

Annual Report

20
23





The Custodian of the Two Holy Mosques
King Salman bin Abdulaziz Al Saud
 May God protect him



His Royal Highness Prince
Mohammad bin Salman Al Saud
 Crown Prince And Prime Minister and The Minister of Defense
 May God protect him

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First Section Overview



A brief history of Abdullah Al-Othaim Markets:

It is an extension of Saleh Al Othaim Trading Establishment being founded in the year 1376H (1956G) by the late Sheikh Saleh Al Othaim whereby the establishment opened its first location in the heart of the commercial business area by that time in the village of Al Gusman at Al Batha and started doing business in trading of food stuffs. In 1401H/1980G Al Othaim Trading Company was founded to continue the line through widening the business and opening wholesale and retail stores in the same activity. A main turning point in the company course was in year 1410H/1990G when the number of stores reached fourteen (14), at that time the system of consumer's wholesale trade was applied in all stores belonging to the company and as such Abdullah Al Othaim Markets Company became leading in this field. In year 1412H/1992G, Central warehouses with international standards of warehousing were started to support growth and development of the company with its numerous centers and these warehouses were equipped with the most modern dry and cold storage equipment's in addition to the increase in the distribution fleet to improve the service level provided to clients together with facilitating cooperation with suppliers. The company is continuing its expansion strategy and increase of stores base all over the Kingdom according to its integrated vision and renewed concern aiming to provide distinguished and comprehensive services to all clients.



Highlight information of Abdullah Al Othaim Markets:

Abdullah Al Othaim Markets Company is a Saudi joint-stock company listed on the Saudi Stock Exchange.

- Currently the company is Present in the Kingdom of Saudi Arabia and the Arab Republic of Egypt.
- For the second consecutive year, Abdullah Al Othaim Markets Company ranked first in brand value in the retail and food sector, with a brand value of \$923 million. The company also ranked 13th among the best brands in the Kingdom of Saudi Arabia, according to a study conducted by Kantar BrandZ on the top brand values in the KSA and UAE during 2023G.
- Abdullah Al Othaim Markets Company received two awards from Global Business Outlook in the categories of “Most Affordable Supermarket Chain” and “Best Customer Loyalty Program” for the year 2023G.
- The Main Activities of the Company are Retail, and Wholesale sales, Ownership and Operation of Supermarkets, Hypermarkets and Convenience stores.
- The Company's have Several Investments in Various Sectors such as Manufacturing and Distribution of General Foodstuffs and Manpower services.
- The Company seeks, through Ambitious Plans, to Strengthen its Position in the Customers minds, and its brand and improve the shopping experience, which enhances its leadership in the retail sector.

Number of shares	900 million shares
Paid-up capital	SR 900 million
Book value	One riyal
Listing date	2008G
The number of employees	More than 18 thousand
Number of branches	409 branches inside and outside the KSA
Market value	SR: 11.9 billion
Head quarter	Riyadh

Our Products Quality:

Abdullah Al Othaim Markets Company aims to provide consumer goods to its customers with a high level of quality and safety with the company as well as its employees commitment to meet the requirements of the customer and satisfy him on a permanent and continuous basis to achieve the desired goal, which is for the company to remain at the forefront with the high levels of quality for its services, To reach these goals the company has pursued a scientific approach by developing a quality management system and safe food in terms of coordinating work and raising the degree of performance efficiency, providing human resources, technology and necessary training systems, partnering with trusted suppliers, and coordinating with them to achieve continuous development and improvement of the quality of the product and service provided to the customer.

Vision

Better life
at lower costs



Mission

- To **contribute** to enabling our society to live a better life in order to achieve the vision of our kingdom.
- **For our customers:** providing the best and most appropriate quality and experience.
- **For our employees:** providing the best development and stimulating work environment.
- **For our suppliers:** Building business partnerships based on trust and mutual gains.
- **For our investors:** maximizing the investment return in the short and long term.
- **For our society:** Support sustainability, food and environmental security, and job generation

Values



Consumer friend certificate:

To enhance Abdullah Al-Othaim Markets Company aims to raise awareness of consumer rights, improve services provided, comply with laws and regulations, and improve the customer's experience, the company has obtained the «Consumer Friend Certificate» issued by the Consumer Protection Association which aims to improve the consumers practice in the Kingdom.

Our brands

Within the framework of the company's strategic goals and its interest in enhancing the concept of national food security, especially in the context of the continuous escalation of prices for local and international markets, some of which monopolize the prices and provision of basic commodities, which is reflected in the limited options offered to consumers and constitute an economic burden on the quality of their lives, the company has provided a wide variety among the basic and most important items under the brand and import, where the markets of Abdullah Al Othaim owns a set of local and international commercial brands and agencies from all over the world specializing in vital food and consumer varieties in order to provide alternatives to the consumer at competitive prices and high quality to achieve the policy of the state keen on the concept of national food security.

Al -Othaim Markets Company is one of the most important food companies that play a major role in achieving a balance in food security by diversifying its sources of high -quality national and international products at studied prices and competition that takes into account and is appropriate to the income and capabilities of all segments of society, Our commercial marks that Al -Othaim markets are registered in their name and are manufactured and packaged in high -quality factories, whether locally or globally, and include most of the basic and non -food items, which are provided with high quality and competitive prices to cover the requirements of consumers and help them obtain suitable options, Some of the most notable brands include:



Main Success Partners:



Our Geographical Presence:

Region	number of branches	The total number of branches opened during the year 2023G
Central	193	57 branches
South	53	
Eastern	46	
North	29	
Western	38	
Total number of branches within the Kingdom of Saudi Arabia	359	

*The company closed (4) branches during the year.

The Egyptian Arabic Republic

The total number of branches opened during the year 2023G	6 branches
The total number of branches within the Arab Republic of Egypt	50 branches

Awards:

As a result of the company's efforts during 2023G and in continuation of its achievements in previous years, which aimed at providing the necessities for customers and the community as a whole, and its continuous endeavor to achieve the best quality standards to position its brand in a prestigious and distinguished position and reflect its strength and deep-rootedness in the minds of customers, which was reflected in its achievement of distinguished results that were appreciated and of interest to its shareholders, investors and the community as a whole. As a result of these efforts, the company won various awards during 2022G and 2023G:

