) Member of the Board of Directors - The Kuwait Company for Laboratories Industry (Responsibility Limited (Since 2014-2016) Member of the Board of Directors - Abdullah Turki Al-Dhahyan Sons Company (a joint stock company)	Holds a Master's degree in Business Administration 1999 - 1997 Harvard University Boston Master's degree in Chemical Engineering 1992 - 1990 University of Texas in Austin holds a BSc in Chemical Engineering 1987 - 1984, University of Tunis

8	Iyad Abdulrahman Albinyan Member	<p>Managing Director - Argan Enterprises - Real Estate Investment Member of the Executive Committee - Argan Projects Company for Development</p> <p>Member of the Nomination and Remuneration Committee - Knowledge Economic City Company Member of the Nomination and Remuneration Committee and Member of the Nomination and Remuneration Committee</p> <p>Risks - Union Insurance Company (Public Shareholding) Member of the Nomination and Remuneration Committee - Wafrah Company for Industry and Technology (Public Shareholding)</p> <p>Member of the Board of Directors - Argan Enterprises.</p> <p>Member of the Board of Directors - Economic Knowledge City Company. Member of the Board of Directors - Al-Etihad Insurance Company - (Ultimate Shareholding). Member of the Board of Directors - Wafra Company for Industry and Development - (Public Shareholding (Member of the Board of Directors - Abdul Mohsen Al Hokair Group Company</p> <p>For Tourism and Development Chairman of the Nomination and Remuneration Committee - Abdul Group Company</p> <p>Al Mohsen Al Hokair for Tourism and Development.</p>	The Investment Department of Bank Albilad from 2007 to 2008 The investment department of the Saudi American Bank from 2007 to 2003	Al-Rashid Trading and Contracting Company - Construction from 2000-2006
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	Name	Current position	Previous Position	Qualifications
9	Raed bin Abdul Aziz Abu Zinadah Board member for the current session	<ul style="list-style-type: none"> Member of the Board of Directors - Abdul Group Company Al Mohsen Al Hokair for Tourism and Development. Member of the Executive Committee - Abdul Group Company Al Mohsen Al Hokair for Tourism and Development. 	<p>General Supervisor and Advisor to HH Head of the Season - Saudi Seasons - Season 2019-2020 - Jeddah</p> <p>Senior Vice President for Business Development - Saudi Entertainment Projects Company - 2018-2019</p> <p>CEO of Sector Development - Authority Entertainment 2016-2018</p> <p>CEO - and Managing Partner - Saudi Racing Company 2009-2015</p> <p>Executive Director of Studies and Development and designs - Design Lines Company - Consulting Office for Architectural Studies 2006-2009</p> <p>Architectural Engineer Officer / Project Engineer - General Intelligence Headquarters – Administration Engineering 1999-2006</p>	<p>BA in Architectural Engineering - 1999 - King's University</p> <p>Saud holds a high diploma in value engineering Project Management 2003 University of California.</p>
10	Khalid Aneeb Member	<p>Executive Director of the Hospitality Sector at Al Hokair Group from 2012- until 2016</p> <p>General Manager of Bonyan Tree Hotel from 2010 to 2012</p>	<ul style="list-style-type: none"> CEO of Abu Dhabi National Company for hotels Member of the Board of Directors - Abdo Group Company Al Mohsen Al Hokair for Tourism and Development. Member of the Executive Committee - Abdi Group Company Al Mohsen Al Hokair for Tourism and Development. 	<p>Holds a master's degree - management Strathclyde - 2006 - Business University (UK) 2</p> <ul style="list-style-type: none"> Holds a Certificate in Hotel Science - Programmed by Cornell - 2003 University & Accor Academy Holds a business diploma - 1995 - Marketing and Export Programmed by Cornell University

	Name	Current position	Previous Position	Qualifications
11	Tariq Ziyad Sidairi	<ul style="list-style-type: none"> Vice President of the Gulf Capital Company 	<ul style="list-style-type: none"> Vice President of the Gulf Capital Company 	<ul style="list-style-type: none"> Vice President of the Gulf Capital Company MA - University Harvard - United States BA - University Williams
12	Abdulaziz Saleh Alrabdi	Bachelor of Industrial Management from King Fahd University of Petroleum and Minerals 1985	Bachelor of Industrial Management from King Fahd University of Petroleum and Minerals 1985	Bachelor of Industrial Management from King Fahd University of Petroleum and Minerals 1985
13	Walid Ibrahim Shoukry Member of the Audit Committee (Former)	<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 Chairman of the Board of Directors and Chairman of the Committee SALIK Audit, Risk and Governance Member of the Board of Directors of the Saudi Industries Company mechanics. Member of the Board of Directors of the Kanoo Group 	<ul style="list-style-type: none"> Member of the Board of Directors and member of the Audit Committee in MBCO. Member of the Board of Directors and Chairman of the Audit Committee in Abdul Mohsen Al Hokair Group for Tourism Company and development Member of the Board of Directors and member of the Nominations Committee And the rewards in the fund company are very Member of the investment committee in the Saudi Company SALIK for Agricultural Investment and Livestock Production Member of the Board of Directors and Chairman of the Investment Committee In the Saudi Egyptian Investment Company industrial 	<ul style="list-style-type: none"> Bachelor's degree in Industrial Management, specializing in Minor: Accounting from King Fahd University Petroleum and Minerals m 1989 State Certified Public Accountant United States CPA and UK Chartered Accountant in the Kingdom of Arabia Saudi Arabia. Bachelor's degree in Systems Management information from King Fahd University For Petroleum and Minerals 2002 MA in Management Business from University Rice of the States United States of America m 2010
14	Faisal Mohamed AlMalik	<ul style="list-style-type: none"> Chief Executive Officer - Abdul Mohsen Group Al Hokair Holding Member of the Board of Directors of any fund. that. B. Which The Arab Economic Portal for Investment. Member of the Board of Directors of the Investment Fund Real Estate - Jadwa Investment Company Member of the Nomination and Remuneration Committee, Company Abdul Mohsen Al Hokair Group for Tourism and development. Member of the Board of Directors of a company Abdul Mohsen Al Hokair Group for Tourism and Development from 2012 to 2021 Vice President for Financial Affairs of the company Abdul Mohsen Al Hokair Holding Group 11/18/2018 		<ul style="list-style-type: none"> Senior Relationship Manager - Corporate Banking at the National Commercial Bank, which is one of the largest commercial banks in the Arab Kingdom Saudi Arabia, and worked on attracting many companies and establishing a relationship with the bank by providing bank facilities for a period of two years, from January 2004 to October
15	Amin Elias Moukarzel Member of the Board (Former) Member of the Executive Committee (Former)	<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 Management Hospitality Member of the World Travel and Tourism Council Vice President of the International Hotel and Restaurant Association mediterranean sea Vice President IHRA Global East middle Manager at Flamingo Hotel Management Company Manager at Golden Tulip Al Sharq Company Middle and North Africa Lecturer in HORECA hotels and restaurants and coffee Lecturer at SHIC Lecturer at AHIC 	<ul style="list-style-type: none"> Director of the food department at the Carlton Hotel the news. Trainer in the management field of a Holiday Hotel The Abu Dhabi. Headed projects and real estate for EPPCO in Egypt United Kingdom and United States America and the United Arab Emirates. Member of the World Hotel Club. Member of the advisory board in a conference Arab investment. School management of hotels Hotel Beirut 1975 AD Postgraduate studies in hotel management from Holiday Inn University of America M 1984 CORNEL University, USA 1978 AD - 1982 AD Ph.D. Postgraduate Studies From Kennedy University California America M 1998 	

14.2 Names of companies inside or outside the Kingdom for which a member of the company's board of directors is a member of its current and previous boards of directors or one of its managers, as follows:

Names of companies in which a member of the board of directors is a member of their previous boards of directors or one of their managers

Inside/outside the Kingdom Names of companies in which a board member is a member of its previous boards of directors or one of their managers

Legal entity Listed shareholder Unlisted shareholding limited liability

Inside/outside the Kingdom

Names of companies in which a member of the board of directors is a member of their current boards of directors or one of their managers

Member's name

public contribution

inside the kingdom

Chairman of the Board of Directors of Abdul Mohsen Al Hokair Group for Tourism and Development

Mr.

Assistant Abdul Mohsen Al Hokair

Limited liability within the Kingdom Abdul Mohsen Al Hokair Holding Group

Closed shareholding inside the Kingdom Member of the Board of Directors in the Real Estate and Tourism Development Company

Private contribution outside the Kingdom Member of the Board of Directors in the European Company for Tourism and Hotel Investment

Limited liability within the Kingdom Director in the Board of Directors of Abdul Mohsen Al Hokair & Sons Holding Company

With limited liability within the Kingdom

Director in the Board of Directors, Tabuk Leisure and Commercial Enterprises Company

With limited liability within the Kingdom

Director in the Board of Directors of the Health Recovery Company

With limited liability within the Kingdom

Director in the Board of Directors, MENA Education and Human Resources Development Company

With limited liability within the Kingdom

General Manager of the Saudi Turkish Company for Building Destination Systems ¹⁰

With limited liability within the Kingdom

General Manager, Qassim Leisure and Commercial Enterprises Company

With limited liability within the Kingdom

Director on the Board of Directors of Al-Jusoor Trade Tourism Company

With limited liability within the Kingdom

Director on the Board of Directors of Asateer Leisure and Tourism Company

limited liability

mixed

inside the kingdom

Director on the Board of Directors of Riyadh Plastic Factory Company

Limited liability outside the kingdom

Director in the Board of Directors Asateer Leisure and Tourism Company

Names of companies in which a member of the board of directors is a member of their previous boards of directors or one of their managers

Inside/outside the Kingdom Names of companies in which a board member is a member of its previous boards of directors or one of their managers

Legal Entity Listed Share Unlisted Share

limited liability

Inside/outside the Kingdom

Names of companies in which a member of the board of directors is a member of their current boards of directors or one of their managers

Member's name

Director on the Board of Directors of Asateer Entertainment Company within the Kingdom with limited liability

Mr. Musaed Abdul Mohsen Al Hokairy

Director in the Board of Directors of Al Hokair Investment Company Abroad with Limited Liability

Manager at Musaed Abdul Mohsen Al Hokair Company Limited inside the Kingdom with limited liability

Manager at Mashaal Abdul Mohsen Al Hokair Company Limited inside the Kingdom with limited liability

Director on the Board of Directors of a company

Abdul Mohsin Abdul Aziz Al Hokair Limited

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inside the kingdom

limited liability

General Manager, Abraj Company

Khalidiyah

inside the kingdom

limited liability

Names of companies in which a member of the board of directors is a member of their previous boards of directors or one of their managers

Inside/outside the Kingdom Names of companies in which a board member is a member of its previous boards of directors or one of their managers

Legal Entity Listed Share Unlisted Share

limited liability

Inside/outside the Kingdom

Names of companies in which a member of the board of directors is a member of their current boards of directors or one of their managers

Member's name

public contribution

inside the kingdom

Abdul Mohsen Al Hokair Group Company for Tourism and Development

Mr.

Majed Abdul Mohsen Al Hokair

With limited responsibility inside the Kingdom General Manager of Riyadh Company for Tourism and Leisure Projects

limited liability

Inside the Kingdom Director on the Board of Directors of Abdul Mohsin Al Hokair Group

holding

limited liability

Inside the Kingdom Director on the Board of Directors of Abdul Mohsen Al Hokair & Sons Company

holding

Limited Liability within the Kingdom General Manager of the Gulf Entertainment Company

limited liability

Inside the Kingdom Director in the Board of Directors Tabuk Entertainment Enterprises

and commercial

Sami Abdulmohsen Alhokair

Names of companies in which a member of the board of directors is a member of their previous boards of directors or one of their managers

Inside/outside the Kingdom Names of companies in which a board member is a member of its previous boards of directors or one of their managers

Legal Entity Listed Share Unlisted Share

limited liability

Inside/outside the Kingdom

Names of companies in which a member of the board of directors is a member of their current boards of directors or one of their managers

public contribution

inside the kingdom

Abdul Mohsen Al Hokair Group Company for Tourism and Development

Closed shareholding inside the Kingdom Chairman of the Board of Directors of Tanami Arabia Limited (Closed Shareholding)

Limited liability within the Kingdom Director in the Board of Directors of Abdul Mohsen Al Hokair Holding Group

Public shareholding inside the Kingdom Member of the Board of Directors of the Saudi Airlines Catering Company

Limited liability within the Kingdom Member of the Board of Directors of the Strategic Catering Company

Mixed Abroad Member of the Board of Directors of the European Company for Tourism and Hotel Investment

A special contribution within the Kingdom

General Manager of Half Moon Beach Resort Company

Limited liability outside the kingdom

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General Manager of Sparky's Land Entertainment Games

Limited liability outside the kingdom

General Manager, Sparkys Digital Land Entertainment Games

Limited liability outside the kingdom

General Manager of Sparky's Oceanica Entertainment Games

Limited liability outside the kingdom

General Manager of Digital Land Entertainment Games - Ras Al Khaimah

Limited liability outside the kingdom

Director on the Board of Directors of Asateer Leisure and Tourism Company

Limited liability outside the kingdom

Director on the Board of Directors of Al Hokair Investment Company

Limited liability within the Kingdom

Director on the Board of Directors of the Marine Tourism Company

Sami Abdulmohsen Alhokair Managing Director

Names of companies in which a member of the board of directors is a member of their boards of directors the former or its directors

Inside/outside the Kingdom Names of companies in which a member of the board of directors is a member of its previous boards of directors or

of its directors Legal entity Listed shareholder Unlisted shareholder

limited liability

Inside/outside the Kingdom

Names of companies in which a member of the board of directors is a member of their current boards of directors or one of their managers

Limited liability within the Kingdom Director in the Board of Directors of Abdul Mohsen Group Holding Company

Limited liability within the Kingdom Director in the Board of Directors Abdul Mohsin Al Hokair & Sons Holding Company

Limited Liability within the Kingdom Manager in Sami Abdul Mohsen Al Hokair Company Limited

Limited liability within the Kingdom Director in the Board of Directors of Abdul Mohsin Abdul Aziz Al Hokair Company Limited

With limited responsibility inside the Kingdom, Director in the Board of Directors of A'ayan Real Estate Development Company Ltd.

Limited Liability within the Kingdom Director in the Board of Directors The City Pearl Hotel Company

Shareholding closed outside the Kingdom Member of the Board of Directors of Al-Batnah Company

Shareholding closed outside the Kingdom Member of the Board of Directors of the Tunisian Company for Tourism

Member Name : Tariq Ziyad Al-Sudairi

Names of companies in which a member of the board of directors is a member of their boards of directors the former or its directors

Inside/outside the Kingdom Names of companies in which a member of the board of directors is a member of its previous boards of directors or

of its directors Legal entity Listed shareholder Unlisted shareholder

limited liability

Inside/outside the Kingdom

Names of companies in which a member of the board of directors is a member of their current boards of directors or one of their managers

Closed shareholding inside the Kingdom Managing Director and CEO of Jadwa Investment Company

A joint stock company not listed in the Kingdom Member of the Board of Directors of Al-Rajhi Consolidated Investment Holding Company

Listed shareholding inside the Kingdom Member of the Board of Directors of Abdul Mohsen Al Hokair Group for Tourism and Development

Limited liability within the Kingdom Member of the Board of Directors of Saudi Aramco Base Oils Company - Luberef

With limited responsibility inside the Kingdom, Director in the Board of Directors of A'ayan Real Estate Development Company Ltd.

With limited liability outside the Kingdom, Vice President of Gulf Capital Company

Limited Liability Outside the Kingdom Director of McKinsey & Company

Limited liability outside the Kingdom Consultant for LEXICON

Member Name : Faisal Muhammad Al Malik

Names of companies in which a member of the board of directors is a member of their boards of directors the former or its directors

Inside/outside the Kingdom Names of companies in which a member of the board of directors is a member of its previous boards of directors or

10

of its directors Legal entity Listed shareholder Unlisted shareholder

limited liability

Inside/outside the Kingdom

Names of companies in which a member of the board of directors is a member of their current boards of directors or one of their managers

Public shareholding inside the Kingdom Member of the Board of Directors of Abdul Mohsen Al Hokair Group for Tourism and Development Company

There is no unlisted joint stock company inside the Kingdom

Member Name : Walid Ibrahim Shoukry

Names of companies in which a member of the board of directors is a member of their boards of directors
the former or its directors

Inside/outside the Kingdom Names of companies in which a member of the board of directors is a member
of its previous boards of directors or

of its directors Legal entity Listed shareholder Unlisted shareholder
limited liability

Inside/outside the Kingdom

Names of companies in which a member of the board of directors is a member of their current boards of
directors or one of their managers

Public shareholding inside the Kingdom Member of the Board of Directors of Abdul Mohsen Al Hokair Group
for Tourism and Development Company

Closed shareholding inside the Kingdom Member of the Board of Directors of the Saudi Mechanical
Industries Company

Saudi Contribution inside the Kingdom Vice Chairman of the Board of Directors and Chairman of the Audit,
Risks and Governance Committee of SALIC

Limited liability outside the kingdom

Member of the Board of Directors of the Kanoo Group

Public shareholding inside the Kingdom

Member of the Board of Directors and Member of the Audit, Risk and Compliance Committee of MEPCO
limited liability

Inside the Kingdom Member of the Board of Directors and Chairman of the Audit, Risk and Compliance
Committee of Al-Mutabouli Group

inside the kingdom

Member of the Audit Committee of Bupa Insurance Company

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Public shareholding inside the Kingdom Takween Advanced Industries Company inside the Kingdom

Member of the audit committee at the Saudi Electricity Company
limited liability

Outside the Kingdom Member of the Board of Directors and Chairman of the Audit and Risk Committee and
Member of the Remuneration Committee at Orcon International

inside the kingdom

Member of the Audit Committee of the General Authority for Military Industries

Accounting office inside the Kingdom The main partner in the Kingdom PricewaterhouseCoopers Aljareed
outside the Kingdom

Member of the Audit Committee of Ma'aden Company

Audit office outside the Kingdom Member of the Middle East Department PricewaterhouseCoopers accounting office

Inside the Kingdom Executive Partner of Al Jared & Co. A member of PricewaterhouseCoopers International Zakat and Consultation Office

Inside the Kingdom Partner of Al Jared & Co. A member of PwC International Willowing Touch

Daffel/Farah Al-Mamlaka	The names of the companies that have been pardoned by the board of directors in	Legal Statement Listed Joint Stock Unlisted Joint Stock Limited Liability	Dahl/Darge Filled	Names of the companies that are pardoned by the board of directors in their current boards of directors or from their manager	the name of
inside the filling	General Manager of L'azurde Company	public share	inside the filling	Pardon the Board of Directors of Abdul Mohsen Al-Hayer Group for Tourism and Development	Abdul Az
inside the filling	General Manager of NADEC	closed contribution	inside the filling	Pardon the Board of Directors of the Saudi Agricultural Investment and Livestock Production Company Salik	
inside the filling	Pardon the board of directors of the company 'Takween	public share	inside the filling	Pardon the Board of Directors of Abdullah Al-Othaim Markets Company	
inside the filling	Pardon the Board of Directors of the Saudi United Cooperative Insurance Company	closed contribution	inside the filling	Pardon the Board of Directors of Al Obaian Glass Company	
inside the filling	Pardon Committee for Agricultural Investment and Livestock	closed contribution	inside the filling	The Board of Directors of the Saudi Recycling Company amnesty	

Duffel/Out of the Filling	The names of the companies that have been pardoned by the board of directors in	Legal Statement Listed Joint Stock Unlisted Joint Stock Limited Liability	Duffel/Out of the Filling	The names of the companies that are pardoned by the board of directors in their current boards of directors or from their managers	the name of
		public share	inside the filling	Pardon the Board of Directors of Abdul Mohsen Al-Hayer Group for Tourism and Grooming	Amin
		Limited liability	out filled	Manager at Flamgo Hotel Management Company	
		Limited liability	out filled	Manager at Golden Tulip Middle East and North Africa	
		closed contribution	out filled	Pardon of the Board of Directors at the Lebanese American University of Beirut	
	There is no				

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Inside/outside the Kingdom	The names of the balconies for which the board of directors is pardoned in their	Legal Entity Listed Joint Stock Unlisted Limited Liability	Inside the Kingdom	Names of the balconies for which the board of directors is pardoned in their current boards of directors or from their directors	the na
		public share	inside the kingdom	Pardon the Board of Directors and Chairman of the Audit Committee in the Abdul Mohsen Group Company!	Amr Ab
		closed contribution	inside the kingdom	Pardon the board of directors and amnesty for the nominations and rewards in the very funds Saghdoq Company	
		closed contribution	inside the kingdom	Excuse me for investing in the Saudi Company for Agricultural Investment and Livestock Production Salik	
		Marriage contribution	Outside the kingdom	The Board of Directors and Chairman of the Board of Directors of the Investment Authority in the Saudi Al-Maariva Company for Informed	
	There is no				

14.3 Composition of the Board of Directors and the appointment of its members:

above, the previous board of directors ended on 04/18/2021 AD and for the new term “starting from 04/19/2021 (“executive - non” executive - independent)

Spontaneous abuse Executive / non-executive / exploiter	the name of pardon	
non-executive	Musaed bin Eid Al-Mohsen Al-Hokair	1
Executive (in the previous term) and non-executive (in the new term)	* Majid bin Eid Al-Mohsen Al-Hokair	2
Exploiter (in the previous cycle) and non-executive exploiter (in the new cycle)	Amr bin Eid Al-Aziz Al-Jalal	3
Executive (in the previous and new session)	Sami bin Eid Al-Mohsen Al-Hokair	4
exploited	Tariq Ziyad Al-Sudairi	5
exploited	Eid Al-Aziz Saleh Al-Rabdi	6
non-executive	Fail Mohammed Al Malik	7
exploited	Walid Ibrahim Shukry	8
non-executive	Amin Elias Moukarzel	9
non-executive	Bandar bin Khalid bin Eid Al Mohsen Al Hokair*	10
exploited	Fayal bin Muhammad Shakir*	11
exploited	Ramzi bin Kanaan Youssef Abu Nagra*	12
exploited	Iyad bin Eid Al-Rahman Alinian*	13
exploited	Raed bin Eid Al-Aziz Abu Zinadah*	14
exploited	Khaled Anib*	15th

14.5 Attendance and Walada, for the Board of Directors meeting for the year 2021 :-

I rarely read the names of the members of the board of directors, the number of meetings that the administration's obsession hated for the next fiscal year, and the dates of their meeting, and the record of the lapse of each meeting clarified the number of board meetings held for the year 2021 for the previous session on 04/18/2021 AD and for the new session Which 'we start with 04/19/2021 coming on 12/31/2021 AD, and that's after they sprang from them before the assembly of the company, which 'we know about on the date of 04/18/2021 AD , as follows :

Total	Sixth meeting 29/12/2021	is not 10/27/2021	The meeting 12/202021	The Third Obedience	second meeting 04/18/2021	first meeting 02/25/2021	to be safe	to name	
6	holes	holes	red	red	red	red	Chairman of the Board of Directors (for the previous session)	Musaed bin Abdul Mohsen Al Hokair	1
6	holes	holes	holes	holes	holes	holes	Vice Chairman of the Board (for the previous term) Chairman of the Board of	* Majid bin Abdul Mohsen Al Hokair	2
6	holes	holes	holes	holes	holes	holes	Council pardon (for the previous session) Vice-chairman of the Council	Amr bin Abdulaziz Al-Jalal	3
6	holes	holes	holes	holes	holes	holes	Pardon the Managing Director	Sami bin Abdul Mohsen Al Hokair	4
1	-	-	-	-	-	holes	Board of Directors amnesty (for the previous session)	Tariq (Bad Al-Sudairy)	5
1	-	-	-	-	-	holes	Board of Directors amnesty (for the previous session)	Abdulaziz Haleh Al-Rabdi	6
1	-	-	-	-	-	holes	Board of Directors amnesty (for the previous session)	Fimel Mohammed Al Malik	7
1	-	-	-	-	-	holes	Board of Directors amnesty (for the previous session)	Walid Ibrahim Shukry	8
1	-	-	-	-	-	holes	Board of Directors amnesty (for the previous session)	Amin Elias Moukarzel	9
5	holes	holes	holes	holes	holes	-	Board of Directors amnesty (for the new session)	Bader bin Naled bin Abdul Mohsen Al Hokair*	10
5	holes	holes	holes	holes	holes	-	Board of Directors amnesty (for the new session)	Famil bin Mohammed Shakir*	11
5	holes	holes	holes	holes	holes	-	Board of Directors amnesty (for the new session)	Ramzi bin Falaan Yousef Abu Nagra*	12
5	holes	holes	holes	holes	holes	-	Board of Directors amnesty (for the new session)	Iyad bin Abdul Rahman Al-Baghyan*	13
5	holes	holes	holes	holes	holes	-	Board of Directors amnesty (for the new session)	Raed bin Abdul Aziz Abu Zinadah*	14
5	holes	holes	holes	holes	holes	-	Board of Directors amnesty (for the new session)	naled anib*	15th

14.6 General assemblies of shareholders held during the fiscal year 2021

The following is broadly, members, of the Board of Directors for the previous session held on 04/18/2021 and for the Hodeidah session starting from 04/19/2021 AD until 31/12/2021 AD who attended the general assemblies of the honorees held in the year 2021 AD, the number of votes , and the dates of its convening, and the attendance record of each assembly-e, as follows:

Total	Fourth Assembly Meeting 12/15/2021	Third Assembly Meeting 07/08/2021	The second assembly meeting 06/27/2021	First Assembly Meeting 04/18/2021	<i>to be safe</i>	<i>to name</i>	
1	-	-	-	red	Chairman of the Board of Directors (for the Saiga session)	Musaed bin Aad Al Mohsen Al Hokair	1
4	holes	holes	holes	holes	Vice Chairman of the Board (for the previous term) Chairman of the Board of	* Majid bin Abdul Mohsen Al Hokair	2
4	holes	holes	holes	holes	No. 9 Council (for the previous session) Vice-chairman of the Council (for the	Amr bin Abdulaziz Al-Jalal	3
4	holes	holes	holes	holes	Managing Director	Sami bin Abdul Mohsen Al Hokair	4
1	-	-	-	holes	AG 9 Board of Directors (for the previous session)	Tariq Lapad Al-Sudairy	5
1	-	-	-	holes	AG 9 Board of Directors (for the previous session)	Abdulaziz Haleh Al-Rabdi	6
1	-	-	-	holes	Board of Directors amnesty (for the previous session)	Fimel Mohammed Al Malik	7
1	-	-	-	holes	Board of Directors amnesty (for the previous session)	Walid Ibrahim Shukry	8
1	-	-	-	holes	Board of Directors amnesty (for the previous session)	Amin Elias Moukarzel	9
3	holes	holes	holes	holes	AG 9 Board of Directors (for the new term)	Bader bin Naled bin Abdul Mohsen Al Hokair*	10
3	holes	holes	holes	holes	AG 9 Board of Directors (for the new term)	Famil bin Mohammed Shakir*	11
3	holes	holes	holes	holes	AG 9 Board of Directors (for the new term)	Ramzi bin Falaan Yousef Abu Nagra*	12
3	holes	holes	holes	holes	AG 9 Board of Directors (for the new term)	Iyad bin Abdul Rahman Al-Baqhyan*	13
3	holes	holes	holes	holes	AG 9 Board of Directors (for the new term)	Raed bin Abdul Aziz Abu Zinadah*	14
3	holes	holes	holes	holes	AG 9 Board of Directors (for the new term)	Khaled Anib*	15th

14.8 Debian with the dates of the degrading assemblies of shareholders held during the financial basket for the year 2020 AD, and the names of the board of directors who attended these meetings, as per the following cases:

First Assembly Meeting June 1 , 2020		<i>The name</i>
company procedures	<i>p15/12/2021</i>	At the identity level B
company procedures	<i>p 12/14/2021</i>	At the identity level A
company procedures	<i>p 7/11/2021</i>	At the identity level A
company procedures	<i>p13/10/2021</i>	At the identity level A
company procedures	<i>p261812021</i>	At the identity level A
company procedures	<i>p25/8/2021</i>	At the identity level A
company procedures	<i>p 81712021</i>	At the level of investment portfolios A
company procedures	<i>p27/6/2021</i>	At the identity level A
company procedures	<i>p2/6/2021</i>	At the identity level A
company procedures	<i>p18/4/2021</i>	At the identity level A
company procedures	<i>p12/4/2021</i>	At the identity level A
company procedures	<i>p11/2/2021</i>	At the identity level A

14.9 The remunerations of the members of the Board of Directors for the previous session, held on 04/18/2021 :

	Variable Rewards									fixed rewards			The name	M			
instead of favors for total cells	Indemnity	Total	Granted Shares). The value is entered.	long term motivational plans	Short-term 'motivational plans'	Regular bonuses	'A share of the profits'	Total	Remunerations of the Chairman of the Board and the Managing Director or Rewarding technical, administrative and advisory work with in- kind benefits	Total allowance for the sessions of the committees	Seating allowance for council sessions	a certain amount					
Old: Freelancers																	
0	85,980	0	0	0	0	0	0	0	85,980	0	0	0	9000	3000	73,980	Mrs. Tariq Ziyad Al-Sudairi	1
0	82,980	0	0	0	0	0	0	0	82,980	0	0	0	6000	3000	73,980	Mr. Abdulaziz Haleb Al-Rabdi	2
0	79,980	0	0	0	0	0	0	0	79,980	0	0	0	3000	3000	73,980	Mr. Walid Ibrahim Shoukry	3
0	79,980	0	0	0	0	0	0	0	79,980	0	0	0	3000	3000	73,980	Mr. Amr Abdel Aziz Al-Jalal	4
	82,980								82,980				6000		73,980	I insult Elias Akrazel	5
0	411,900	0	0	0	0	0	0	0	411,900	0	0	0	27,000	15,000	369,900	Total	
Second: non-executive relatives																	
0	78,980	0	0	0	0	0	0	0	78,980	0	0	0	0	3000	73,980	Mr. Saed Abdul Mohsen Al Hokair	5
0	82,980	0	0	0	0	0	0	0	82,980	0	0	0	6000	3000	73,980	Abed Abdul Mohsen Al Hokair	6
0	79,980	0	0	0	0	0	0	0	79,980	0	0	0	3000	3000	73,980	Fimel Mohammed Al Malik	7
0	239,940	0	0	0	0	0	0	0	239,940	0	0	0	9000	9000	221,940	Total	
Third: the executives																	
0	82,980	0	0	0	0	0	0	0	82,980	0	0	0	6000	3000	73,980	Mr. Sai Abdul Mohsen Al Hokair	9
0	82,980	0	0	0	0	0	0	0	82,980	0	0	0	6000	3000	73,980	Total	
0	734,820	0	0	0	0	0	0	0	734,820	0	0	0	42,000	27,000	663,820	total summation	

14.10 Afel remuneration, the board of directors for the new term starting from 19/4/2021 until 31/12/2021

									Variable Rewards			fixed rewards			The name	M
instead of favors	for total cells	Reward for service aura	Total	Granted Shares (Value to be entered) long term motivational plans	Short-term 'motivational plans'	Regular rewards	'A share of the profits'	Total	The remuneration of the chairman of the council and the delegated pardon or Rewarding technical, administrative and advisory work with in-kind benefits	Total seat allowance for committee sessions	Seating allowance for council sessions	a certain amount				
Old: Aal, Freelancers																
0	170,836	0	0	0	0	0	0	170,836	0	0	0	15,000	15,000	140,836	Ramzi Qanaan Abu Naara	1
0	167,836	0	0	0	0	0	0	167,836	0	0	0	12,000	15,000	140,836	Film Mamed Shaker	2
0	158,836	0	0	0	0	0	0	158,836	0	0	0	3000	15,000	140,836	Iyad Abdul Rahman Al-Bunyan	3
0	158,836	0	0	0	0	0	0	158,836	0	0	0	6000	15,000	140,836	Raed Abdel Aziz Abu Zinada	4
0	166,836	0	0	0	0	0	0	164,836	0	0	0	9000	15,000	140,836	naled anib	5
0	821,180	0	0	0	0	0	0	821,180	0	0	0	45,000	72,000	704,180	Total	
Second: the poor, non-executive																
0	155,836	0	0	0	0	0	0	155,836	0	0	0	0	15,000	140,836	Majed Abdul Mohsen Al Okair	5
0	170,836	0	0	0	0	0	0	170,836	0	0	0	15,000	15,000	140,836	Amr Abdel Aziz Al-Jalal	6
0	155,836	0	0	0	0	0	0	155,836	0	0	0	0	15,000	140,836	Bendernald Abdul Mohsen Al Hokair	7
0	482,508	0	0	0	0	0	0	482,508	0	0	0	15,000	45,000	422,508	Total	
Third: Al-Afal, executives																
0	164,836	0	0	0	0	0	0	164,836	0	0	0	9000	15,000	140,836	Sami Abdel Mohsen Al Hokair	9
0	166,836	0	0	0	0	0	0	164,836	0	0	0	9000	15,000	140,836	Total	
0	1,468,524	0	0	0	0	0	0	1,468,524	0	0	0	69,000	132,000	1,267,524	total summation	

14.11 Committees of the Board of Directors:

First: The names of the committee members for the new term starting from 19/04/2021 . Their current and previous jobs and qualifications, as follows:

Qualifications	previous jobs	High Functions	1 dm
<p>Member of the Managing Director - Abdul Mohsen Al Hokair Group for Tourism and Development</p> <p>Head of the Executive Committee - Abdul Mohsen Al Hokair Group for Tourism and Grooming</p> <p>Owner and General Manager - Sami Bin Abdul Mohsen Al Hokair Co. Ltd. (Limited Liability)</p> <p>Member of the Board of Directors and Partner - Abdul Mohsen Al Hokair Holding Group</p> <p>Member of the Board of Directors and Partner - Abdul Mohsin Al Hokair & Sons Holding Company</p> <p>Chairman of the Board of Directors - Tatami Arabia Company Ltd. Member of the Board of Directors - Saudi Airlines Catering Company (Public Shareholding)</p> <p>Member of the Board of Directors and Partner - Abdul Mohsin Al Hokair Co. Ltd</p>	<p>Development Group Company, feeder, from 6/2012 to 31/12/2017</p>	<p>Sahi bin Abdul Mohsen Al Hokair</p> <p>Chairman of the Executive Committee (High)</p> <p>Tonic for the Executive Committee (previous)</p>	
<p>Holds a Bachelor's degree in Administrative Sciences - King Saud University in</p>	<p>Partner - I count the Al-India initiative (limited liability)</p> <p>Member of the Board of Directors - "Tonem Real Estate and Tourism" company (Contribution closed)</p> <p>Board Member</p> <p>Member of the Board of Directors and Partner - Sparky's Land Amusement Games Company (UAE) (Limited Liability)</p>		
<p>Member of the Board of Directors and Partner - Sparky's Digital Land Recreational Games Company (UAE) (Limited Liability) and Development (Feeding from 2006 to 2008)</p> <p>Ago Board of Directors, Chief Executive Officer and delegated pardon - Hajmoa Abd Al Mohsen Al Hokair Company for Tourism and Development (disability grant) (Feeding from 2008 AD until 2021)</p>			
<p>Pardon the Executive Committee - Abdul Mohsen Al Hokair Group for Tourism and Development Company (Public Shareholding) (Feeder dated 04/18/2018 - until 1810412021)</p>			
<p>Vice Chairman of the Tourism Committee in the Chamber of Commerce and Immunology in the Eastern Province, nourishing from 2000 AD to 2003 AD</p>			
<p>Pardon in the Tourism Committee of the Eastern Province Emirate, feeder from 2000 AD until 2003 AD CEO and delegated pardon - Abdul Mohsen Al Hokair Tourism and</p>			

Qualifications	Previous Positions	Curent Jobs
<p>He holds a master's degree in Business Administration - December 2002 - Old Dominion University - Norfolk, Virginia</p> <p>Get a Bachelor's degree - Business Administration and Marketing - February 1999 - King's University</p>	<p style="text-align: center;">لاسم</p> <p>Head of Wealth and Investment Management at Barclays Bank Barclays Bank - Saudi Arabia (from 01/21/2012 to 06/18/2013)</p> <p>Head of Wealth Management Auda Capital (from 01/03/2011 until 17/01/2012)</p> <p>Gulf Wealth Management for Investments (from 01/11/2010 to 01/12/2011)</p> <p>SABB Bank - The Saudi British Bank (from April 2003 until October 2010)</p> <p>Merrill Lynch, USA, Virginia (June 2002 - Dec 2002)</p> <p>General Dynamics Arabia, Counted - Director of "New Business Development (From 07/04/1999 to 08/16/2000)</p>	<p>Partner and CEO of Omanya Food Company, Pardon of the Board of Directors - Spimaco Pharmaceutical Company Pardon of the Board of Directors - Arak Intimate Care Company Chairman of the Board of Directors - Spimaco Morocco Company Vice Chairman of the Board of Directors - Spimaco Company Mammam Chairman of the Board of Directors- Al-Qaim Medical Company.</p> <p>Pardon the Board of Directors - National Bank of Kuwait Wealth Management. Pardon the Board of Directors - Aseer Company for Trade, Tourism and Immunity.</p> <p>Pardon Board of Directors - Abdul Mohsen Al Okair Group for Tourism and Development.</p> <p>Pardon the Executive Committee - Abdul Moasan Al Okair Group for Tourism and Development.</p> <p>Amnesty Legislation and Rewards Committee - Abdul Moasan Al Okair Group for Tourism.</p>
<p>Hold a Bachelor's degree in Architectural Engineering - 1999 -</p>	<p style="text-align: center;">General Supervisor and Adviser to His Highness the President of the Season - Mawasem</p>	<p style="text-align: center;">Pardon Board of Directors - Group Company</p>
<p>King Saud University holds a diploma</p>	<p style="text-align: center;">Saudi Arabia - Jeddah Season - 2019-2020</p> <p>Senior Vice President of Business Development - Projects Company</p> <p>Saudi Entertainment - 2018-2019</p>	<p>Abdel-Moasan Al-Akir Tourism and Development. Pardon Executive Committee - Group Company</p>
<p>High Value Engineering Project Management 2003 University</p>	<p>CEO of Al Qatta Development - Entertainment Authority 2016-2018 CEO - and Managing Partner - Saudi Racing Company 2009-2015</p> <p>Executive Director of Studies, Development and Finalization - Design Lines Company - Consulting Office for Architectural Studies 2006-2009</p>	<p>Abdel-Moasan Al-Anber for Tourism and Development.</p>
<p>« <i>Y1fory1</i></p>		<p>Famil bin Mamed Shaker Uncle of the Executive Committee (previote high)</p>
		<p>Raed bin Abdul Aziz Abu Zinadah</p>
		<p>Amnesty Executive Committee</p>
		<p>Architect / Project Engineer Officer - General Intelligence Presidency - Engineering Department 1999-2006</p>

Master's degree Administration	Qualification	Current Jobs	Previous Jobs	الاسم
<p>Strathclyde University (UK) 2 - 2006</p> <p>Obtained a degree in the sciences of Gentaqia - 2003 - Programmed by Cornell University & Accor Academy</p> <p>Holds a Diploma in Marketing and Export Business - 1995 - Programmed by Cornell University & Accor Academy</p>		<p>Executive Director of the Guyava Catering in Al Hokair Group from -2012 to 2016</p> <p>General Manager of Banyan Tree Hotel from 2010 to 2012</p>	<p>Member of the Board of Directors - Abdul Mohsen Al Hokair Group for Tourism and Development.</p> <p>£GO Executive Committee - Group Company £4 Bed Al Mohsen Al Hokair Tourism and Development.</p>	<p>Khaled Ellip</p> <p>Amnesty Executive Committee</p>
<p>He holds a Bachelor's degree in Marketing from King Fahd University of Petroleum and Minerals.</p> <p>He took a course in hotel management from Switzerland.</p> <p>He received many courses in the field of tourism investment.</p> <p>He took many courses in the field of Islamic banking.</p> <p>He took many courses in the field of insurance.</p> <p>He received many courses in the field of finance and financial management</p>		<p>Executive Vice President and General Manager for Catfish Entertainment (from 2015 to January 2022)</p> <p>General Manager Sparky's - Multiple Emirates - MEN -2015 Until January 2022</p> <p>Executive Vice President of Business Development - from -2010 to June 2015</p> <p>Relationship Manager - Companies and Commercial Banks - SABB Bank</p>	<p>The delegated pardon - Hajan Real Estate Company - from September -2021 to date</p> <p>Head of the Saudi Arrows Athletics from September 2021 until "his history</p> <p>Pardon Executive Committee (from 04/19/2021 - to date) President of MINALAC, Middle East and North Africa Entertainment and Attractions Council</p> <p>Executive Director - Events Oasis - Abdul Mohsen Al Hokair Tourism Group (from 2019 to date)</p> <p>CEO, Lux Entertainment, Cinépolis Gulf (from 2018 to date)</p> <p>Executive Director, Awoul Hotel Benefits Company (from 2018 to date)</p>	<p>Mishaal bin Abdul Mohsen</p> <p>1 Hajji 1</p> <p>Executive Committee Member</p>

Qualifications	previous jobs	Current Jobs	1 bad
<p>· Holds a Master's degree in Business Administration 1999 AD - 1997 AD Harvard University Boston</p> <p>· I have a master's degree in engineering Chemical 1992 - 1990 University of Texas at Austin</p> <p>· Holds a Bachelor's degree in Engineering Chemical 1987 AD - 1984 AD University of Tunis</p>	<p>· Chairman of the Board - MetLife EGNP (Public Shareholding (Boot for the year 2013-2020)</p> <p>· Chairman of the Board - BTECH UBS (Contribution unlocked) (year 2019)</p> <p>· Pardon the Board of Directors - Kuwait Laboratories Liability Company (Limited Liability) (Board year 2014 - 2016)</p> <p>· Pardon Board of Directors - Abdullah Turki Al-Fahyan Sons Company (closed contribution) (2018)</p> <p>· Pardon Board of Directors - Abdul Mohsen Al Hokair Group (Limited Liability) (in 2019)</p> <p>· Pardon Board of Directors - Gulf Merger (Self Limited Liability) (2013)</p>	<p>· Consultant - Gulf Merger Company (Self) Limited Liability) amnesty for investment</p> <p>· - Abgha Mubadala 'Turki Al-Fahyan Company (Closed Joint Stock Company)</p> <p>· £GO Board of Directors - Group Company Abd Mohsen Al Hokair Tourism and Development</p> <p>· Chairman of the Audit Committee - BED Group Company Mohsen Al Hokair Tourism and Development</p>	<p>Ramzi bin Kanaan Abu Khafra, Chairman of the Audit Committee</p>
<p>· Advanced Management Program - Management (Harvard University, USA) 2014-</p> <p>· Master's - Business Administration (King's University Saud) 2004-</p> <p>· Bachelor of Accounting (King's University Saud) 1992-</p> <p>· Certified Public Accountant CPA (Washington State, United States of America) 2001-</p> <p>· Certified Public Accountant (SOCPA) (Saudi Certified Public Accountants Organization) 1996-</p>	<p>· Chief Financial Officer and a number of rapists at ARASCO (2005 - 2017)</p> <p>· Head of the Dependent Quality Unit at Magdoud Al-Ghamma Al-Fafa'i (2002 - 2005)</p> <p>· Several rapes in Agdok Al-Fafa'i (1992 - 2002)</p>	<p>· Chief Financial Officer of Musk Investments.</p> <p>· Announcing the Board of Directors and Chairman of the Audit Committee - Al-Khorayef Tracking Water and energy.</p> <p>· Member of the Board of Directors - Mask Logistics.</p> <p>· Member of the Board of Audit - Thakher Real Estate Investment</p> <p>· Head of the audit committee - Al-Fadhili Housing Company</p>	<p>Suleiman bin Muhammad Al-Quhaidan, head of the audit committee</p>

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Chairman of the Audit Committee, Abdul Mohsin

CEO of Dr. Sulaiman Al Habib Commercial

Qualification	Previous Jobs	Current Jobs	
<p> Holds a Master's degree in Business Administration from Rice University</p> <p> Holds a Bachelor's degree in Information Systems Management from King Fahd University of Petroleum and Minerals</p>	<p>04/19/2018- until 04/2021/ Lama</p> <p>Pardon the Board of Directors of Abdul Mohsen Al Hokair Group for Tourism and Development (since 06/26/2019</p> <p>- Until 04/18/2021</p> <p>President. Private Equity and Investment Management in Jadwa Investment Company 2014 - 2020</p> <p>vice president. Investment banking at Saudi Fransi Capital - 2012 - 2014</p> <p>Al-Rashid Trading and Contracting Company - Construction from -2000</p> <p>Tate 2006</p> <p>Pardon the Board of Directors - Al-Ataad Insurance Company - (public shareholding).</p> <p>Pardon the Board of Directors - Wafra for Immunization and Development Company - (Public Shareholding)</p> <p>Pardon Board of Directors - Abdul Mohsen Al Hokair Group for Tourism and Development</p> <p>Chairman of the Nominations and Remunerations Committee - Abdul Mohsin Al Hokair Group for Tourism and Development.</p>	<p>Vice Chairman of the Board of Directors of Majmouma Abdul Mohsin Al Hokair Company for Tourism and Development.</p> <p>Member of the Audit Committee, Abdul Mohsen Al Hokair Group for Tourism and Development.</p> <p>Member of the Board of Directors of the National Agricultural Development Company (NADEC).</p> <p>Head of the Nominations and Remunerations Committee - Administration of the National Agricultural Development Company (NADEC).</p> <p>The delegated pardon - Alargan Projects Company - real estate investment and development</p> <p>Pardon the Executive Committee - Argan Projects Company</p> <p>Pardon of the Nomination and Remuneration Committee - Knowledge Economic City Company</p> <p>Pardon of the Nomination and Remuneration Committee and Pardon of the Risk Committee - Union Insurance Company (Public Shareholding)</p> <p>Pardon Nomination and Remuneration Committee - Wafra Immune and Development Company (Public Shareholding)</p> <p>Pardon the Board of Directors - Alargan Projects Company.</p> <p>Pardon of the Board of Directors - Knowledge Economic City Company</p>	<p>Amr bin Abdulaziz Al-Jalal</p> <p>Pardon the Monitoring Committee</p> <p>Iyad bin Abdul Rahman Al-Bunyan</p> <p>, Chairman of the Nominations and Remunerations Committee</p>

Bachelor's degree - Architectural Engineering - King Salady University in 1999

Sharbak and CEO of Omariya Food Company. Pardon of the Board of Directors - Spimaco

Group for Tourism and Development.

Pardon Nomination and Remuneration Committee - Abdul Mohsin Al Hokair Group for Tourism.

Holds a master's degree in the field of study
-College of Management, Business and Public Administration - December 2002 - Old Dominion University - Norfolk, Virginia
Hold a Bachelor's degree - Business Administration and Marketing - February 1999 - King Saud University

Previous Jobs *Current Jobs* 30/2017) Head of

Chairman of the Board of Directors - SPIMACO Morocco
Company Vice Chairman of the Board of Directors - SPIMACO Company Mamar Chairman of the Board of Directors - Al-Qaim Medical Company.
Pardon the Board of Directors - National Bank of Kuwait to manage the grooves.
Pardon the Board of Directors - Aseer Company for Trade, Tourism and Immunity.
Pardon Board of Directors - Abdul Mohsen Al Hokair Group for Tourism and Development.
Pardon the Executive Committee - Abdul Mohsen Al Hokair Chief Executive Officer - Abdul Mohsen Al Hokair Group

Wealth and Investment Management at Barclays Bank Barclays Bank - Saudi Arabia (from 01/21/2012 to 06/18/2013) Head Auda Capital Wealth Management (from 01/03/2011 to 01/17/2012) Gulf Wealth Management for Investments (from 01/11/2010 to 12/01/2011) SABB Bank - The Saudi British Bank (from April 2003 to October 2010)
Merrill Lynch Corporation. United States of America. Faisal bin Mohammed Shakir
Virginia (from June 2002 to December 2002)
Strengthening the Nomination and Remuneration Committee
General Dynamics Arabia. Ltd - New Business Development Manager (From 07/04/1999 until 16/08/2000

Standing

Bachelor of Science in Immunological Engineering from King Saud University (1998 AD). 0He holds a credit analysis certificate from Chase Manhattan Bank in New York (USA) while

0 pardon the board of directors and no. that. with me. I Economic Portal - Arab Investments.
0 Pardon the Board of Directors of Andoq Real Estate Investments - Jadwa Investment Company
Pardon the Nominations and Remunerations Committee, Abdul Mohsin Al Hokair Group for Tourism and Development.
A brother of the Board of Directors in the Board of Directors of Abdul Mohsen Al Hokair Group for Tourism and Development from 2012 AD until

Vice President for Financial Affairs of Abdul Hokair Group Company , standing until 11/18/2018 .
0 Senior Relations Manager - Corporate Banking National Commercial Bank, which is one of the commercial banks in the Kingdom of Saudi and worked on attracting many companies and establishing a relationship with the bank by "providing" bank facilities for a period of two January 2004 to October 2005 AD.

Famil bin Mohammed Al Malik Nomination committee members and rewards

Mohsen Al
at the
largest
Arabia,
years from

Directors of Abdul Mohsen Al Hokair Group for Tourism and Development from 2012 AD until 2021

Second: A brief description of the committees' responsibilities, their tasks, their chairmen and members, the number of their meetings, the dates of their meetings, and the details of the celebrations for the members, for each meeting and their remuneration:

1- For the scrutiny:

The stock exchange consists of an exemption machine, two members of the board of directors and one member of the board of directors. A note was obtained from the approval of the company's general assembly, noting the formation of the Murabaha meeting and 16/10 joint and working regulations and two places of business, on 09/06/211442 — corresponding to 04/18/2021 AD, for a period of three salaams to be attended by a member of the Board of Directors' session on 04/18 / 2021 AD.

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

- Studying the company's initial and passive financial statements before it became known to the Board of Directors and expressing its opinion and recommendation in its matter.
- Supervising the performance and functions of the internal monitoring department in the company, studying the internal audit reports and following up the implementation of corrective actions for the notes contained therein.
- Recommendation 1 The Board of Directors nominate the auditors and determine their fees.
- Studying the accounts profit report and its notes on the original lists and following up on what was taken in their regard.
- Verify the company's tramway with the relevant systems, regulations, policies and instructions.
- Monitoring the contracts and transactions proposed to be cleared by the company with the relevant envelopes and presenting its views in this regard to the Board of Directors.
- We explain the list of the Murabaha Association, the details of the work of the company, its powers and its method of operation.

14.14 Attendance and performance, above, for the review period for the year 2021 :

The following is a statement of the exemptions for the Muraba'a cycle for 2021 Excuse the jingle, according to the following melody:

Number of meetings (6)									
Total	Sixth meeting 02/11/2021	meeting immersive	meeting 4th	Third meeting 241512021	dear meeting 8/5/2021	first meeting 2410512021	<i>right</i>	<i>fat</i>	
		21912021	51012021						
5	holes	holes	holes	holes	holes	-	Chairman of the Committee for the new session	Mr. Ramzi Qanaan Abu Nagra	1
6	holes	holes	holes	holes	holes	holes	Chairman of the Committee (for the new session) Pardon (for the new session)	Professor/ Amr Abdel Aziz Al-Jalal	2
5	holes	holes	holes	holes	holes	-	Pardon (for the new session)	Mr. Suleiman Al-Fhaidan	3
1	-	-	-	-	-	holes	pardon (for the previous session)	Mr. Walid Ibrahim Shoukry	4
1	-	-	-	-	-	holes	pardon (for the previous session)	Mr. Abdulaziz Saleh Al-Rabdi	5

* The company's general assembly, which was held on 06/09/1442 corresponding to 04/18/ 2021AD, agreed to waive the irony for the company's iron cycle, which "we start with on 04/19/ 2021 AD for the period of "Tat Salwat."

2- Executive Committee:

The Board of Directors formed the Executive Committee, and the rules for selecting members of the committee, their membership term, the way of working and their responsibilities were approved in the Ordinary General Assembly meeting held on 07/23/1434 AH (corresponding to 2/6/2013 AD), and the company recently amended the special committee's bylaws. The approval of the company's general assembly was obtained to amend this regulation on 07/21/1438 AH corresponding to 04/18/2017 AD. The powers, terms and responsibilities of this board are as follows:

- Coincidence is the mind) The group's strategy to obtain the final approval of the Board.
- Monitoring the policies of the governance backgrounds that follow the group and the basic governance documents, such as the proximate meeting of the group, and raising 'recommendations to the board of directors' in the two dimensions of the matter.
- Approval of all) Related party transactions according to the limits of their powers and the cases in which the CEO is a party to the transactions of related parties, and submitting a recommendation to the board of directors in the transactions in which we 'move aside the limits of their powers'.
- Monitoring periodic management reports, performance appraisal, monitoring new investments / supplying investments and ratifying them (according to the limits of authority) before they may be submitted to the Board for approval by the Board.

- Monitoring the budgets and renal plans, and investigating the essential deficiencies related to the budget (if they appear) before the Board of Directors is satisfied.
- Follow-up and receipt of 'reports on implementation and completion of key ten major projects for expansion.'
- Assisting the Board in fulfilling its responsibilities, especially in relation to the transactions assigned to it by the Board when the time has been spent, except for matters that are reserved to the Board as specified in the list of the Board of Directors' syllabus.
- Recommending or approving transactions or matters consistent with the terms of reference specified in the 'Delegation of Powers' structure.
- Bounce 1 to invest in the surplus pool's liquidity
- Receipt of 'periodic reports' from the company's management of the responsibilities of the management of the scenes in the group, including the responsibilities of 'evaluating the stigmatized scenes to address and follow up on these scenes.
- The recommendation to the board of directors is the rate and criteria of the company's acceptance of the equivalent.

Attendance and performance, pardon, Executive Committee for the year 2021 :

In it, the following is a statement of the abuses of exempting the executive from the year 2021 for the previous cycle I will end on 04/18/2021 and for the Hodeidah cycle, which “we start from 04/19/2021 until 12/31/2021 AD and the nature of the spontaneity of each mold in the spur and the number of purchases of sap, and they are exempted The jella, according to the following tune:

Number of meetings (6)								
	immersive meeting	meeting third	meeting Fourth	dear meeting	first meeting	loot	fat	
Total	10/27/2021	10/06/2021	04/18/2021	02/18/2021	9/2/2021			
2	-	-	-	red	red	Chairman of the Committee for the previous session	Tariq Ziyad Al-Sudairi	1
2	-	-	-	holes	holes	The Committee pardoned the previous session	Mr. Majed Abdul Mohsen Al Hokair	2
5	holes	holes	holes	holes	holes	Chairman of the Committee for the new session	Mr. Sami Abdel Mohsen Al Hokair*	3
2	-	-	-	holes	holes	The Committee pardoned the previous session	Amin Elias Moukarzel	4
5	-	-	-	holes	holes	The Committee pardoned the previous and new session	Mr. Fimel Mohamed Shaker*	5
3	holes	holes	sorry	-	-	Pardon the committee for the serious session	Engineer/ Raed Abdel Aziz Abu Zinada*	6
3	holes	holes	holes	-	-	Pardon the committee for the serious session	Mr. Khaled Anib *	7
3	holes	holes	holes	-	-	Pardon the committee for the serious session	Mr. Mishaal Abdel Mohsen Al Hokair *	8

* The general assembly of the company, which was held on 06/09/1442 corresponding to 04/18/ 2021AD, agreed to elect to exempt the session for the new session of the company, which “we start with on 04/19/ 2021 AD for the period of 'Tat Salwat'.

3- For nominations and bonuses:

The board of directors formed the committee, and the rules for electing to exempt the board, its membership, and the committee's work method and responsibilities were approved in the ordinary general assembly meeting held on 7/23/214341 (corresponding to 06/2/2013). Obtaining the approval of the company's general assembly, noting the amendment of this regulation on 7/21/21/1438 corresponding to 4/18/2017 AD.

- Suggesting clear, non-spontaneous policies and standards in the board of directors and executive management.
- Recommending to the Board of Directors the nomination for spontaneous conduct of the council and its re-nomination in accordance with the approved policies and standards.
- Preparing a description of the capabilities and qualifications of the spontaneous directors of the administration and occupying the positions of the executive management.
- Advising and administering management with regard to the selection of senior executives who have suitable qualities and qualifications for the operations of the Group.
- Ensure on an annual basis the independence of the independent members and the absence of any 'conflict of interest' if the amnesty occupies the spontaneity of the board of directors of ANRI company.
- Annual review of the necessary needs of prices or liberties I to judge the

spontaneity of the board of directors and the employment of the executive management.

- Determining the weaknesses and strengths of the board of directors and proposing methods for their interaction in line with the company's interest.
- Preparing a clear policy for the exemption of impurity and the exemption of the committees emanating from the council and the executive management and submitting it to the board of directors for consideration by the 'happy' for approval by the general assembly.
- Periodic review of the health benefits policy and evaluation of its effectiveness in 'achievement of prevention goals'.
- The recommendation is to register the management with bonuses for exempting the board and the committees emanating from the board and chief executive officer of the company 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.

Attendance and performance, member, for the 2021 nominations list :

While a statement responds to the excuses for the exemption for the term of the two nominations and the reward for the year 2021 for the previous session, which was held on 04/18/2021 , and for the new session that “starts from 04/19/2021 to 12/31/2021 AD and spontaneously sold each mold in the leg, the number of two races, and the position of the exemption from the poll.” This is according to the following tune:

Number of meetings (6)					
	meeting The second meeting	The first	<i>sunhab</i>	<i>fat</i>	
	71912021	01212021			
Total					
1	-	holes	Chairman of the Committee for the previous session	Professor / Abdul Aziz Saleh Al-Rabdi	1
1	-	holes	The Committee pardoned the previous session	Mr. Tariq Ayad Al-Sudairy	2
1	holes	-	Chairman of the Committee for the new session	Engineer/ Iyad Abdul Rahman Al-Bunyan*	3
2	holes	holes	Pardon the committee for the previous and new sessions	Engineer/ Fimel Mohammed Al-Malik*	4
1	holes	-	Pardon the committee for the previous session	Mr. Fimel Mohamed Shaker*	5

14.19 Member rewards, committees for the previous session were convened on 04/18/2021 AD

<i>Total</i>	<i>Instead of miserable parties</i>	<i>Fixed Rewards (excluding session party allowance)</i>	<i>The name</i>	<i>M</i>
Cancellation of the Executive Committee:				
6000	6000	14,796	Tariq bin Ziyad Al-Sudairy	1
20,796	6000	14,796	Majid bin Abdul Mohsen Al Hokair	2
20,796	6000	14,796	<i>Sami. I will not Abdul Mohsen the donkey</i>	3
20,796	6000	14,796	Ahin Ben Elias Moukarzel	4
20,796	6000	14,796	Faisal bin Mohammed Shaker	5
89,184	30,000	59,184	<i>Total</i>	
Excuse me, the review committee:				
17,796	3000	14,796	Amr bin Abdulaziz Al-Jalal	1
17,796	3000	14,796	Walid bin Ibrahim Shoukry	2
17,796	3000	14,796	Abdul Aziz bin Saleh Al-Rabdi	3
53,388	9,000	97,776	<i>Total</i>	
Members, Nominations and Remunerations Committee:				
3000	3000	0	Abdul Aziz bin Saleh Al-Rabdi	1
17,796	3000	14,796	Tariq bin Ziyad Al-Sudairy	2
17,796	3000	14,796	Faisal bin Mohammed Al Malik	3
38,592	9000	29,592	<i>Total</i>	
181,164	48,000	186,552	total summation	

14.20 bonus members, committees for the new term starting from 19/4/2021 until 31/12/2021

<i>Total</i>	<i>Ballsat party allowance</i>	<i>Fixed Rewards (excluding session party allowance)</i>	<i>The name</i>	<i>M</i>
Executive embryos abort:				
9000	9000	0	<i>Sami. I will not number the benefactor Sia</i>	1
9000	9000	0	Faisal bin Mohammed Shaker	2
9000	9000	0	Raed bin Abdul Aziz Abu Znadah	3
9000	9000	0	Khaled Anib	4
44,205	9000	35,205	Mishaal bin Abdul Mohsen Al Hokair	5
77,205	42,000	59,184	<i>Total</i>	
Exempting the Audit Committee:				
15,000	15,000	0	Amr bin Abdulaziz Al-Jalal	1
15,000	15,000	0	Walid bin Ibrahim Shoukry	2
85,410	15,000	70,410	Abdul Aziz bin Saleh Al-Rabdi	3
115,410	45,000	70,410	<i>Total</i>	
Exemption from the Nomination and Remuneration Committee:				
3000	3000	0	Abdul Aziz bin Saleh Al-Rabdi	1
3000	3000	0	Tariq bin Ziyad Al-Sudairy	2
38,205	3000	35,205	Famil bin Mohammed Al Malik	3
44,205	9000	35,205	<i>Total</i>	
236,820	96,000	140,820	total summation	

15.0 Executive Management:



Fahad Mohammed Al-Fawal
CEO



Sahi Al Hokry,
delegated pardon



Mishaal Al Hokair
Executive Vice President of Business
Development and Marketing



Alla Mansour
Executive Vice
President of Finance

experience**Qualifications****previous jobs****High Functions***The name***Hyde Mammadson Al-Hayer**

0 He has more than 33 years of experience in establishing, managing and operating recreational and recreational centers, commercial centers, marginal clubs, educational, training and tourism projects, housing units, and grooming herds.

0 BA in Business Administration from King's University

Loving job, general manager of Abdul Mohsen Abdulaziz Al Hokair Group for Employment and Life, nourishing from 1986 AD to 2006 AD

- Vice Chairman of the Board of Directors of Al Hokair Group
- Director in the Board of Directors of Abdul Mohsen Al Hokair Al Fayfa Group
- Director on the Board of Directors of Entertainment Kingdom Company
- Director in the Board of Directors of Al Hokair Investment Company
- General Manager of Riyadh Company for Tourism and Leisure Projects
- Director in the Board of Directors of Abdul Mohsen Al Hokair & Sons Al Fayfa Company
- General Manager of the Gulf Entertainment Company
- Director in the Board of Directors of "Tabuk for Entertainment and Commercial Projects"
- Director in the Board of Directors of Al-Qaim Company for Entertainment and Commercial Projects
- Director in the Board of Directors of the Saudi Emirati House General Trading Company Saudi
- Director on the Board of Directors of the Lively Peanut Company
- Director in the Board of Directors of Mega Education and Human Resources Inc.
- Director in the Board of Directors of Al Hokair Entertainment Entertainment Company
- Director in the Board of Directors of Asateer Leisure and Tourism Company
- Pardon the Board of Directors of the Riyadh Chamber
- Chairman of the Board of Directors of the Riyadh International Convention and Exhibition Center
- Head of the Department of Tourism in the Riyadh Chamber
- Chairman of the Al-Watfa Group for Tourism, Events and Entertainment at the Council of Saudi Chambers
- Manager at Majid Abdul Mohsen Al Hokair Co. Ltd
- Director at Moti Muhammad Al Hokair Co. Ltd.
- Director at Magda Abdul Mohsen Al Hokair Co. Ltd
- Manager at Mishaal Abdul Mohsen Al Hokair Co. Ltd
- Director in the Board of Directors of Abdul Mohsen Abdulaziz Al Hokair Co. Ltd
- Director in the Board of Directors of the company I count the hotel initiative
- Director at Riyadh Exhibition and Convention Center Company
- Director on the Board of Directors of Luxury Entertainment Company

0 Worked by Munib, General Manager of Abdul Mohsen Abdulaziz Al Hokair Group for Operation and Maintenance, board 986 m until 2006 AD

0 Manhib Affu held the position of the Board of Directors of the Al Hokair Group Company from 2006 AD and in 2008 AD he was appointed as the CEO of the company until 2012 AD

0 Chairman of the rich team of the Saudi Football Federation from 2002 AD to 2008 AD

0 Munib Afuf held the position of the Board of Directors of Al Hokair Group Company from 2006G and in 2008G he was appointed CEO of the company until 2012G

0 Chairman of the Rich Committee of the Saudi Football Federation from 2002 AD to 2008 AD

0 Participated in many courses in marketing, insurance and management in Ktammatt games and entertainment

			<ul style="list-style-type: none"> • Director at Madra Council, Asateer Leisure and Tourism Company" • Pardon the Tourism Development Board in the Eastern Province • Director in the Board of Directors of the Marine Tourism Company • Director in the Board of Directors of a group company, Abdulmohsen Abdulaziz Al-Hokair, the trader • Director in the Board of Directors of Abdul Mohsen Al Hokair & Sons Holding Company • Director at Sami Abdul Mohsen Al Hokair <i>Sadudah Company</i> • Director in the Board of Directors of Abdul Mohsen Company Abdul Azir Lakhair Ltd • Director in the Board of Directors of Ayyan Real Estate Development Co. Ltd. 		
<p>He has deep and varied practical and administrative experiences in leadership positions in various fields of business, focused on hotel operation and real estate development. IMD University of Lausanne - Switzerland has hotel training for general managers at Cornell University - New York and various courses in the banking field with a number of banks and financial institutions in the Kingdom and abroad.</p>	<p>He holds a Master's degree in Business Administration from the University of Surrey, Britain, and a Bachelor of Science in Industrial Management from King Fahd University of Petroleum and Minerals</p>	<p>He served as a member of boards of directors and audit committees for a number of hotel and real estate companies, as well as in the banking field and industrial development through working for the Industrial Development Fund, in addition to taking leadership positions with several hotel and real estate companies.</p>	<ul style="list-style-type: none"> • Chief Executive Officer from 1/7/2021 	<p>Fahad Mohammed Al-Fawaz</p>	4
<ul style="list-style-type: none"> • Exceeding 20 six in areas Financial management of the east, the garage and the <i>knowledge finance</i> 	<ul style="list-style-type: none"> • got a degree Bachelor's degree in Finance • Obtained several Professional certificates including (CFA and CPA) from accredited agencies in the United States of America 	<ul style="list-style-type: none"> • Hold the position of Chief Financial Officer for several Trading groups and Sherfan operate in a variety of fields, including investments, information technology, trade, service provision and contracting • Work in major professional offices in the field of external audit and consultancy • Work in the knowledge base - management Major corporate finance and credit risk control management 	<ul style="list-style-type: none"> • Executive Vice President of Finance 	<p>ALaa, Mnoor</p>	5

Third: The remuneration policy of the Board of Directors, its committees, and the executive management

"The "Remuneration Policy for the Board of Directors, its Committees and the Executive Management" was prepared by Abdul-Hassan Al-Haker for Tourism and Assurance, Al-Hakr (hereinafter referred to as "Al-Ja'o'ah" or "the Company)" by not complying with Paragraph (1) of the custom (61) of the Corporate Governance Regulations Issued by the Capital Market Authority, under Resolution No. (8-6-2017) dated 16/05/1438 C corresponding to 13/02/2017 AD , which stipulates that the Remuneration and Nomination Committee "Prepare a clear policy for the rewards for relieving the Board of Directors and the related committees." About the "Abstract and the Executive Management" and this policy was approved by them before the company's board of directors pursuant to escape No. 16 issued on 11/27/2017 AD , and the approval of the company 's general assembly was obtained on this policy on 02/08/1439 A.C. 18 / 04/2018 AD , and the Nominations and Remunerations Committee is concerned with recommending to the disqualified the remuneration for the exemption of the invalid, the members of the committees and the senior executives of the company, in accordance with the set standards, as follows:

1. That the remuneration be commensurate with the activity of the company and the prostitution necessary for its management.
2. Paying attention to your Lord's portion of rewards by performing on the stalked lentils.
3. The company shall take into account the consistency of the rewards with the company's strategy and objectives, and with the size, nature, and training of its sparrows.
4. The company takes into consideration the insinuations of the larger companies and what is prevalent in the labor market in 'determining the remuneration',

while 'avoiding the unjustified rise in bonuses and severances.'

5. The remuneration is determined based on the job level, the tasks and responsibilities assigned to the incumbent, the higher qualifications, the higher wealth, the prostitution, and the level of performance.
6. The remuneration shall be fair and commensurate with the responsibilities of the pardon, the duties, and the responsibilities carried out by the exemption of the board of directors or the committees, in addition to the specific objectives of the board of directors to be achieved, not for the fiscal year.
7. Taking into consideration the sector in which the company is based, and its absence, the abundance of exemption from the Board of Directors.
8. That the remuneration is reasonably sufficient to attract, motivate and retain the exemption of a board of directors with adequate competence and abundance.
9. The rewards for exempting the board of directors may be of varying degrees in such a way that it 'reflects the extent of the amnesty, its limitations, the tasks I entrusted to it, its independence, the number of sessions it digs, and other considerations.'
10. The payment of a reward or its refund shall be suspended if it is 'presumably' decided based on inaccurate information provided by an amnesty in the board of directors, board committees or executive management; This is to prevent the exploitation of the job situation to obtain undeserved rewards.
11. In the event that a program is developed for their partnership in the company to exempt the board of directors, the executive management and its employees, whether it is a new version or a larger version purchased by the company, this is done under the supervision of the Nominations and Remunerations Committee and in accordance with the company's articles of association and the relevant regulations and regulations of the entire Market Authority.

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

management

1. The annual remuneration for the chairman and the pardon of the board of directors is 250,000 thousand riyals, in addition to an amount of 3,000 riyals, as an excavation allowance for each hearing.
2. The annual remuneration for the committees is 50,000 thousand riyals, in addition to the amount of 3,000 riyals, as an allowance for each general sale, that the board of directors amnesty is pardoned by the committee I , as a participant in more than one of the committees that emerged from the board of directors, a disparity of 50,000 thousand riyals is calculated for all the committees in which it participates.
3. The Nominations and Remunerations Committee reviews the annual remuneration according to the approved criteria and approves them, and ignites the remuneration of the executive management.

16.0 Governance:

company instructed in 2013 to prepare regulations related to the governance of the company, Kasha, with the tenth clause, paragraph (c), of the corporate governance regulation. These regulations were prepared in accordance with the corporate governance regulation and the rules of registration and listing issued by the Market Authority The basic integrity and harmony of the company in Tainah, as well as in line with the best international practices in the imams of tukmah and in a manner that does not conflict with the imams and the rules issued by the relevant authorities in the Kingdom of Saudi Arabia. The General Assembly of Ordinary and Extraordinary Shareholders on 02 / 06 / 2013 /AD . 02/13/2017 AD and amended by Cow 1 for the Board of Directors of the Ask Market Authority No. 1/7/2021 and dated 1/6/1442 c corresponding to 01/14/2021 and includes all of them :

- Board of Directors work list
- BUYERS GUIDE

- List of work for the Murabaha
- Handbook of relationships with all related parties
- 'Conflict of interest' policy
- General framework for governance
- Executive Committee work list
- A list of work for the list of nominations and rewards
- Disclosure and Transparency Policy

The approval of the company's general assembly was obtained to amend these regulations on 07/21/1438 C corresponding to 04/18/2017 AD . The policy of rewards for the obsession of the administration, the gang and the executive management was also approved by the board of directors in accordance with the absconding of the boards No. 16 and the date of 27/11/2017 AD , as well as the approval of the "Amendment of the policy of standards for the standards of stickiness in the board of directors by the board of directors in accordance with the board's resolution No. 21 and" April 24 / 12 / 2017 AD, and the approval of the company's general assembly was obtained on the two political parties , on 02/04/1439 CE corresponding to 04/18/2018 CE .

The company is committed to the best standards of corporate governance and amends its systems in response to developments in these standards, and considers that this commitment constitutes a fundamental factor in the long term, as the company bases its governance in line with the company's commitment to quality in all its operations, activities and products.

Al Hokry Group's corporate governance system focuses on the following:

- Activating an active role in the group and facilitating the transfer of their rights.
- 'Achieving transparency, integrity and fairness in the group' and its dealings and enhance disclosure therein.
- Providing effective and balanced tools for handling these situations 'We oppose interests.
- A statement of the functions and responsibilities of the board of directors and the executive management.
- 'Activating the role of the board of directors and committees and developing their efficiency.
- Setting the general framework for dealing with stakeholders and taking into account their rights.
- Increasing the efficiency of supervision and internal control.
- Educate employees about the concept of professional conduct.

16.1 In the following year, the company has applied the provisions of the Corporate Governance Regulations , but it has not been applied, and the reasons for this , according to the regulations issued by the Board of the Capital Market Authority , Ba'aab Al - Gharar No. M Bagha, Acting the Companies Regulations issued by Decree Aseel No. M/ 3 , dated 02/28/1438 AH_

Reasons not to apply	Article/paragraph text	Article/paragraph number
does not apply	Carrying on his name is the assets of the east from the exemption	Article 5/2 Rights Related to Shares 1
does not apply	Accountability for dismissing the Board of Directors and filing a liability claim against them. Appealing the invalidity of the decisions of the general and private shareholders' assemblies in accordance with the conditions	Article 5 / 7 Rights Related to Shares 2
does not apply	Priority for subscribing to new shares that are paid in exchange for cash. Unless the Extraordinary General Assembly suspends the right of priority - if this is stipulated in the company's articles of association - in accordance	Article V/ 8 Rights Related to Shares 3
does not apply	Financing in the General Assembly shall be limited to the spontaneous candidates of the Board of Directors whose information the company has dictated in accordance with Paragraph (a) of this Article.	Dark Article/C Election of Board Members 4
does not apply	The shareholder is entitled to his protection in the profits in accordance with the decision of the issued general assembly regarding the distribution of profits entrusted to the shareholders. Or the decision of the board of directors to distribute interim dividends. The decision shows the	Article IX / c carrying the profits 5
does not apply	Appointing and removing members of the board of directors.	Article 12/1 Conclusions of the Ordinary General Assembly 6
does not apply	Deciding on the proposals of the Board of Directors regarding the method of distributing financial profits.	Article Twelve/ 8 Conclusions of the Ordinary General 7
does not apply	Looking into the irregularities and errors that occur from the company's auditors in the performance of their tasks. And in any cases - notified by the company's auditors - related to enabling the board of directors or the company's management for them to paint over the books, records and other documents, data and clarifications necessary to perform their tasks.	Article 12/10 Conclusions of the Ordinary General Assembly 8

does not apply	The statutory reserve of this shariah has reached 30 % (30% of which is the heated head of the Al-Sharqa hull. And this distribution report exceeded this accusation on the company's shareholders in the financial levels in	Article 12/11 Functions of the Ordinary General Assembly	9
does not apply	Create other precautions for the company. Other than the reserve Altzahih and reserve agreement and identification.	Article 12/11 Functions of the Ordinary General Assembly	10
does not apply	Covering sums from the company's healthy profits to establish social institutions for the company's rulers or to help it, it will be cloudy in these institutions. According to what is stated in Article one hundred and	Article 12/13 Functions of the Ordinary General Assembly	11
does not apply	Approval of the sale of more than (50 %) of the company's assets, whether in one transaction or several transactions within one month from the date of the first sale transaction. In the event that these assets are sold, what	Article 12/14 Functions of the Ordinary General Assembly	12
does not apply	The company may amend the agenda of the general assembly during the period between the publication of the advertisement referred to in paragraph (d) of this article and the date of the general assembly meeting.	Article 12/15 Functions of the Ordinary General Assembly	13
does not apply	When preparing the agenda for the general assembly, the board of directors shall take into consideration the topics that shareholders wish to include. Shareholders who own at least 5 % of the company's shares may	Article Thirteen / e Shareholders Assembly	14
does not apply	The Authority may add any topics it deems appropriate to the agenda of the General Assembly.	Article Thirteen / e Shareholders Assembly	15th
does not apply	The general assembly elects 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	Article seventeen / b appointing the board of directors to be relieved	16
does not apply	The termination of the spontaneity of a contract in the board of directors is required by one of the methods of termination of spontaneity. The company should notify the Authority and the market immediately, with a	Article Nineteen / B Expiration of the spontaneity of the Board	17
does not apply	If the Board of Directors pardon resigns. And he had comments on the company's performance. He shall submit a written statement thereof to the Chairman of the Board of Directors. This statement must be submitted to	Article nineteen / c expiration of the spontaneity of the board	18
does not apply	Suggesting to the extraordinary general assembly what it deems appropriate regarding the following: a. Increasing or diluting the company's capital.	Article Twenty Two / 7 Basic Functions of the Board of Directors	19

does not apply	Suggesting to the Ordinary General Assembly what it deems appropriate regarding the following: a. The use of the company's consensual reserve in the event of its formation by the extraordinary general assembly, and its interpretation of a specific assignment. B. Formation of additional financial reserves or risks for the company.	Ghanaian Article Twenty/ 8 Basic Functions of the Board of Directors	20
does not apply	The CEO may not be appointed as the Chairman of the Board of Directors of the company during the first six months after the end of his regrests	Dark Article Twenty: Appointment of the CEO after the end of his services as Chairman of the Board of	21
does not apply	Board of Directors Exemption Notes a. If any of the Board of Directors' exemptions have comments about the company's performance or any of the known payments, and they have not been decided upon at the Board meeting. It must be documented and the actions taken by the board or what it considers to be taken in this regard should be stated in the board of directors meeting. B. If the Board of Directors' amnesty expresses an opinion different from the Board's	The final article and the galathon, the board of directors' exemption notes	22
does not apply	The Secretary of the Board of Directors may not be dismissed except by a decision of the Board of Directors.	Article 37 / b Secretary of the Council	23
does not apply	If there is a conflict between the recommendations of the review committee and the decisions of the Board of Directors. Or, if the Board refuses to take an advisory opinion regarding the appointment and dismissal of the company's auditor, determining his fees,	Article 56 (27) Inconsistency between the audit committee and the board of directors	24
does not apply	The internal auditor and the auditor may request the sweeping with the scrutiny of the audit whenever the need arises.	Article 57/c	25
does not apply	Inform the Authority in the event that the Board of Directors does not take the appropriate action regarding the suspicious issues it raises	Ghanaian and Ghanaian Article 2 Duties of the Auditor	26
does not apply	To request the Board of Directors to invite the Ordinary General Assembly if the Board does not facilitate it. And he shall be liable for compensation for the gharar that disqualifies the company, the shareholders or others due to the errors committed by him in	Ghanaian and Ghanaian Article 3 Duties of the Auditor	27
does not apply	The procedures taken by the Board of Directors to inform its releasing - and those of non-executives - the shareholders' proposals and comments regarding the company and its performance.	Article Ninety/ 5 Report of the Board of Directors	28
Not applicable, as Al-Shorfa follows accounting standards from the beginning of the international year (IFRS) 2017 , according to the approval of the Saudi Organization for Certified Public Accountants.	Allow any difference from the accounting standards approved by the Saudi Organization for Certified Public Accountants	Article 90/21 Report of the Board of Directors	29

does not apply	Any salt in the class of shares with claims in the financing belonging to persons (exemption of the Board of Directors of the Sharqah, Habar Executive and their relatives) informed the company of those rights under Article Five and Forty of the registration and listing rules. Any	Article Ninety/ 25 Report of the Board of Directors	30
does not apply	It includes the categories and numbers of any convertible debt instruments, any contractual securities, subscription right memoranda, or similar rights that the company squandered or made available during the fiscal six months, with no compensation paid to the company in	Article 90/28 Report of the Board of Directors	31
does not apply	WMF has no internationalization or subscription rights under convertible debt instruments, contractual securities or subscription right memoranda. or similar rights that have been wasted or taken away by the company.	Article Ninety / 29 Report of the Board of Directors	32
does not apply	Watch for any refund, purchase or cancellation by the Company of any redeemable debt instruments. and the value of the remaining stock. With a distinction between the listed securities purchased by the company and those purchased by its subsidiaries.	Article 90/30 Report of the Board of Directors	33
does not apply	A statement of any arrangements or agreement under which one of the company's shareholders waives any rights to profits.	Article Ninety / 36 Report of the Board of Directors	34
does not apply	A statement of the value of any investments or reserves established for the company's employees' salting.	Article Ninety / 38 Report of the Board of Directors	35
does not apply	In the event that the Board of Directors instructed to change the auditor before the end of the period for which he was appointed. The report should contain it. With an explanation of the reasons for the change.	Article Ninety / 41 Report of the Board of Directors	36

16.2 Ah, with regard to the other indicative clauses of the Corporate Governance Regulations, the company is working hard to implement them in order to prevent it from adopting all corporate governance standards. It's Cam Yale:

Article number / paragraph	Text of the article / forgiveness	Reasons for non-application	
<p>not applied because of the following: The text of the new balconies system provided by the Ministry of Commerce and Investment, that the number of board meetings shall not be less than two meetings during the six months, and this is what was stipulated by EVA, the foundation of the company. Nevertheless, the board held eight meetings during the year 2020</p>	<p>The Board of Directors holds four conclusions in the basket for the most part. At least one meeting every three months</p>	<p>Article 32/b Board of Directors meetings</p>	1
<p>It has not been implemented, but in the eyes of the council's secretariat there is a practical tone with a glimpse in the secretariat of the council for a period exceeding 9 six months</p>	<p>The conditions for the secretary are that they meet no more than a university degree in law, finance, accounting, management or its equivalent, and that they have a practical tone of no less than three salaahs.</p>	<p>Article Thirty-Eight / 1 Conditions are <i>very slight</i></p>	2
<p>The company has not implemented a program to abolish the newly appointed board of directors and executive management, only to introduce the company's workflow and activities.</p>	<p>And implement the mechanisms necessary to carry out the exemption of the board of directors and the executive management on continuous training programs and courses. Assuming the acquisition of their skills and knowledge in areas related to the company's activities</p>	<p>Article 39/2 Training</p>	3
<p>Not implemented No risk management committee has been formed, but the executive committee performs some of the affiliations of the risk group, and the audit committee evaluates the performance of risk management</p>	<p>By a decision of the company's board of directors, a committee called (Risk Management Board) shall be ignited as chairman, and the majority of its members are exempt from the non-executive board of directors' exemption. It is required that they have an appropriate level of knowledge of risk management and financial affairs. The risk management committee is specialized in the following:</p>	<p>Article 70 Formation of the Risk Management Committee</p>	4

<p>We did not implement the risk management committee. The executive committee does not implement some of the affiliations of the risk committee, and the audit committee evaluates the performance of risk management.</p>	<ol style="list-style-type: none"> 1- Develop a comprehensive risk management strategy and policies in line with the nature and size of the company's activities. Verify its implementation, review and update it based on the internal and external variables of the company. 2- Determining and maintaining an acceptable level of risks to which the company may be exposed, and ensuring that the company does not exceed them. 3- Verify the feasibility of the company's continuation and eligibility for its activity successfully. With the identification of risks that threaten its continuation during the next twelve months. 4- Supervising the company's risk management system and evaluating the effectiveness of the systems and mechanisms for identifying, preventing and following up on the risks that the company may be exposed to, in order to determine the time for gambling. 5- Re-evaluate the company's ability to take risks and identify them periodically by conducting examinations Endurance for example. 6- Preparing comprehensive reports on exposure to risks and proposed steps to manage these risks. and raise it to Board of Directors. 7- Presenting recommendations to the Board on issues related to risk management. 8- Ensure the availability of adequate resources and systems to manage risks. 9- Reviewing the organizational structure for risk management and making recommendations in this regard before it is approved by the Board of Directors Administration. 10- Verify the independence of risk management personnel from activities from which the company's exposure may arise to risk. 11- Verify that the risk management staff understand the risks surrounding the company. And work to 	<p>Article 71: Assertions of the Risk Management Committee</p>	5
<p>Not implemented, no committee for risk management has been formed, although the executive committee does some of the affiliations of the risk committee, and the audit committee evaluates the performance of risk management</p>	<p>The Risk Management Committee meets at least every six months periodically. And whenever the need arises.</p>	<p>Article 72 Meetings of the Risk Management Committee</p>	6
<p>They have not been implemented. They have been approved before the company's general assembly, and implementation is underway</p>	<p>The company runs programs to develop and motivate the participation and performance of the company's employees. Hereinafter, it shall obtain - in full language - the following: Programs to prevent employees from shares in the company or Namiba from the profits it achieves, retirement programs, and the establishment of an independent fund to spend on those programs.</p>	<p>Article 85 2 / Motivating employees</p>	7
<p>not applied</p>	<p>The company runs programs to develop and motivate the participation and performance of the company's employees. It follows that you shall realize - in full language - the following: Establishing social institutions for the company's employees.</p>	<p>Article 85/3 Motivating employees</p>	8
<p>Not implemented The company has a social responsibility according to what is mentioned in this report</p>	<p>The Ordinary General Assembly, based on a proposal from the Board of Directors, shall implement a policy that ensures the establishment of a balance between its goals and the goals that society aspires to achieve. Assuming the development of the social and economic loyalty of society</p>	<p>Article 87 Social Responsibility</p>	9

There are no 'recommendations' by the Monitoring Committee that contradict these decisions of the Board of Directors, or that the Board of Directors rejected any of the recommendations that were submitted by the Monitoring Committee to the Board during the year 2020.

16.4 The company's articles of association:

In accordance with the new corporate system issued by the Food Decree No. 3 dated 28/1/1437 BC with the amendments and additions issued by the Food Decree (79) dated 7/25/1439 BC, the company has amended the articles of association and

16.3 The results of the annual audit of the effectiveness of the internal control procedures in the company, in addition to the opinion of the auditing committee on the adequacy of the internal control system in the company:

The company has an independent 'Daniel' Raba'a management, which is followed by the company of Lajna Al-Araba'a. The internal audit department is implementing a general 2 in accordance with the approved financial monitoring regulation in the company's management obsession. Here, the Department of Internal Audit recommended the implementation of a number of internal auditing businesses during the year in accordance with the fourth Danley-employment plan, which was established on the basis of drugs, and approved by the Auditing Committee, focusing on the segments and operations with essential drugs, in order to assist in 'an audit of the company's

weaknesses and its integrity.' And in this regard, "a number of women in the higher ranks of the internal studies were executed by failure to determine the adequacy and effectiveness of fasting the inner circle, and it was canceled and we referred it to the concerned departments here to address the observations and establish corrective actions." 1 to the Audit Committee periodically.

As for the results of the incomplete and null and void year of the internal fundraising year, which was "purified," the internal fundraising division was "purified." After the discussion of the intercourse of financial accounts and the executive management about the original annual and preliminary lists for the year 2020 , it was not decided by the fundraising committee and the oversight of Bolkeri in , Whereas 'confirmation of the height of any fasting does not mean the censorship of Daniela Badria 1 for the timing of the labyrinth.'

17.0 Shareholders' Equity

17.1 Shareholder's rights

The company is keen on selling the shareholders their statutory rights to obtain a share of the profits that are decided to be distributed, and an account of the company's assets in the event of its liquidation, the conception of shareholders' assemblies, participating in their deliberations, voting on their decisions, disposing of shares, monitoring the actions of the invalidity, and filing a liability suit for giving The board, inquiring and requesting information about what is not the company's affairs and does not conflict with the total market crash and its executive regulations and what is done by the thieves of the company's governance regulations.

17.2 Shareholders get information about you

The company makes all the information available in an adequate form to all shareholders in accordance with the policies of disclosing important developments, financial statements and performance reports in accordance with the legal requirements and applicable regulations and the instructions received from the competent authorities without "distinguishing between shareholders, so that" all of them are from exercising their rights to the fullest extent. This information shall be complete , accurate, and updated in a compliant manner, and at (the specific dates on the website of the Capital Market Authority) we negotiate and the website of the Electros Company.

17.3 Actions taken by the Board of Directors to inform its members of the shareholders'

proposals and comments regarding the company and its performance

The company has taken a number of procedures to inform the board of directors and non-executives with the proposals of shareholders , as follows:

- 1- The company has established an active management by receiving the shareholders' suggestions, which is the Investor Relations Department, and after that, the proposals are provided to the board of directors through the board of directors' meetings so that the decision 1 is taken.
- 2- The company also allowed its shareholders to discuss giving the board of directors about the company's performance during the holding of the company's general assembly.

17.4 The mechanism of communication with our shareholders

Divorce from Al Hokair Group's keenness and interest in the rights of its shareholders, I Group has assured all the rights of shareholders and stakeholders in the foundation of the company, and the focus has been on all rights in the form of "immersion in the principles, policies and procedures of the group, and there is a special management in Al Hokr Group, which monitors the affairs of our shareholders, which undertakes Due to its duty towards the shareholders of the group by means of communication, responding to inquiries and following up on any potential problems that the shareholders may encounter with the texts of the "dividend distributions" operations or other things, and it is possible to communicate with the management of the shareholders' finances directly via the email

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17.5 Disclosure Policies and Procedures

The company has complied with written policies and procedures 'related to disclosure and transparency that 'ensure' achieving the principle of justice in 'provides adequate information in a timely manner ! The company is committed to the policies and procedures that the board of directors obeys based on the relevant regulations and the instructions received from the Capital Market Authority and the competent authorities with the aim of enhancing the level of transparency and disclosure.

17.1 Shareholders' Equity

statutory ones , to obtain their share of the profits whose distribution is fraudulent, and a share of the company's assets in the event of its liquidation, prohibiting shareholder assemblies , participating in its deliberations, voting on its decisions, disposing of shares, monitoring the board's issues and filing a liability lawsuit. Upon the Board's disobedience, seeking advice, and seeking information in a manner that does not harm the company and does not conflict with the system of the financial market and its executive regulations and in line with the provisions of the company's corporate governance regulations.

18.0 Dividend Policy

18.1 The Company's Dividend Distribution Policy

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

1- (10%) of the net profits shall be set aside to form the statutory reserve of the

company, and the ordinary general assembly may be tempted to suspend this deduction when the aforementioned reserve amount reaches (30%) of the paid-up capital.

2- The Ordinary General Assembly, upon the proposal of the Board of Directors, may make up (10 %) of the net profit to form a general agreement reserve.

3- The Ordinary General Assembly has the right to deceive the formation of other reserves, to the extent that serves the interest of the company or ensures the distribution of fixed profits as much as possible to shareholders. The aforementioned association also has the right to "deduct sums from the net profits for the establishment of social institutions for the two years of the company, or for assisting what may exist in the form of corruption of institutions."

4- After that, the remainder shall be distributed to I shareholders, at least 1% (1 %) of the paid-up capital of the company. The company may also "distribute interim dividends to its shareholders on a semi-annual or quarterly basis, in accordance with the regulations issued by the Capital Market Authority, based on an allowance issued by the Ordinary General Assembly of the Board of Directors to distribute interim dividends to be renewed annually.

18.2 The Board of Directors' decisions to distribute dividends during the year Aseel 2021

There are no decisions issued by the Board of Directors to distribute Nillal dividends this year.

19.0 Board Declarations

The Board of Directors acknowledges the following:

- It has been properly prepared for the gelatin pans.
- The internal control system was prepared for the purpose of the event and was effectively implemented.
- There is no doubt in my mouth that the company is aware of its ability to continue its activities.
- Except as mentioned in this report, my mother who is a member of the Board of Directors, the Executive Director, the Chief Financial Officer, or the Senior Executive has no interest in business or contracts with the Company.
- 2020 AD, the company did not issue or grant transfer or subscription rights under convertible debt instruments, contractual securities, subscription notes, or similar rights.
- During the year 2020 , the company did not request my mother to redeem or to purchase or cancel my mother's debt instruments that are payable.
- There are no arrangements or agreements whereby a member of the board of directors of the company or a senior executive waives the remuneration.
- There are no arrangements or agreements whereby any of the company's shareholders have assigned the rights to the shares.
- The company did not provide my mother with a kind loan from my mother to the members of its board of directors, nor did my mother guarantee a loan that one of them contracts with other

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