

Rule 9: Brief On The Mechanisms Of Protecting The Stakeholders' Rights

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The Group believes that stakeholders' contribution is a valuable resource to enhance its competitive ability and reinforce its profitability levels. For this reason, it supports all means of cooperation with stakeholders,

therefore the Group has issued a policy that ensures and recognizes stakeholders' rights as well as it encourages them to keep track of the Group's various activities.

10.1 Brief On The Stakeholders' Rights Protection And Recognition Policies

The Group has established a set of policies that contains regulations and procedures that ensure and recognize stakeholders' rights, they also enables them to receive compensation in case of any violation of their rights occurs. The policy is approved by the Board in accordance with the issued bylaws in this regard. The Group reviews these policies

regularly to ensure it is in alignment with the requirements of regulatory authorities and updates these policies if necessary. These policies consider but are not limited to the following:

- Compensation mechanisms in case of breaches that compromise the rights of any parties.
- Mechanisms for complaints or dispute settlement, which may arise between the stakeholders and the Group.
- A clear settlement mechanism for all types of purchasing and tendering.

10.2 Brief On How To Encourage The Stakeholders To Participate In Keeping Track Of The Group's Various Activities

The Group has mechanisms and frameworks that aim to obtain the maximum benefits of stakeholder contributions, as well as encourage them to keep track of Group activities, in a manner that is consistent with achieving their best interests.

One of these mechanisms is the whistleblower policy, which facilitates the stakeholders to inform the Board of Directors of any unfairness committed by the Group against them while providing proper protection to the whistleblowers.

Rule 10: Brief On The Training Mechanisms And Their Role In Promoting And Improving The Performance Of The Group

11. Brief On The Training Mechanisms And Their Role In Promoting And Improving The Performance Of The Group

To enhance and reinforce the Board's performance, the Group has evaluated the members of the Board and Executive Management through a self-evaluation questionnaire, in accordance with the best practices. These evaluations are reviewed on an annual basis by the Nomination and Remuneration Committee.

11.1 Brief On Applying Of Requirements And Development Of Mechanisms, Which Allow All Members Of The Board And The Executive Management To Obtain Programs And Training Courses Regularly

The Group has established a set of mechanisms that draw the interest of the members of the Board and Executive Management to training aspects. This is achieved through setting orientation programs for newly

appointed members, as well as setting programs for training workshops and hosting seminars that should assist the members in performing their assigned roles.

11.2 Brief On The Evaluation Process Of The Performance Of The Board Of Directors As A Whole And The Performance Of Each Member Of The Members Of The Board Of Directors And The Executive Management

The Group has established a clear and approved policy regarding the evaluation of the members of the Board, including a set of performance measurement indicators. During 2023, an evaluation

of all Board and Executive Management members was performed, these evaluations have been reviewed by the Nomination and Remuneration Committee.

11.3 Brief On The Efforts Made By The Board Of Directors To Promote Corporate Values Among The Group Employees Through Achieving The Strategic Objectives And Improving Performance Indicators

The Board of Directors works on value creation within the Group, on short-, medium-, and long-terms. This is done through developing mechanisms and procedures that assist in accomplishing the Group's strategic objectives, as well as enhancing performance levels in a manner that effectively contributes to the creation of corporate values for employees. This further encourages them to thrive to continuously maintain the Group's financial position.

The Group also works to continuously develop the internally integrated reporting system, in order to be more inclusive. This assists members of the Board and Executive Management to make systematic and sound decisions, achieving the shareholders' best interests.