1

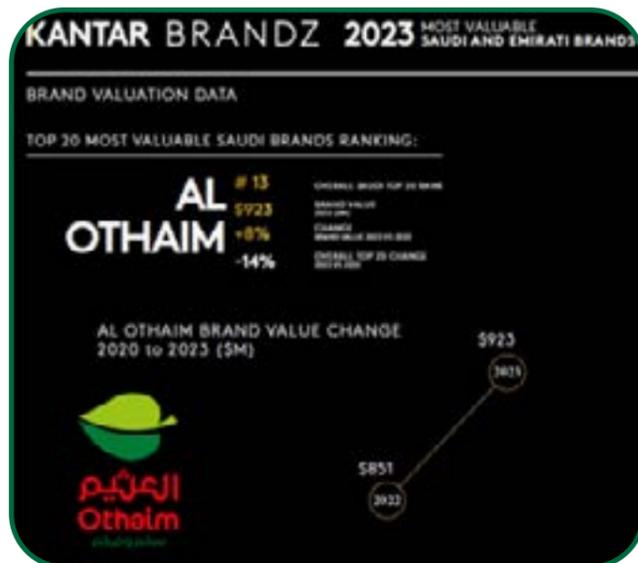
1. For the second consecutive year, Abdullah Al Othaim Markets Company has ranked first in terms of brand value in the retail and food sector, with a brand value of \$923 million. The company also ranked 13th among the best brands in the Kingdom of Saudi Arabia, according to a study conducted by Kantar BrandZ on the top brand values in the KSA and UAE in 2023G.



Most Affordable Supermarket Chain - Grocery Retail - KSA 2023



Best Customer Centric Loyalty Program Chain - Grocery Retail - KSA 2023



2

Two awards in the categories “Most Affordable Supermarket Chain” and “Best Customer Loyalty Program” for 2023G from among a number of nominees, awarded by Global Business Outlook, an international agency specializing in the UK and organizing this event annually in recognition of the most successful companies in their businesses.

3

The company received an award of honor from the Riyadh Chamber for being one of the leading companies in job localization programs during the year 2023G.



In addition to a number of awards that the company has won during 2022G, including:

1. Global Retail and Leisure (RLI) award for sustainability – Retail sector 2022G



2. The fastest growing supermarket chain award in the Kingdom for the year 2022G



3. The Best Marketing Initiative in the Kingdom for the year 2022G



4. The most admired supermarket chain award – in the Kingdom 2022G



Members of the Board of Directors



— Board Member —
Abdullah Saleh Ali Al-Othaim



— Board Member —
Eng. Bader Hamed Abdulrazaq Alaujan



— Board Member —
Mr. Bandar Suliman Mohammed Al Bohairy



— Board Member —
Mr. Bandar Nasser Hamad Al-Tamimi



— Board Member —
Dr. Raed Abdullah Ibrahim Al-Hogail



— Board Member —
Mr. Saad Ibrahim Saad Al-Mushawah



— Board Member —
Dr. Abdulkarim Hamad Abdulkarim Al-Nujaidi



— Board Member —
Mr. Mohammed Hasan Ibrahim Al-Shuhail



Board Member & CEO
Eng. Muaffaq Abdullah Mohammed Mubarah

2. The Most Performance financial for The year 2023G

Statement	the value
Growth in the number of branches	%17
Growth in the number of customers	%17.4
Nationalization rate	%49
Growth in Profit margin	%8.9
Earnings per share	SR 0.55
Net profit	SR 490.8 million
Sales	10,2 billion
Growth in Iktissab clients	%11.6
Dividend distributions during the year 2023G	SR 540 million
Sales growth:	%6.85



Board Chairman
Abdullah S. Al-Othaim

Chairman of Board of Directors Speech:

Respected Shareholders of Abdullah Al Othaim Markets Company

On behalf of myself and my fellow board members, we are pleased to present to you the annual report of the board of directors for the year 2023G, which sheds light on the company's activities, key achievements, financial results, strategic directions, corporate governance, applied sustainability standards, relations with the company's shareholders, and its programs in the field of social responsibility.

Praise to God, and under the efforts to achieve strategic plans and operational excellence, the company continued to grow confidently during the year 2023G, thanks to God Almighty, the efforts of its board of directors, executive management, and all its employees, based on the keenness and firm commitment to increasing financial and non-financial returns and enhancing value for the company's shareholders.

Finally, on behalf of my fellow board members, the company's executive management, and all its employees, I would like to thank the wise leadership of the Kingdom of Saudi Arabia for their continuous support for all sectors with steadfastness and confidence to achieve our goals. I would also like to express our deep gratitude and appreciation to the company's shareholders, suppliers, and employees who believe that the company's goals are shared to achieve the interests of everyone. This belief and support played a major role in enhancing the company's ability to move forward with confidence and determination to achieve its goals and achieve continuous growth.


 CEO & Board Member

Eng. Muaffaq Abdullah Mohammed Mubarah

CEO Speech:

Respected Shareholders of Abdullah Al Othaim
Markets Company

During 2023G, Abdullah Al Othaim Markets continued to steadily move forward and grow according to its strategic objectives, optimizing opportunities to boost its revenues, and expand its network of branches to reach its customers across the Kingdom of Saudi Arabia.

The company has worked to strengthen sustainability standards in realization of Saudi Arabia's Vision 2030G, pursuing social development, and contributing to making a change that helps preserve the environment and its sustainability.

The company's continued success during 2023G, is a testament to its capacity and strength despite growing market challenges and rising competition. The company managed to achieve accumulated and leading growth rates across the sector.

In addition The company also worked to optimize its resources and mitigate risks and competition, resulting in an increase in market share with the help of its distinctive relationship with suppliers and customers alongside the company's awareness of social events. The company also strengthened the presence of its brand, making it the leader in the grocery retail sector for the second consecutive year, according to Kantar BrandZ Study 2023G as «The Most Powerful Brand» in Saudi Arabia.

The company also launched in 2023G new, high-quality products for its private label

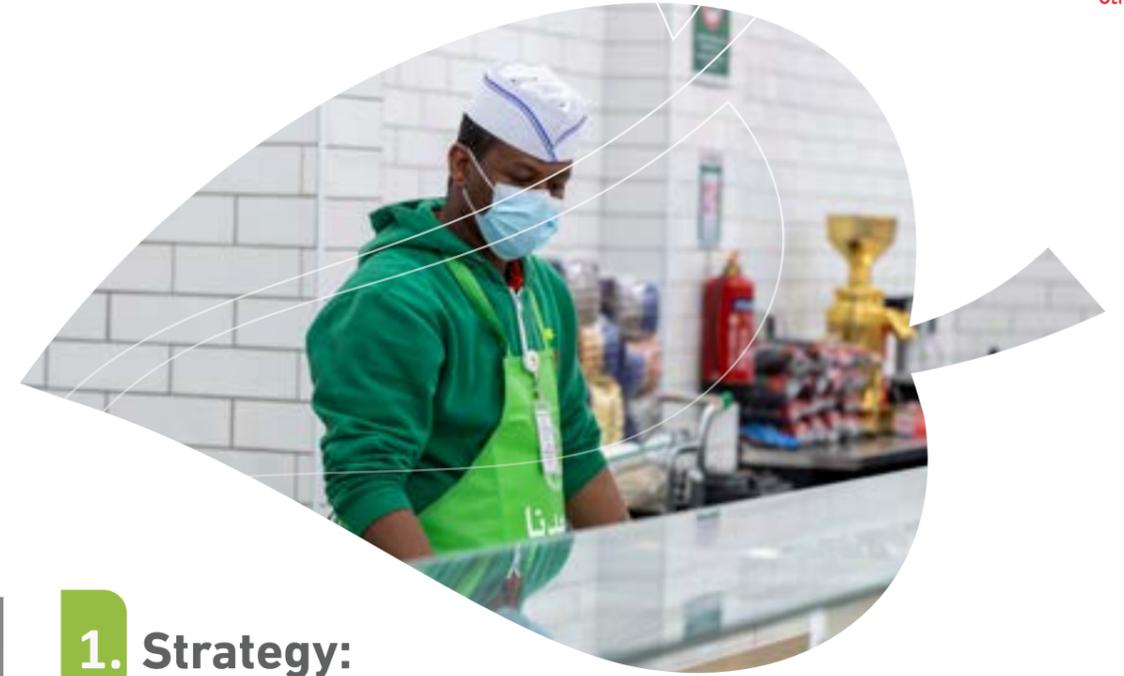
brand that meet customers' expectations. These efforts have resulted in an increase in its market share and constituted an important step towards the brand expansion and its competitive advantage. The company focused more on building strategic relationships to develop its business and increase its efficiency. The company has made great efforts in standardizing its services, developing expansion plans, and uplifting its existing branches across Saudi Arabia. Moreover, the company took progressive steps to enhance the effectiveness of its supply chains management and established integrated solutions towards digital transformation.

As a result of all efforts, the company was able to achieve total sales in the year 2023G exceeding 10.2 billion with a growth rate of %6.85 against 2022, and a growth in its net profit - without recurring operations - for 2023G by %4.1 compared to the previous year. In addition to the opening of 57 branches during 2023G increasing the total number of branches to (359) spread across the Kingdom of Saudi Arabia and the opening of 6 branches in the Egyptian Arabic Republic to reach 50 branches. By Allah's grace, the company will continue its journey to achieve its strategic objectives by the end of 2026G.

Allow me to express my deep gratitude and thanks to my brothers, Chairman and Board of Directors of Abdullah Al-Othaim Markets for their continued support to the company's management and their wise guidance to achieve our objectives. Additionally, I would like to extend my gratitude to the company's executive team and their employees for their efforts and dedication for this achievement. My thanks also go to all the company's shareholders, customers and partners for their support and trust. Abdullah Al-Othaim Markets will continue to focus all its efforts on the implementation of its strategic directions and the continuous pace of success in reaching the intended goals.

May Allah grants us success,

Second Section: Company Strategy and Future Projections



1. Strategy:

The company continued to implement its strategy, launched its new brand identity across new branches, started to uplift existing branches, and launched new high-quality products for its private label which will provide several options to customers and improve their experience. It will also target new customer segments through its different sales outlets including “wholesale, hypermarket, supermarket”, as well as mini stores known as “Al Othaim City”. The company has also begun to develop the E-commerce sector, which is one of the important pillars for future growth. As part of the company’s strategy to facilitate and provide different options for the customer to handle the company, the company signed with leading companies in various sectors to benefit from loyalty programs, the most prominent of which is the Saudi Telecom Company (STC) (Qitaf Points), and Al Rajhi Bank (Mokafaa). At the end of the third quarter of 2023G, the company started teamed up with Tamara Company to keep pace with the growth of Buy Now Pay Later (BNPL) services. The company also developed its employees by provided training for to over 6,500 employees, boosting their skills and driving business growth.

a) Highlights of the achieved strategic objectives in 2023G:

- 01 The company achieved around %7, sales growth in the Saudi market, which is higher than the market growth rate for organized stores estimated at %4.5 in recent studies. This had a positive impact on the market share.
- 02 By the end of 2023G, The company's branches had grown to 359 inside the Kingdom of Saudi Arabia aligning seamlessly with the strategic plan to reach 600 branches by the close of 2026G.
- 03 Increased operational efficiency in various departments in the company.
- 04 For the second consecutive year, the company fortified its brand strength by securing the title of "Highest Brand Value in the Consumer Retail Sector in the Kingdom of Saudi Arabia" as per the Kantar BrandZ study for 2023G.

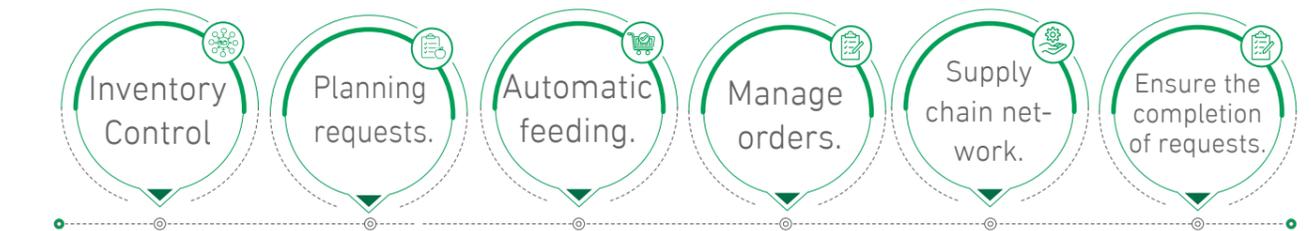
b) The Most Strategic Objectives for 2024G:

- 01 Expand business operations and increase market share across the Kingdom with a focus on the western region of the Kingdom through the enhancement of warehouses, transportation and distribution fleet logistics infrastructure.
- 02 Ongoing development of technical infrastructure, including information security and commercial systems.
- 03 Expand the presence in e-commerce business sector.
- 04 Continual enhancement of the company's loyalty program.

- 05 Continue to work on conduct regular reviews of products to ensure optimal choices for the customer at competitive price.
- 06 The company will continue to increase and grow its sales above the growth rate for the year 2023G.

2. Supply Chains and Logistics Services:

Recognizing the importance of the supply chain sector in retail and its role as a common thread between all stages of transformation from suppliers to customers through various logistics operations, Abdullah Al Othaim Markets is committed to continuously improving logistics performance and developing supply chains using the latest technologies. The company also strengthens its continuous communication with stakeholders to ensure sustainable supply operations, leading to customer satisfaction and achieving its goals to the fullest extent. Logistics services are applied through the following stages:



The strength of supply chains extends through the following:

a) Control Center Management:

One of the most important departments in supply chains, which in turn manages and plans inventory, as well as manages orders from suppliers and creates organized supply schedules according to need. This takes into account the demand and supply limit in line with the company's expansions within the planned costs. This has led to controlling transportation costs between warehouses and accurately supplying the needs of the branches, and significantly reducing the level of returns.

b) Warehouse Management:



This year witnessed a quantum leap in the performance of warehouse management through good planning to increase productivity rates, storage efficiency, and optimal use of spaces. In addition to reorganizing the inventory inside the warehouses and activating the automatic packaging of products, this led to a reduction in operational processes inside the warehouse, and thus led to cost reduction while accommodating the current expansions of the company in the same existing spaces and accommodating the receiving and shipping processes smoothly and with high quality.

c) Fleet Management:



The transportation sector has witnessed a significant development this year, where a vehicle with a larger capacity (Mega) was designed, In addition to the continuous improvement in the distribution network, this led to a noticeable improvement in the level of service. Furthermore, the focus on educating and directing drivers led to a significant reduction in violations and accidents compared to previous years.

d) Supply Chain Excellence Management:



This year witnessed the emergence of Supply Chain Excellence Management, which works to measure, analyze, and study all projects from all aspects and measure all performance indicators for all stages of supply and procurement to ensure the best services are provided in all departments, and to raise the level and efficiency of workers in the supply chain sector.

e) Contribution to Sustainability Programs:



As part of the company's commitment to reducing financial costs without compromising operational goals, this is achieved through several main axes, including Improving the logistics network this led to reducing the kilometers traveled to ship the same amount of goods. This resulted in reducing the percentage of fuel used. Restructuring the operating fleet and relying on specialized companies for long trips. Developing a fleet renewal plan that ensures reducing breakdown rates and increasing distribution efficiency. And reorganizing warehouses contributed significantly to reducing the number of equipment operating inside the warehouses. This contributed to a noticeable reduction in fuel consumption and electricity consumption. Reorganizing the workforce, which clearly contributed to reducing labor costs and increasing productivity per employee.

3. The Most Important Decisions of the Board of Directors during the year 2023G:

In order to enhance the role of the company's board of directors in performing its responsibilities and tasks, and in pursuit of achieving distinguished performance, the board took many decisions and actions during the year 2023G, the most prominent of which are:

- Approving the expansion plan in different locations and cities and seizing good and appropriate opportunities, which contributes to increasing its expansion and spread and raising its market share.
- Adoption of the company's estimated budget for the fiscal year 2024G, and the initial consolidated financial statements for the first quarterly periods and the annual financial statements based on the recommendations of the Audit Committee.
- Distribution of interim cash dividends to shareholders for the first half of 2023G with a total amount of the SAR (270,000,000) two hundred and seventy million riyals the dividend is at a rate of (0.30) per share and at a rate of (%30) of the capital.
- Recommendation to the company's general assembly of shareholders to split the share value and amend the company's articles of association to comply with the regulations.

Recommendation to the company's general assembly of shareholders to split the share value and amend the company's articles of association to comply with the regulations.

Recommendation to the company's general assembly of shareholders to amend the Audit Committee Charter and the Remuneration Policy for Board Members, Committees and Executive Management.

Approving the appointment of Mr. Bandar Suliman Mohammed Al Bohairy as a member of the Board to fill the vacant position, effective from 01/01/2023G. The appointment was presented to the company's general assembly of shareholders in accordance with the regulations and was approved.

Approving the appointment of Eng. Muaffaq Abdullah Mohammed Mubarah as a member of the Board to fill the vacant position, effective from 29/07/2023G. The appointment will be presented to the next general assembly of shareholders in accordance with the regulations.

As part of the ongoing review and update to comply with the regulations and based on the recommendations of the relevant committees, the Board of Directors has approved the update and amendment of a number of policies and regulations governing the company's operations.

Approving the governance initiatives and plans in accordance with regulations and implement of the best practices in this field.

4. The Company's Investments: The Company has the following investments:

a) Investments in companies according to Equity:

- The Company invests in Riyadh Food Industries Company (a closed Saudi Joint Stock Company) with a (%55) ownership. Through its subsidiary, Bayt Al Watan Company, the nominal value of the investment is SR 37,601,246, the main activities of the company are the establishment of buildings and industrial facilities, invest in the benefit of the company, operation, maintenance, and development of factories for others, marketing food, and consumer products, and importing and exporting food and consumer goods. The Company's share of the net loss for the year 2023G amounted to SR 1,108,843 compared to a loss SR 4,451,327 for the year 2022G.
- The Company invests in Al Wousta Company for food industries (limited liability Company) with a (%25) shareholding and an investment of SR 25,000,000 which was established in the year 2015. Its main activity is the management and operation of restaurants, the company's share of the profits in 2023G amounted to SR 3,373,682 against SR 1,459,688 profit in the year 2022G.
- The Company invests in Gulf Flour Milling Industrial Company - a joint venture (limited liability Company) with an ownership percentage of (%33) and the nominal value of the investment is SR 50,000,000. The Company's main activities are packing and milling grains, flour industry, fodder industry and storage in silos, flour, and agricultural products, and the company's share of the net profits for the year 2023G amounted to SR 30,069,788 against SR 46,042,671 profit in the year 2022G.

b) Investments in available for sale securities:

- The company invests in the National Laboratories Company Limited (a limited liability company) with a (%6) shareholding and an investment of SR 3,400,000 The company was established in 2009G Its main activity is the management and operation of food analysis laboratories, medicines, gas, petroleum materials, petrochemicals and providing the technical services in this field, the main branch of the company is located in Al Dammam city, The registered investment amount as on 31/12/2023G reached SR 2,012,105.
- The company invests in the South Europe Investment Company (a limited liability company) registered in the Republic of Bosnia and Herzegovina with (%18) ownership and an investment of 900,000 Euros (SR 4.54 million), the company's activity is to invest in real estate, development, tourism, and renewable energy. The company also provides financial, technical, and administrative advisory services to the various business sectors, 2017G the company had transferred a sum of SR1.55 million as capital decrease. A fair value provision for this investment was made at an amount of SR 800,000 during 2017G, and the provision was increased by SR 800,000 during the year 2018G, and the provision was increased by SR 675,000 during the year 2021G, and the provision was also reduced in 2022G by SR 278,335 and the recorded value of the investment as on 31/12/2023G is SR 989,964.

Third Section Risks





Risks are identified and evaluated, and hedged through close cooperation between the company's departments, evaluating the possibilities of their occurrence and estimating their effects, and then the necessary measures are taken to reduce, avoid and contain these risks as much as possible to avoid any damages that may be caused if they occur. Risks associated with the company's external and internal activities, including:

External Risks:

- 01 General economic factors
- 02 Risks associated with currency and exchange rates.
- 03 Risks of natural disasters
- 04 Risks related to legislative and legal changes.
- 05 External political risks

Internal risks

- 01 Competition risks
- 02 Risks related to technical business and electronic attacks and information security..
- 03 Changing consumer behavior and failure to adapt to change.
- 04 Low value of non-recoverable inventory
- 05 Providing qualified manpower
- 06 Infrastructure and technical security risks
- 07 High rents for buildings

Risk Management:



The Board of Directors is keen to raise awareness of risk management surrounding the sector's operations through permanent follow-up of internal audit and the application of the highest levels of governance, in a way that enhances the efforts of the Audit Committee to follow up on raising the level of risk management and that all company departments follow the approved procedures through an intensive review program of the nature of retail operations. The company during the year to be able to manage risks in the best way, as the various departments worked with different efforts to reduce the risks and their impact, which enabled the company to achieve sales exceeding (10.2) billion riyals.

Fourth Section: Environmental, Social and Governance Practices

04

With the transformation plan to improve customer experience, Abdullah Al-Othaim Markets Company was keen to implement the best environmental, social and corporate governance practices in line with the vision of the Kingdom of Saudi Arabia and achieve sustainability goals. From this standpoint, the company was awarded the International Retail and Leisure Award presented by (RLI) for the impact the tangible and effort presented in the local environment that the company sought through practices in this field in a manner commensurate with the aspirations of sustainability goals.



The criteria for evaluating the candidates for this award were as follows:

- 
 Sustainable energy.
- 
 Climate resistance.
- 
 Environmental and social practice.
- 
 Environmental and social innovation.
- 
 Social diversity and economic inclusion.
- 
 Commitment to the laws to which companies are subject.

1 Environmental Practices



The Kingdom played a central role in the international energy market, as it aims to reach net zero emissions by 2060G, and the Kingdom's Vision 2030G will help accelerate the energy transition to achieve sustainability goals. Today, the company continues its expansion strategy, and plans to increase its expansion footprint during the next five years, and among the environmental practices that it The company applied it as follows:

a) Reducing packaging waste

01 Digital Gift Card:

The company offers shoppers the option to use the cards through the Iktissab application, which is an environmentally friendly option that suits the customer and meets all his requirements. However, switching to digital gift cards allows the company to reduce unnecessary packaging, which means less waste.



02 Paperless receipts:

The company allows shoppers to review their bills through an earnings app instead of printing them on paper tape, which is an environmentally friendly and accessible option.



b) Emphasis on organic plant-based foods

The company offers shoppers organic food as an alternative to traditional food. Moreover, the Kingdom of Saudi Arabia has witnessed a growth in the consumption of organic food over the past years, so the company will continue to promote organic products to meet the desires of its customers. Organic items have been introduced to the current product range, and the range of organic manufactured products consists of more than (150) items.

c) Supplying local products

Acquiring products locally can achieve sustainable positive value directly and indirectly for the company in particular and the Kingdom of Saudi Arabia economy in general, in addition to doubling the revenues of local suppliers and sellers to supply local products, in addition to creating more jobs in the relevant sectors, and helps the company obtain competitive prices in Local products, providing excellent options to customers, and helps reduce the negative impact on the environment because it reduces the carbon footprint of transporting products, making them more environmentally friendly and cost-effective.

d) Water Use Efficiency

The company is working to reduce the waste of desalinated water allocated for manufacturing by using electronic meters to adjust and measure the quantity required for production. The water resulting from the desalination process is reused through a water distribution network for washing and cleaning basins, which contributes to optimal water use and reduces the cost of water used.

e) Waste recycling

The company recognizes the importance of waste recycling and environmental protection. Its activities do not generate hazardous waste that affects the safety of the environment. To this end, the company takes the following measures:

- Use of environmentally friendly, biodegradable materials that do not produce hazardous waste (shopping bags and stretch film).

- Sorting of vegetable, fruit and bakery waste and reusing it as animal feed.
- Collection of oils resulting from operational processes and disposal through specialized companies to protect the environment.
- Containment of perishable packaging materials from production and recycling and selling them to approved suppliers.

f) Initiatives to Reduce Hazardous Industrial Ingredients in Products and Minimize Cross-Contamination

Strict policies and procedures are implemented to minimize cross-contamination using the best antimicrobial materials and applying the best global practices, including:

- Reviewing environmental measurements, thermal and carbon emissions in factories with a specialized company to ensure compliance with specifications according to the instructions of the regulatory authorities.
- Conducting microbial swabs of surfaces and workers' hands to ensure surface safety and worker hygiene to reduce cross-contamination.
- Providing periodic on-the-job training for company employees on food safety and handling.
- Applying the HACCP system at the pastries and bakery factory.
- Applying the ISO 2200:2018 food safety system in the company.

g) Supplier Relationship Management and the Basis for Their Selection and Evaluation

- Suppliers are selected based on the company's approved strategies.
- Selected suppliers are confirmed to provide all needs for raw materials, production accessories, and various operational needs.
- Conduct periodic field visits to suppliers' factories to ensure compliance with company requirements and regulatory requirements according to the prepared evaluation mechanism.

- Allocate additional spaces to place promotional stickers for suppliers who apply sustainability standards, with reference to their products in the company's brochure and promotional flyers.

h) Health and Safety in the Workplace

- Employees are trained through periodic training courses in collaboration with Al Othaim Academy, placing instructional signs and posters, and awareness screens displaying safety procedures from any potential hazards in the work environment.
- Establishing the principle of safety first in different work areas in the company and raising its readiness to respond to emergencies by conducting a virtual employee evacuation drill while providing the best personal protective equipment and occupational safety requirements at a rate of (90%).
- Analyzing all work injuries and providing the necessary recommendations to prevent their recurrence and achieve a safe working environment.
- Working on obtaining the relevant certificates in the application of occupational health and safety systems ISO 2018:45001.

e) Zod Factory for Pastries and Bakeries

- Zod Factory for Pastries and Bakeries is a branch of Abdullah Al-Othaim Markets Company, and one of the most modern and integrated factories for sweets, pastries and bakery products in the Kingdom of Saudi Arabia.
- The total area of the factory is 8352 square meters and has a production capacity of 80 tons of products per day and provides more than 170 thousand shipments per day to more than 325 batches, and quality control measures are taken to ensure that the final products meet the requirements of the Saudi Food and Drug Authority (SFDA).
- Zod Factory for Pastries and Bakeries is certified as a Saudi product.
- Zod Factory for Pastries and Bakeries uses natural gas to reduce energy costs.
- Zod Factory for Pastries and Bakeries has received the ISO 22000:2018 - HACCP certificate for the third consecutive year

Environmental practices for ZOD Factory for Pastries and Bakeries:

- Energy efficiency**
 Converting lighting to LED reduces consumption from 400 watts to 200 watts; And saving 200,000 kilowatt-hours of energy consumption annually.
- Reducing food waste**
 The products are sorted during the packaging processes and recycled into a different format.
- Sourcing products locally**
 Most of the raw products are sourced locally.

Zod Factory for Pastries and Bakeries has obtained several certifications, as follows:

ISO 9001:2015 Quality Management System:

The most widely used standard for applying quality criteria to all operations and activities to enhance an organization's ability to provide high-quality products and services, increase customer confidence, and is a fundamental requirement for large companies to accept suppliers and a basic requirement for a number of countries to accept exports to them.



ISO 22000:2018 Food Safety Management System:

A preventive system for applying food safety standards to protect consumers from illness. It aims to control all operations within the food chain, including infrastructure, raw materials, employees, and equipment.



- #### ISO 45001:2018 Occupational Health and Safety Management System:

A system for applying occupational health and safety requirements in an organization to prevent accidents that may threaten the safety of workers, buildings, and surrounding areas. This is achieved by establishing the necessary safety guidelines, providing a safe working environment, and responding effectively to emergencies in the event they occur.



HACCP (Hazard Analysis and Critical Control Points):

A system that identifies hazards that threaten the safety of food products, whether biological, chemical, or physical, and determines the critical points that need to be controlled to ensure product safety.



2 Social Responsibilities

Based on the role of the company in the field of social responsibility, it has paid attention to it and plays a distinct and wide role in various community service activities. The company has presented many targeted and ongoing programs in various fields, where it has contributed to and supported a number of programs, including:

a) Othaim Training Academy:

Othaim Training Academy's Most Important Achievements in 2023G:

- More than (200) training courses were held with a total of (6,500) trainees.
- An "Effective Leadership Skills" training program was implemented for leaders and employees of the Riyadh Chamber of Commerce and the General Organization for Technical and Vocational Training with a total of (113) trainees.
- A "Lean 6 Sigma" course was held for (76) of the company's leaders and department managers, and (30) development projects were submitted for practical application based on what was learned in the course.
- (142) new branch managers through (6) specialized training courses for new managers in the company.
- (645) of the company's employees were trained in a skills program in partnership with Umm Al-Qura University.
- (575) of the company's employees were trained in a skills program in partnership with King Abdulaziz University.
- A course on how to deal with people with disabilities was held for (118) supervisors, managers, and officials in the company.
- (12) on-the-job training courses were held within the quality and food safety programs, which included (312) employees

b) Othaim Digital Academy:

Othaim Digital Academy has trained (21,353) trainees since its launch in 2023G, including (17,431) employees in 2023, which represents a (%90) engagement rate of the company's total employees. (134,773) certificates. More than (250) training courses were held within several tracks the most prominent of which are:

- **Core Competencies Track:** The number of employees who completed the training was (2,897).
- **Functional Competencies Track:** The number of employees who completed the training was (2,711).
- **Basic Education Track for Workers:** The number of employees who completed the training was (2,813) and it was offered in multiple languages (Hindi, Bengali, and Urdu).
- **Cybersecurity Course:** The number of employees who completed the training was (3,168).
- **Ethics and Professional Conduct at Work Courses:** The number of employees who completed the training was (3,256).
- **Hayak in Othaim Courses:** The number of employees who completed the training was (10,309) from the branches.
- **Traffic Violations Course:** The number of employees who completed the training was (173).

c) Assessment Center:

The Assessment Center benefited (44) executives and managers during 2023G, and special sessions were held to educate and guide all participants.

d) Employee Engagement Survey:

An employee engagement and work environment improvement program was developed in 2023G. A survey was launched and (%70) of the company's employees participated, with a total of (12,651) employees.

e) Community Agreements and Partnerships:

Based on the achievement of community partnership and in order to enhance the educational role, the company signed (6) memorandums of understanding during 2023G with (Al-Oun Charity Association in Taif, Al-Bir Charity Association in Riyadh, Ensan Association, Tarahum Association in Riyadh, and King Salman Charity Association) in the field of education and training through the programs offered by Al Othaim Academy for the members and beneficiaries of the associations, where (140) trainees benefited.

f) Social Activities and Charitable Works:

The company has contributed to a number of social and charitable projects, national events and festivals, and has participated and sponsored some national events and festivals in most regions of the Kingdom of Saudi Arabia, including:

- Blood donation campaigns in cooperation with Diriyah General Hospital.
- A cooperation agreement with the Consumer Protection Association and the company obtaining the “Consumer Friend Certificate” due to the company’s compliance with the application of the necessary standards.
- Cooperation with Malath Cooperative Insurance Company to hold the “Health Day” event for the company’s employees to raise their health awareness.
- Cooperation with Princess Nourah bint Abdulrahman University to support low-income students by providing food products.
- Cooperation with the Ministry of Environment, Water and Agriculture on the Organic Food Day by displaying organic products in the Al Jumum branch.
- Participation with one of the schools in the “We Make Them Happy and We Are Happy with Them” program by providing food support (breakfast meals) for female students.
- Cooperation with the Autism Society to activate the Silent Shopping Initiative in the Granada branch by reducing lighting.
- Organizing a seasonal influenza vaccination campaign for the company’s employees in cooperation with Al Diriyah Hospital.

- Cooperation with the Commission for the Promotion of Virtue and Prevention of Vice by placing banners in the Damad branch.
- Cooperation with the Ministry of Education on World Teachers’ Day by placing banners in the Al Lith branch.
- Cooperation with We Care Hospital to hold a medical examination campaign for employees and customers of the Dammam branch.
- Cooperation with the Saudi Youth Club to provide food support to needy families.
- Cooperation with Ishraq Association for ADHD patients by providing support through social media platforms and spreading awareness about this disorder.
- Organizing medical examination campaigns for customers in the branches in cooperation with the Ministry of Health.
- Participation in the International Day of Persons with Disabilities by highlighting the capabilities of employees with disabilities.
- National Day and Foundation Day event at the company’s headquarters with publication on social media.
- Organizing the International Tea Day event in the branches and at the company’s headquarters.
- Organizing the International Ice Cream and Cookies Day event in the branches and at the company’s headquarters.
- Participation in many international days with publications and competitions through the company’s accounts on social media (Arabic language - combating drugs - father - blood donation - combating smoking - mother - civil defense - childhood cancer - cancer - national day - pledge anniversary - Eid al-Adha - Eid al-Fitr - Teacher’s Day - Alzheimer’s).

g) Charitable Magnetic Vouchers Initiative:

The company continued to issue magnetic charitable cards, which are dedicated to the use of beneficiaries registered with the company’s approved associations. It is an important option for charitable societies to provide support to the needy and to spend support funds on basic needs. The technical system benefits (95) charitable societies across the Kingdom, More than (100,000) families.

h) The initiative to activate self-service in branches (KIOSK):

The company launched the initiative to facilitate customers and enable them to take advantage of all electronic services directly by providing self-service devices within a limited number of branches and executing operations through them directly and quickly. These devices provide the following services: (Checking the balance of cards, Iktisab, Salam Sanabeel Al Khair, Evaluating the visit inside the branch and registering a suggestion or complaint).

i) Zakat al-Fitr vouchers initiative:

Zakat Al-Fitr Vouchers are vouchers that are sold to pay Zakat on behalf of the actual payer. They are available in denominations of (SAR20-SAR100-SAR200). During 2023G, the company issued Zakat Al-Fitr vouchers and sold them to the payer. The payer can then give the voucher to the beneficiary or to charitable societies.

j) The sacrifice vouchers initiative:

Sacrifice Vouchers are vouchers that are sold in cooperation with the charitable associations approved by the company. The company plays the role of the sacrificer by performing the sacrifice and distributing it to the poor and needy through the charitable associations.

The total amounts for the social activities and programs carried out by the company for the year 2023G compared to the year 2022G are as follows:

[Sanabel Al Khair] donating the rest of the crescent Prepaid Shopping Vouchers		Iktisab Cooperative Program and Special Categories		Charitable Magnetic Vouchers	
2022	2023	2022	2023	2022	2023
SAR 5,682,185	SAR 6,501,207	SAR 13,966,121	SAR 11,297,141	SAR 10,980,145	SAR 11,798,927
Total Company Contributions to Social Initiatives					
2022		2023			
SAR 30,628,451		SAR 29,597,275			

Customers Donate the Rest of the Halalas	
2022	2023
SAR 299,238	SAR 278,172

Some of the Company's Participation in Global Days on Social Media



Company Collaborates with Malath Insurance to Organize "Health Day" Event for Employees



Company Holds Seasonal Flu Vaccination Campaign for Employees in Collaboration with Diriyah Hospital



Agreements for the Othaim Academy Initiative to Train Employees and Beneficiaries of Associations



3 Governance Practices

Key Governance Principles:



Abdullah Al-Othaim Markets Company continues its commitment to achieving the best value for stakeholders, and its awareness of the importance of having an effective governance system, which has positive effects that benefit all stakeholders by achieving the company's goals efficiently and organizing the relationship between the executive management, the board of directors, and the shareholders, and maintaining the trust of stakeholders, by managing its business and full compliance with the policies and regulations related to the governance of its business. The company is keen to contribute to achieving the vision of the Kingdom of Saudi Arabia 2030G, by considering the economic, environmental, social and governance aspects to contribute to sustainable development in all its activities and products. In order to enhance this, the Board of Directors has adopted an ambitious initiative plan for corporate governance in accordance with the best local and international practices and the following is a summary of some of the policies and practices applied by the company as follows:

a) Corporate Governance Regulations:

Within the company's commitment to applying the best governance practices and based on the regulations and instructions issued by the regulatory authorities, and the company's governance code, which is continuously developed, it includes, for example, the following:

- 01 Duties and Tasks of the members of the Board of Directors.

- 02 Delegation of powers and decision-making within the company.
- 03 A system of internal control.
- 04 Organizing the company's relationship with its shareholders.
- 05 Provisions for trading based on inside information.
- 06 Organizing cases of conflict of interest.
- 07 Transparency and disclosure.

b) Dealing with cases of Conflict of Interest:

In accordance with the company's policy of applying the regulations and instructions issued by the regulatory authorities, and the policy for dealing with conflict of interest, and the criteria for competing businesses of the board members, to ensure compliance with regulatory procedures in cases of conflict of interest, that policy and criteria include, for example, the following:

- 01 Disclosure of any cases that result in a conflict of interest, whether from members of the board of directors, senior executives, or employees of the company.
- 02 Transactions with related parties shall be conducted on a purely commercial, fair and reasonable basis and in a way that serves the interests of the company's shareholders.
- 03 The members of the Board of Directors of the company, members of the committees and the executive management should be aware of the necessary procedures for approving transactions with related parties.
- 04 Studying competing transactions and businesses, their compatibility with regulations and standards, their compatibility with regulations, and the extent of their benefit to the company and its shareholders.
- 05 Review by the concerned committees of any dealings or contracts that the company may conduct with related parties, and any competing actions carried out by Board members and stakeholders.

c) Whistleblowing Policy and Procedures:

The company believes in the importance of spreading and encouraging a culture of compliance and accountability, in accordance with high standards of conduct and professional ethics that comply with the company's code of conduct and ethical values, and reporting any violations. This is to ensure that employees and all stakeholders have the confidence and security to raise any issues of real importance and that they are investigated appropriately and confidentially.

Therefore, the company promotes efforts to exercise due diligence, honesty, transparency and integrity in carrying out responsibilities, and to comply with all applicable laws and regulations. Therefore, the company has given strength and effectiveness through the Whistleblowing Policy regarding reporting any unethical or illegal conduct related to the company's business.

d) Independent Members:

The company is committed to forming a board of directors that has a mix of diverse and accumulated experiences in several fields, in line with the size and nature of its business. The company maintains its commitment to the number of independent members on the board of directors, and the independence of committee chairs as required by the regulations. The company also conducts an annual review of the independence of board members.

e) Disclosure to Stakeholders:

In response to global changes, initiatives, and sustainable development goals, and within the framework of the company's ambitious corporate governance initiative plan, the company is committed to disclosing, in accordance with the relevant regulations, any events, whether material or immaterial, that the company is required to disclose, in addition to its initiatives that enhance the process of disclosure and transparency, which are disclosed through the Saudi Stock Exchange website, the company's website, and social media.

f) Code of Conduct and Ethical Values:

Based on the company's values and their importance in supporting the work environment and striving for the best results, the company applies a code of professional conduct and values and ethics that complies with the best practices in terms of responsibility, accountability, and potential conflicts of interest at the level of the company's management or the entities it deals with, such as suppliers and customers, to stay away from any matters that may affect their performance, starting from accepting gifts and employing relatives and preserving private rights such as intellectual property. In order to ensure the company's commitment to this aspect, the Committee for Behavioral Violations in the Workplace was formed to monitor and implement the policy of professional conduct and ethical values.

g) Information Technology & Cybersecurity:

The company attaches great importance to digital transformation and provides all the means that contribute to protecting its information and the information of its customers through security systems in the company, such as cloud email protection scanning, network access control system, and firewall system that contributes to confronting all attempts to attack the company's technical servers. The information technology and support systems policy provides the necessary cover to face technical risks and is disseminated to the company's employees. The company has also held a number of training courses related to information technology and cybersecurity, and the number of trainees from the company's employees has exceeded (3,000) trainees.

h) Data Privacy and Customer Protection:

The protection of customer interests is of utmost importance to the company, which is committed to the highest level of professionalism towards its customers and the privacy of their data. The company also aims to continuously improve the level of service provided and the overall customer experience. This includes the customer service evaluation system implemented in the company's branches, which aims to serve customers in the simplest way possible and enables our employees to help customers make the appropriate decisions.

The company also has a team specialized in evaluating the quality of service and product, which is responsible for developing the quality of services provided. The work environment in the company and its subsidiaries encourages all employees to promote the values related to customer centricity and customer experience.

i) Loyalty Program:

It is the beginning of a new shopping phase. The loyalty program gives the opportunity to obtain earned cash amounts that are added to the customer's card balance and discounts every time you shop from the company or from the participating stores, which offers customers special offers, programs and promotional activities with the aim of attracting customers and gaining and maintaining their trust. Gaining the privacy and confidentiality of customers' personal information in accordance with the highest standards and in accordance with the limit permitted by relevant laws and legislations. The card can be obtained for free and easily through sales accountants when you visit one of the company's branches, or through the application on smart devices.

j) Work Environment and Human Resources:

Believing in the importance of preserving human capital, the company continues to develop and improve its work environment and attract talents. To this end, the company has developed a set of policies in this regard, including policies on job incentives, promotions, annual bonuses, and various types of increases, in addition to the Assessment and Succession Center in 2023G, the company launched a number of initiatives, including:

- Enrolling (50) company leaders in the Human Resource Development Fund's "Hadaf" Leadership Academy to develop leadership skills
- Launching employee engagement survey and development plans to improve engagement with managers
- Enrolling (300) employees from various departments in government initiatives offered by the Ministry of Industry and Mineral Resources and the Ministry of Human Resources and Social Development.
- Launching an employee engagement survey and development plans to improve engagement through managers. certificate and qualifications to facilitate the employee experience.

k) Risk Management:

Early identification of major risks is important to ensure business continuity and the absence of any disturbance, so various controls and measures are put in place to ensure the minimum impact, if any. However, the company seeks to raise awareness of risk management, follow-up and verify them before they occur through many stages including analyzing the risks that the company may face, evaluating them, and identifying ways to address and mitigate them before they occur.

l) Communication with stakeholders:

The company is keen to communicate with all stakeholders, including:

Customers	<p>Customer service deployed in all branches of the company throughout the Kingdom of Saudi Arabia.</p> <p>Provide a hotline to receive any customer inquiries.</p> <p>Social media is available on electronic applications.</p>
Investors	<p>- General Assembly.</p> <p>- Investors' conference call after the end of each quarterly and annual period.</p> <p>- Investor Relations page on the company's website and e-mail to lr@othaimmarkets.com</p> <p>- Unclaimed Dividends Inquiry Service.</p> <p>- Investor presentation.</p>
Society	<p>The company is keen to strengthen its relationship with the community through the initiatives and contributions it offers in the field of social responsibility.</p>
Suppliers	<p>Communication with suppliers is done through a platform belonging to the company.</p> <p>Hold periodic meetings.</p>
Our Employees	<p>We communicate with our employees through the Al-Othaim portal for each employee to see all the data and requests for the conduct of work procedures.</p> <p>Launching Your Voice Heard initiative to improve internal communication.</p> <p>Launching the monthly summit meeting.</p>



Abdullah Al-Othaim Markets Company is keen to implement the principles and provisions of governance contained in the laws and regulations related to best practices, and to apply the highest levels of transparency and disclosure, in order to create a sound work environment, achieve the best performance, and raise the confidence of shareholders in the company, and to reach a balance between social and economic goals and the objectives of The company, reduce the risks faced by the company, and conduct business properly.

Fifth Section: Company's Governance

05

First: Formation of Board of Directors and the classification of its members:

In order to maintain the desired level of independence of the Board of Directors in decision-making, the majority of the Board members are non-executive members, which serves the interests of the company and its shareholders.

The Board of Directors of the Company consists of (9) members, and the following is a statement of the names and classification of the members of the Board:

S	Name of Member	Capacity	Membership Classification
.1	Mr. Abdullah Saleh Ali Al Othaim	Board Chairman	Non-executive
.2	Eng. Bader Hamed Abdulrazaq Alaujan	Vice Chairman	*Non-executive
.3	Mr. Bandar Suliman Mohammed Al Bohairy	Member	*Non-executive
.4	Mr. Bandar Nasser Hamad Al Tamimi	Member	Non-executive
.5	Dr. Raed Abdullah Ibrahim Al Hogail	Member	Independent
.6	Mr. Saad Ibrahim Saad Al Mushawah	Member	Independent
.7	Dr. Abdulkarim Hamad Abdulkarim Al Nujaidi	Member	Independent
.8	Mr. Mohammed Hasan Ibrahim Al Shuhail	Member	Non-executive
.9	Eng. Muaffaq Abdullah Mohammed Mubarah	Member	Executive

*Their membership status changed from executive members of the Board of Directors to non-executive members during 2023G.

Secondly: Names of Board of Directors, Committees, Executive Department, their Current and Previous Positions, Qualifications, and Experiences:

1) Members of Board & Committees:

Mr. Abdullah Saleh Ali Al Othaim
(Board Chairman and Executive Committee Chairman)

Current Positions

Director of "Al Othaim Holding Company ,Riva Investment Company" chairman of Abdullah Al Othaim Investment Company, Board Trustees of the Abdullah bin Saleh Al-Othaim and Sons Charitable Foundation' Member of the Board of Directors in Arab Union for Real Estate Development, Director of "Marafiq Al Tashgheel Company, Shorofat Al Jazira for operation and maintenance company, and Seven Services Company".

Previous Positions

Member of the Company's Remuneration and Nominations committee, Chairman of "Abdullah AL-Othaim Markets Company - Egypt, Board of Directors of Chamber of Commerce in Qassim", Board Member in each of "Saudi Authority for Industrial Cities and Technology Zones ,The Anti-Smoking Charitable Society", Founding Member of "the Board of Directors of Weqaya Association for Narcotics Control , Member of King Abdul Aziz and His Companions Foundation for the Care of Gifted, Chairman of the committee Friends of the Red Crescent, Board Member in Social Development Bank (previously Saudi Credit Bank), Board members in Charitable Society for Orphan Care, Founding Member of the Board of Directors of King Salman Charitable Housing Project, Member of King Salman Center for Disability Research

Qualifications

Intermediate Stage.

Experiences

Accumulated experience in wholesale and retail trade, activity of contracting, real estate investment activity, recreational activity, experience in management, planning and business

Eng. Bader Hamed Abdulrazaq Alaujan

(Vice Chairman, Managing Director, and Chairman of the Executive Committee)

Current Positions

Chairman of "Abdullah AL-Othaim Markets Company- Egypt, Al-Jouf Agricultural company, Fourth Milling Company, Mueen Human Resources Company", Vice Chairman of "Arabian Agricultural Services Company" \ "ARASCO", