

Shareholder records requests

Number of Shareholders' Records Requests	Date of Request	Reason for Request
1.	02-01-2023	Periodic reports
2.	02-02-2023	Periodic reports
3.	02-03-2023	Periodic reports
4.	03-04-2023	Periodic reports
5.	07-05-2023	General Assembly Meeting
6.	09-05-2023	General Assembly Meeting
7.	04-06-2023	Periodic reports
8.	03-07-2023	Periodic reports
9.	02-08-2023	Periodic reports
10.	04-09-2023	Periodic reports
11.	02-10-2023	Periodic reports
12.	02-11-2023	Periodic reports
13.	12-12-2023	General Assembly Meeting

Board of Directors

Composition of the Board of Directors

The Board of Directors is composed of nine (9) members elected by the Ordinary General Assembly for a period of three (3) years, renewable for one or more terms. The Ordinary General Assembly in its meeting dated 28-12-2022 elected the Board members for the new term for a period of three (3) Gregorian years commencing on 02-01-2023G until 01-01-2026G.

Members of the Board of Directors

Member Name	Position	Membership Type	Nationality
Mrs. Sarah Al-Suhaimi	Chairperson of the Board	Independent	Saudi
Mr. Yazeed Al-Humaid	Vice-Chairperson of the Board	Non-Executive	Saudi
Eng. Khalid Al-Hussan	Member	Executive	Saudi
Ms. Rania Nashar	Member	Non-Executive	Saudi
Mr. Sabti Al-Sabti	Member	Non-Executive	Saudi
Mr. Mark Makepeace	Member	Non-Executive	British
Mr. Xavier Rolet	Member	Non-Executive	French
Mr. Hashem Al-Hekail	Member	Independent	Saudi
Eng. Sultan Al-Deghaither	Member	Independent	Saudi

Board of Directors' biographies



Mrs. Sarah Al-Suhaimi

Position: Chairperson of the Board

Nationality: Saudi

Appointment date: 2 January 2023

Membership type: Independent

Mrs. Sarah Al-Suhaimi is the Chairperson of the Saudi Tadawul Holding Group Company Board of Directors, which is considered the largest exchange in the Middle East. In her capacity, Mrs. Al-Suhaimi spearheads Tadawul's efforts to integrate the Saudi Capital Market with global peers by way of aligning the platforms operations and governing regulations.

Mrs. Al-Suhaimi is also the Chairperson of Lazard in Saudi Arabia, the Middle East, and North Africa, a Board member at the General Authority of Statistics, a Board member at the Saudi Telecom Company, the Saudi Arabian Airlines Public Agency, and the Cultural Development Fund. In addition, Mrs. Al-Suhaimi is a trustee of the International Financial Reporting Standards Foundation and Director of the Regional Voluntary Carbon Market Company.

Mrs. Al-Suhaimi served as the CEO of Saudi National Bank Capital (SNB Capital) from 2014 to 2021 and was a member of the Board of Directors. During her tenure, AUMs grew by over four times, NCBC's brokerage market share increased by more

than 10% and the bank executed multiple large investment banking mandates earning league table status in DCM and M&A.

Mrs. Al-Suhaimi served a two-year term as Vice-Chairperson of the Advisory Committee of the Capital Market Authority (CMA) Board of Directors from 2013 to 2015.

Prior to that, Mrs. Al-Suhaimi led the Asset and Wealth Management Division at Jadwa Investment Company, where she was also the Chief Investment Officer from 2007 to 2014, and a member of the firms' Management Committee. Mrs. Al-Suhaimi started her career within asset management at Samba Capital.

Mrs. Al-Suhaimi holds a Bachelor's degree in Accounting with Honors from King Saud University, and completed the General Management program in Harvard Business School.

Positions and Memberships

Current memberships and positions:

- Independent Director, Saudi Telecom Company (STC), a Saudi listed joint stock company.
- Investment Committee Member, Saudi Telecom Company (STC), a Saudi listed joint stock company.
- Independent Director, SAUDIA, a Saudi public institution.
- Audit Committee Member, SAUDIA, a Saudi public institution.
- Independent Director, Cultural Development Fund, a Saudi Governmental Fund.
- Director, Child Care Association, a Saudi private organization.
- Board of Trustees member, IFRS Foundation, a non-profit organization in the UK.
- Director, Nomination and Remuneration Committee Chairperson Regional Voluntary Carbon Market Company.
- Chairperson, Lazard Saudi Arabia, a Saudi closed joint stock company.

Previous memberships and positions:

- Executive Director, SNB Capital Company, a Saudi closed joint stock company.
- CEO, SNB Capital Company, a Saudi closed joint stock company.
- Advisory Committee Vice-Chairperson, Capital Markets Authority (CMA), a Saudi Government Authority.
- Head of Asset and Wealth Management and Chief Investment Officer, Jadwa Investment, a Saudi closed joint stock company.

Committee Memberships

- Chairperson of the Investment Committee.



Mr. Yazeed Al-Humaid

Position: Vice-Chairperson of the Board
 Nationality: Saudi
 Appointment date: 2 January 2023
 Membership type: Non-Executive

Mr. Yazeed Al-Humaid is the Deputy Governor and the Head of MENA Investments at the Public Investment Fund (PIF), where his responsibilities include managing two key investment pools: Saudi Equity Holdings and Saudi Sector Development, with a significant number of key assets under management. His responsibilities also include attracting international strategic partners and other entities to Saudi Arabia – both for investing as well as to localize cutting edge technologies – thus enabling PIF to effectively execute its role as a driver of the Kingdom’s economy.

Mr. Al-Humaid joined PIF in 2015 as an Advisor to His Excellency the Governor of PIF – to contribute to the restructuring of the organization as well as for crafting its strategy – post its reallocation to Council of Economic and Development Affairs (CEDA). In 2016, he was appointed as the Chief of Staff while retaining his advisory post. As Chief of Staff, he was responsible for a number of outstanding achievements and accomplishments that included contributing to the development of the PIF

updated strategy and business plan; managing PIF investment projects from inception to becoming established companies; developing a comprehensive governance model for PIF portfolio companies along with establishing the foundations and mechanisms for representations in the Boards of Directors of PIF portfolio companies, developing several international strategic partnerships, and enhancing PIF relations to become an enabler to other local entities.

Mr. Al-Humaid’s contributions also extend beyond the organizational boundaries by virtue of his various memberships in permanent committees of PIF such as the Management Committee, the Portfolio Companies Nomination Committee, Management Investment Committee. It also extends to outside of the PIF in the public and private sectors such as the Chairman of the National Security Services Company, Vice-Chairman for the Saudi National Bank, the Saudi Tadawul Holding Group, Saudi Telecom Company (STC), and Saudi Egyptian Investment Company and memberships in Boards of Directors of several companies such as Saudi Arabian Airlines, Civil Aviation Holding, Richard Attias & Associates and Flyadeal, in addition to also being a member in several subcommittees of the aforementioned Boards of Directors.

In addition to his tenure at PIF, Mr. Al-Humaid’s career spans more than 18 years of extensive and valuable experience in both financial and management fields; working in a leading international company PricewaterhouseCoopers as well as the House of National Consulting from 2004 to 2008; thereafter joining the Capital Market Authority (CMA) until 2015. During this period, he headed the Mergers and Acquisitions team and was exposed to leading international investment practices as he also got seconded to work at the Malaysian Securities Commission and the regulatory body of mergers and

acquisitions in the United Kingdom. He also served as Advisor to HE the Chairman of CMA, enabling him to develop a comprehensive understanding of CMA and its practices.

Mr. Al-Humaid holds a Bachelor’s degree in Accounting from the King Saud University, along with being certified in Executive Management programs of several top tier international academic institutions such as the London Business School.

Positions and Memberships

Current memberships and positions:

- Deputy Governor and Head of MENA Investments, Public Investment Fund (PIF), a Saudi Government fund.
- Vice Chairman of the Saudi Egyptian Investments Company, a closed joint stock company in Egypt.
- Board Member and Member of the Executive Committee, Civil Aviation Holding Company (Matarat), a Saudi closed joint stock company.
- Board Member Richard Attias & Associates Company, a limited liability company in the UAE.
- Vice Chairman and Member of the Executive Committee and Audit Risk and Compliance Committee of Saudi Airlines (SAUDIA), a Saudi public institution.
- Board Member and Member of the Internal Audit Committee, Flyadeal Company, a Saudi closed joint stock company.
- Non-Executive Board member of the Red Sea Cruise Ships Company, a Saudi closed joint stock company.
- Vice Chairman of Desert Resorts Development Company, a Saudi closed joint stock company.
- Member of the Board of Directors and the Executive Committee of the Saudi Electronic Gaming Holding Company (Savvy), a Saudi closed joint stock company.

- Member of the Board of Directors and the Executive Committee of the Saudi Information Technology Company (SITE), a Saudi closed joint stock company.
- Member of the Board of Directors of Ceer National Automotive Company (Ceer), a Saudi closed joint stock company.
- Member of the Executive Committee of Industrial Company for Electronics "Alaat", a Saudi closed joint stock company.
- Vice-Chairman and Member of the Executive Committee of Saudi Telecom Company (STC), a Saudi listed joint stock company.
- Vice-Chairman and Member of the NRC Committee, Saudi National Bank (SNB), a Saudi listed joint stock company.
- Chairman and Chairman of the NRC Committee of National Security Services Company (SAFE), a Saudi closed joint stock company.

Previous memberships and positions:

- Head of Local Holding Investments, Public Investment Fund (PIF), a Saudi Government fund.
- Chief of Staff, Public Investment Fund (PIF), a Saudi Government fund.
- Advisor, Public Investment Fund (PIF), a Saudi Government fund.
- Manager of M&A Department, Capital Markets Authority (CMA), a Saudi Government Authority.
- Chairman Advisor, Capital Markets Authority (CMA), a Saudi Government Authority.
- M&A Senior Specialist, Capital Markets Authority (CMA), a Saudi Government Authority.

Committee Memberships

- Member of the Investment Committee.



Eng. Khalid Al-Hussan

Position: Member

Nationality: Saudi

Appointment date: 2 January 2023

Membership type: Executive

Eng. Khalid Al-Hussan is a Board member and the Chief Executive Officer of Saudi Tadawul Group. He also serves as the Chairman of the Saudi Exchange, the Securities Depository Center Company (Edaa), the Securities Clearing Center Company (Muqassa), Tadawul Advanced Solution Company (WAMID), an applied technology services business and the innovation arm of Saudi Tadawul Group. Additionally, Eng. Al-Hussan is a board member in the World Federation of Exchanges (WFE) and Tadawul Real Estate Company, and E-Finance for Digital and Financial Investments (S.A.E.).

Eng. Al-Hussan has more than 17 years of capital market and financial sector experience and possesses a wide range of expertise from business development and corporate planning to strategy and operations. Preceding his appointment as CEO of the Group, Eng. Al-Hussan was the CEO of the Saudi Stock Exchange (Tadawul) – now known as the Saudi Tadawul Group – for more than five years.

Throughout his tenure at the Exchange, Eng. Al-Hussan has overseen the introduction and implementation of several key development programs, including the Qualified Foreign Investor (QFI) framework, the inclusion of Tadawul in the emerging markets' indices, the launch of Nomu and the derivative markets, the development of the fixed income market and the record-setting IPO of Saudi Aramco. Notably and most recently, led the transformation into the Saudi Tadawul Group. Prior to joining the Exchange, Eng. Al-Hussan

worked in the insurance sector, managing areas of business product development and strategy.

Eng. Al-Hussan is an engineer and holds an MBA from the University of Colorado, where he is also a certified entrepreneur.

Positions and Memberships

Current memberships and positions:

- Non-Executive Chairperson, Securities Clearing Center Company "Muqassa", a Saudi closed joint stock company.
- Regulatory Policy and Oversight Committee member, Securities Clearing Center Company "Muqassa", a closed joint stock company.
- Compliance Committee Chairperson, Securities Clearing Center Company "Muqassa", a Saudi closed joint stock company.
- Information Technology Committee Chairperson, Securities Clearing Center Company "Muqassa", a Saudi closed joint stock company.
- Non-Executive Chairperson, Saudi Exchange Company, a Saudi closed joint stock company.
- Regulatory Policy and Oversight Committee Member, Saudi Exchange Company, a Saudi closed joint stock company.
- Compliance Committee Chairperson, Saudi Exchange Company, a Saudi closed joint stock company.
- Information Technology Committee Chairperson, Saudi Exchange Company, a Saudi closed joint stock company.
- Non-Executive Chairperson, Securities Depository Center Company "Edaa", a Saudi closed joint stock company.
- Regulatory Policy and Oversight Committee member, Securities Depository Center Company "Edaa", a Saudi closed joint stock company.
- Compliance Committee Chairperson, Securities Depository Center Company "Edaa", a Saudi closed joint stock company.
- Information Technology Committee Chairperson, Securities Depository Center Company "Edaa", a Saudi closed joint stock company.
- Non-Executive Chairperson, Tadawul Advanced Solutions Company "WAMID", a Saudi closed joint stock company.
- Non-Executive Director, World Federation of Exchanges, a nonprofit global federation of capital markets in the UK.

- Non-Executive Director, Tadawul Real Estate Company, a Saudi limited liability company.
- Investment Committee member, E-finance for Digital & Financial Investments Company.
- Non-Executive Board member, E-finance for Digital & Financial Investments Company.
- Nomination and Remuneration Committee member, E-finance for Digital & Financial Investments Company.

Previous memberships and positions:

- Director, Arab Federation of Exchanges, a nonprofit Arab federation of capital markets in Lebanon.
- Audit Committee member, Tadawul Real Estate Company, a Saudi limited liability company.
- Regulatory Policy and Oversight Committee member, Saudi Tadawul Group (formerly known as Saudi Stock Exchange "Tadawul"), a Saudi listed joint stock company.
- Advisory Committee member, Capital Markets Authority (CMA), a Saudi Government entity.
- Acting Executive Director, Saudi Tadawul Group (formerly known as Saudi Stock Exchange "Tadawul"), a Saudi listed joint stock company.
- Chief of Markets, the Company Saudi Tadawul Group (formerly known as Saudi Stock Exchange "Tadawul"), a Saudi listed joint stock company.
- Chief of Assets and Deposit, the Company Saudi Tadawul Group (formerly known as Saudi Stock Exchange "Tadawul"), a Saudi listed joint stock company.
- Chief of Strategy, the Company Saudi Tadawul Group (formerly known as Saudi Stock Exchange "Tadawul"), a Saudi listed joint stock company.
- General Manager of Strategy, Company for Cooperative Insurance (Tawuniya), a Saudi listed joint stock company.
- Member of the National Investment Coordination and Attraction Committee – General Authority for investment.
- Chairperson, Arab Federation of Exchanges, a nonprofit Arab federation of capital markets in Lebanon.

Committee Memberships

- Member of the Investment Committee.
- Member of the Governance, Risk and Compliance Committee.



Ms. Rania Nashar

Position: Member

Nationality: Saudi

Appointment date: 2 January 2023

Membership type: Non-Executive

Ms. Rania Nashar joined the Public Investment Fund (PIF) as a Senior Advisor to the Governor in February 2021, where she advises His Excellency Yasir Al-Rumayyan, Governor of PIF, in areas of business and governance, drawing on more than 20 years of professional experience in the banking industry. In addition, she is the Head of Compliance and Governance at the Public Investment Fund and the Chairperson of the Regional Voluntary Carbon Market Company.

Prior to joining PIF, Ms. Nashar served as the CEO of Samba Financial Group (SFG), making her the first Saudi woman to lead a major banking group in the Kingdom of Saudi Arabia. She first joined SFG in 1997 at the start of her banking career, where she served in various positions across different divisions of the Group and played a pivotal role in bringing vital changes and developments to SFG's business sectors.

Ms. Nashar also holds various other leadership and advisory positions. During her time at SFG, she served as Vice Chair of the Samba Capital Board and as a Board member of Samba Bank Limited in Pakistan, Samba Global Markets Limited. She also served as a Board member at Institute of International Finance (IIF) in USA. In March 2019, the Board of the Capital Market Authority of Saudi Arabia (CMA) appointed Ms. Nashar as Vice Chair of the CMA Advisory Committee. Ms. Nashar also serves as Board member of

STC, the Saudi Stock Exchange, the National Center for Performance Measurement, Saudi Space Commission and Saudi Polo Federation. Also, she chairs the Audit Committee at FII.

Some of Ms. Nashar's other major achievements throughout her career include becoming the first Saudi woman to lead the audit and risk review functions for all business and operations areas at SFG, including investment business, corporate and individual banking, and risk management. She is also the first woman in the GCC financial sector to lead a compliance group and first Saudi woman to be named a certified anti-money laundering specialist by the Association of Certified Anti-Money Laundering Specialists (ACAMS) in the USA. During KSA G20 Presidency, Ms. Nashar chaired the B20 Women in Business Action Council and G20 EMPOWER Alliance. Currently, she is serving as a Co-Chair in Action Council for B20 Women in Business.

Ms. Nashar holds a Bachelor's degree with Honors in Computer Science and Technology from Kind Saud University. She has been recognized by Forbes on multiple occasions for her professional achievements, being named among the Top 100 Powerful Women in the World in 2018, 2019 and 2020.

Positions and Memberships

Current memberships and positions:

- Non-Executive Director, Saudi Telecom Company (STC) a Saudi listed joint stock company.
- Director, the National Center for Performance Measurement (Adaa), a Saudi Government entity.
- Director, Saudi Space Commission, a Saudi Government entity.
- Director, Saudi Polo Federation, a Saudi sport federation.
- Risk Committee Chairperson, Saudi Telecom Company (STC), a Saudi listed joint stock company.
- Remuneration and Nomination Committee member, Saudi Telecom Company (STC), a Saudi listed joint stock company.
- Audit Committee Chairperson, National Center for Performance Measurement (Adaa), a Saudi Government entity.

- Head of Compliance and Governance, Public Investment Fund (PIF), a Saudi Government fund.
- Audit Committee Chairperson, Future Investment Initiative Institute, a Saudi nonprofit civil institution.
- Executive Committee member, Saudi Space Commission, a Saudi Government entity.
- Remuneration and Nomination Committee member, Saudi Space Commission, a Saudi Government entity.
- Audit Committee member, Saudi Space Commission, a Saudi Government entity.
- Governor Advisor, Public Investment Fund (PIF), a Saudi Government fund.
- Chairperson, Regional Voluntary Carbon Market Company.

Previous memberships and positions:

- Non-Executive Vice-Chairperson, Samba Capital and Investment Management Company, a closed joint stock company.
- CEO, Samba Financial Group (currently known as Saudi National Bank), a Saudi listed joint stock company.
- Audit Committee member, Samba Bank Limited, a listed joint stock company in Pakistan.
- Remuneration and Nomination Committee member, Samba Bank Limited, a Saudi listed joint stock company in Pakistan.
- Chief of Audit and Executive Review, Samba Financial Group (currently known as Saudi National Bank), a Saudi listed joint stock company.
- Chief of Compliance, Samba Financial Group (currently known as Saudi National Bank), a Saudi listed joint stock company.
- Director, Samba Global Markets Limited, a limited liability company in Cayman Island.
- Non-Executive Director, Samba Bank Limited, a listed joint stock company in Pakistan.

Committee Memberships

- Chairperson of the Governance, Risk and Compliance Committee.



Mr. Sabti Al-Sabti

Position: Member

Nationality: Saudi

Appointment date: 2 January 2023

Membership type: Non-Executive

Mr. Sabti Al-Sabti is the previous CEO of Riyadh Capital from 2018-2023, an investment bank that works in all areas and activities of financial markets. Mr. Al-Sabti is also a Board member in Zakat, Tax and Customs Authority, Board member in Fund of Funds Company "Jada", Board member in Saudi Venture Capital Company SVC, and Board member in General Authority of Awqaf.

He started his career with PricewaterhouseCoopers (PwC), and previously worked as Head of the Listed Companies and Investment Products Deputy at the Capital Market Authority, where he assumed responsibility for overseeing six different departments in the Authority, performing many organizational and development tasks in the following areas: public and private securities offering, mergers and acquisitions, investment product development, asset management, disclosure and corporate governance of listed companies.

Mr. Al-Sabti obtained a Bachelor's degree in Accounting from King Saud University, and a Master's degree in Business Administration from Colorado Technical University, and also obtained a Certified Public Accountant's Certificate from the Saudi Organization for Certified Public Accountants (SOCPA) and American Institute of Certified Public Accountants Certificate (CPA).

Positions and Memberships

Current memberships and positions:

- Independent Board member, Zakat Tax and Customs Authority, a Saudi Government entity.
- Board member, Fund of Funds Company "JADA".
- Board member, Saudi Venture Capital Company SVC.

Previous memberships and positions:

- Head of the Listed Companies and Investment Products Deputy at the Capital Market Authority (CMA), a Saudi Government authority.
- CEO, Riyadh Capital, a Saudi closed joint stock company.

Committee Memberships

- Member of the Investment Committee.



Mr. Mark Makepeace

Position: Member

Nationality: British

Appointment date: 2 January 2023

Membership type: Non-Executive

Mr. Mark Makepeace is the CEO of Wilshire Indexes and Co-Chairman of Wilshire Advisors and, as a result, a director in a number of Wilshire subsidiaries. He is also a Board member in the Singapore Stock Exchange and Tadawul Advanced Solutions Company (WAMID). Previously he was the Founder of FTSE Russell and its CEO until January 2019 and the Executive Director of Information Services at the London Stock Exchanges Group (LSEG). He has been a UNICEF Vice President in the UK since 2011.

Mr. Makepeace started his career in the financial services field in 1985 after joining the London Stock Exchange and worked during this period to develop the stock market's business in the field of information technology and services.

He also led the equities regulation in the United Kingdom and participated in establishing the first international stock market across borders in Europe. He was the founder and CEO of FTSE Russell since 1995 until 2019 and Executive Director of Information Services at the London Stock Exchange Group from 2012 to 2019.

He has experience of more than 20 years in developing successful joint ventures, and has succeeded in establishing alliances with stock exchanges, academics, and leading industrial groups all over the world. He has founded successful businesses in Asia, Europe, the Middle East, Africa, and the Americas, and was also the first Chairman and founding member of the Index Industry Association.

Positions and Memberships

Current memberships and positions:

- Vice-Chairman and CEO, Monica Top GP (Cayman) (Wilshire Global Advisors), a limited liability company.
- Independent Director, Singapore Exchange, the Capital Market of Singapore.
- CEO, Wilshire Global Advisors, a Limited Liability Company, in the US and Europe.
- Non-Executive Vice-Chairman, Tadawul Advanced Solutions Company (WAMID), a Saudi closed joint stock company.
- Chairman and Owner, M8R LIMITED, a limited liability company (outside the Kingdom).

Previous memberships and positions:

- Executive Information Services Director, London Stock Exchange Group, a British security company in the UK.
- CEO, FTSE Russell, a limited liability company in the UK.

Committee Memberships

- Member of the Nominations and Remunerations Committee.



Mr. Xavier Rolet

Position: Member
 Nationality: French
 Appointment date: 2 January 2023
 Membership type: Non-Executive

Mr. Xavier Rolet is currently Chairman of the Board of Shore Capital Markets, a Board member of Tadawul Advanced Solutions Company (WAMID), Senior Advisor to Towerbrook Capital Partners LLP, Board member of Columbia Business School, of the Yale University Center for Business and the Environment, and a Harvard University Advanced Leadership Fellow.

He is also a Director and Board member of various private US and EU Agricultural and Conservation organizations and an External Director for Portfolio Companies at the Public Investment Fund (PIF).

He was previously Chairman of the Board of World Quantum Growth Acquisition Corporation, Board member of Seplat Energy Plc, Chairman of Phosagro PJSC, CEO of CQS (UK) LLP, and CEO of the London Stock Exchange Group (LSEG) from 2009 until 2017, during which time its market capitalization increased from USD 1.2 billion to USD 24 billion. Prior to that, he worked for Lehman Brothers in New York as co-head of Global Equities and Derivatives trading, head of European and Asian Equities in London and CEO of Banque Lehman Brothers in Paris. Prior to Lehman Brothers, he was global head of European Equities at Credit Suisse First Boston and a Vice-President and Executive Director at Goldman, Sachs & Co. in New York and London.

After graduating from Kedge Business School with an MSc in Management studies in 1981, Mr. Rolet served as a Second Lieutenant and Instructor at the French Air Force Academy. He received a Master’s degree in Business Administration from Columbia Business School in 1984 and a postgraduate degree from the Paris-based Institute of Advanced Studies in National Defense (IHEDN) in 2008. Mr. Rolet was appointed a Knight Commander of the British Empire (Hon) in 2015, a Knight of the Order of the French Legion of Honor, an Officer of the Royal Sharifian Order of Al-Alawi in 2016, and a recipient of the Order of Friendship of the Russian Federation in 2017. He featured in the 2017 Harvard Business Review list of the Best 100 CEOs in the world.

Positions and Memberships

Current memberships and positions:

- Chairperson and CEO, World Quantum Growth Acquisition Corp, NYSE-listed special purpose acquisition company in the USA.
- Independent Non-Executive Director, Golden Falcon Acquisition Corp, NYSE-listed special purpose acquisition company in the USA.
- Non-Executive Director, Tadawul Advanced Solutions Company, a Saudi closed joint stock company.
- Independent Non-Executive Director, Seplat Petroleum Development Company, a joint stock company listed in London and Nigeria.
- Corporate Portfolio External Director, Public Investment Fund (PIF), a Saudi Government entity.
- Nomination and Remuneration Committee Chairperson, Seplat Petroleum Development Company, a joint stock company listed in London and Nigeria.
- Expert advisor, Shanghai Institute of Finance for the Real Economy, a Government institute.
- Managing Partner, Grayling Centennial LLC, a limited liability company in the USA.
- Chairperson, Shore Financial Markets, a limited liability company.
- Member, Centennial Valley Association, a nonprofit organization in the USA.
- Director, SAS La Verriere Company, a simple joint stock company (outside the Kingdom).
- Board of Advisors member, Ranchlands in the USA.

- Director, Columbia Business School, a business college in the USA.
- Partner, SCI La Verriere, a real estate investment company, a partnership (outside the Kingdom).
- Partner, SCEA Domaine de la Verriere, a partnership (outside the Kingdom).
- Chairperson of Board of Directors for the Phosagro PJSC.
- Board member of Centennial Valley Association.
- Independent Board member of KM Dastur Ltd.

Previous memberships and positions:

- Chairperson, Phosagro PJSC, a joint stock company in Moscow.
- Independent Non-Executive Director, Verseon Company in the USA.
- Expert Advisors Committee member, a Department for the International Trade (DIT), a government agency in the UK.
- CEO, London Stock Exchange Group, a British Securities Company in the UK.
- Governor’s Financial Services Forum, Bank of England, a British Government entity.
- Financial Services Trade and Investment Board member, HM Treasury, a government entity in the UK.
- Securities and Markets Stakeholders Group member, European Securities and Markets Authority (ESMA).
- Second Lieutenant and Instructor at the French Air Force Academy.
- Director, Marketing Mediterranee, a junior enterprise in France.

Committee Memberships

- Member of the Governance, Risk and Compliance Committee.



Mr. Hashem Al-Hekail

Position: Member

Nationality: Saudi

Appointment date: 2 January 2023

Membership type: Independent

Mr. Hashem Al-Hekail is now the Chairperson of the Boa Technology Company Board of Directors, a Board member of Saudi Housing Security Company, and a Board member and Chairperson of Audit Committee at Derayah Financial.

Mr. Al-Hekail has previously worked as Deputy Governor of the Saudi Central Bank (SAMA) for developing the financial sector and national initiatives, and he also cofounded Derayah Financial, and has worked as a co-CEO responsible for operations and technology.

Mr. Al-Hekail has more than 30 years of experience in the field of technology, analysis, system design, and engineering work procedures and investment accounts. He began his career in 1983 as an auditor at SAMA; after holding several positions there including Government Accounts Manager and Information Technology Manager. He then moved to SNB, where he supervised systems development projects in addition to supporting and maintaining existing systems. He then co-founded Derayah Financial and thereafter returned to SAMA.

Mr. Al-Hekail obtained a Bachelor's degree in Social Services from King Saud University in 1981, and a professional Diploma in Financial Supervision from the Institute of Public Administration in 1983. He has also participated in technical and management training programs at various institutions, including Harvard University and the Massachusetts Institute of Technology.

Positions and Memberships

Current memberships and positions:

- Independent Director, Derayah Financial, a Saudi closed joint stock company.
- Audit Committee Chairperson, Derayah Financial, a Saudi closed joint stock company.
- Chairperson, BWA Information Technology Company, a Saudi closed joint stock company.
- Director, Hyper Pay Inc, a closed joint stock company in the British Virgin Island.
- Board member, Saudi Housing Security Company "Damanat" a Saudi closed joint stock company.

Previous memberships and positions:

- Independent Director, Bayan Payments Limited, a Saudi limited liability company.
- Co-Director, Derayah Financial, a Saudi closed joint stock company.
- Deputy Governor, Saudi Central Bank, the Central Bank of the Kingdom of Saudi Arabia.

Committee Memberships

- Member of the Audit Committee.



Eng. Sultan Al-Deghathier

Position: Member

Nationality: Saudi

Appointment date: 2 January 2023

Membership type: Independent

Eng. Sultan Al-Deghathier serves as the Chief Executive Officer of the Mobile Telecommunications Company Saudi Arabia (Zain KSA), Vice-Chairman and Managing Director of Tamam Financing Company (Tamam), and the Chairman of the Board of Directors of PLAYHERA MENA e-sports company.

Eng. Al-Deghathier possesses a track record of 19 years of achievements and expertise in executive, operational, and technical management. Eng. Al-Deghathier has led several trailblazing projects that positioned Zain KSA as a leading telecom and digital services company and the partner of choice in the Kingdom.

Eng. Al-Deghathier has championed the company's financial and operational transformation, increased the market value and extinguished more than SAR 2 billion of accumulated losses, and distributed cash dividends for the first time in the company's history in 2022 after Zain KSA achieved record revenues and profits, which positioned Zain KSA among the 50 top-ranking brands in the Kingdom. Eng. Al-Deghathier was deeply involved in developing and advancing the company's networks within the Kingdom. In 2019, he led the rollout of the fourth-largest 5G network in the world and the largest 5G network in the Middle East, Europe, and Africa.

He has also articulated a strategic vision for Zain KSA's business sector, promoting large-scale investment in innovative technologies and digital solutions and services, ranging from cloud computing to future 5G applications, such as Internet of Things (IoT), artificial intelligence (AI), blockchain, and drones.

Eng. Al-Deghathier has managed Zain KSA's transformational process from a telecom company to an integrated digital ecosystem that served as a key pillar for the emergence and growth of a variety of new technology sectors in the Kingdom. In 2022, he led the strategic partnership between Zain KSA and PLAYHERA, which led to the establishment of PLAYHERA MENA.

With his extensive experience, Eng. Al-Deghathier was able to advance the FinTech sector in the Kingdom and launched Tamam Financing Company as the first consumer micro-financing entity in the Kingdom and the Middle East. He supervised its expansion and operational plan, reaping record profits in a short term.

Eng. Al-Deghathier's leadership approach is characterized by the application of the values of inclusion and diversity at Zain KSA. Under his leadership, the company has witnessed Saudi women empowerment at the leadership level, enhancing their presence in the telecommunications sector and achieving gender equality. Through his leadership, Zain KSA has become a champion of sustainability and a pioneer in utilizing green technology across its networks and operations, where in 2023, Zain KSA culminated its efforts by signing a framework agreement with the Shareek program to launch several hyper scale data centers across the Kingdom with the presence of HRH Crown Prince and Prime Minister Mohammed bin Salman. Zain KSA also launched the first zero-emission 5G network worldwide at the Six Senses Southern Dunes resort at The Red Sea.

Eng. Al-Deghathier has been ranked among the 10 best CEOs in the telecommunications sector out of more than 700 CEOs of companies listed in the GCC. He holds a Bachelor's degree in Telecommunications and Electrical Engineering from King Saud University and an Advanced Management Program Degree from IESE.

Positions and Memberships

Current memberships and positions:

- CEO, Zain KSA.
- Board member, member of Executive Committee, Al Nassr Club Company.
- Board member, Golden Lattice Investment Company.
- Chairman, Entertainment Content Trading Company (PLAYHERA MENA).
- Board member, Head of the Financial and Administrative Committee, Telecom Forum.
- Vice-Chairman, Board member, Youth Empowerment.
- Vice-Chairman, Managing Director, Tamam Finance.

Committee Memberships

- Chairperson of the Nominations and Remunerations Committee.
- Member of the Audit Committee.

Responsibilities and Powers of the Board of Directors

Subject to the powers reserved for the General Assembly, the Board shall have the widest authority in managing the affairs of the Company in order to achieve its objectives, and the Board shall be responsible for achieving the strategic and operational objectives of the Company. In particular, the Board shall assume its powers as per the relevant laws and regulations and may delegate some or all of these powers as it sees fit.

Evaluating the performance of the Board, its Committees, and the Executive Management

The Extraordinary General Assembly, in its meeting dated 13-12-2023, has approved the Nomination and

Remuneration Committee Charter (NRC), which reflects that the NRC shall assist the Board in assessing the performance of the Board, its Committees, and Executive Management in terms of strengths and weaknesses and in sitting and implementing plans to define and enhance the competencies of Board members by recommending the necessary procedures. The NRC has appointed a consultant to undertake the Board assessment, in which it submitted the report to the Board reflecting the main assessment items and the improvement plan. The Board is currently preparing for the implementation of the relevant plan.

Board of Directors' meetings and attendance

Number of meetings: Seven meetings.

Member Name	Position	02-01-2023	29-01-2023	20-02-2023	04-05-2023	19-07-2023	13-11-2023	19-12-2023
Mrs. Sarah Al-Suhaimi	Chairperson of the Board	✓	✓	✓	✓	✓	✓	✓
Mr. Yazeed Al-Humaid	Vice-Chairperson of the Board	✓	✓	✓	✓	✓	X	✓
Eng. Khalid Al-Hussan	Member	✓	✓	✓	✓	✓	✓	✓
Ms. Rania Nashar	Member	✓	✓	✓	✓	✓	✓	✓
Mr. Sabti Al-Sabti	Member	✓	✓	✓	✓	✓	✓	✓
Mr. Mark Makepeace	Member	✓	✓	✓	✓	✓	✓	✓
Mr. Xavier Rolet *	Member	X	X	X	✓	✓	✓	✓
Mr. Hashem Al-Hekail	Member	✓	✓	✓	✓	✓	✓	✓
Eng. Sultan Al-Deghaither	Member	✓	✓	✓	✓	✓	✓	✓

* The member's absence by a legitimate excuse accepted by the Board.

Ownership of Board members

Member Name	Shares ownership			
	Type of ownership	Opening balance	Closing balance	Percentage change
Mrs. Sarah Al-Suhaimi	Shares	25,000	0	(100%)
Mr. Yazeed Al-Humaid	Shares	0	2,356	100%
Eng. Khalid Al-Hussan	-	-	-	-
Ms. Rania Nashar	-	-	-	-
Mr. Sabti Al-Sabti	-	-	-	-
Mr. Mark Makepeace	-	-	-	-
Mr. Xavier Rolet	-	-	-	-
Mr. Hashem Al-Hekail	-	-	-	-
Eng. Sultan Al-Deghaither	-	-	-	-

It is worth noting that there is no ownership of the Board member's relatives in the Group shares.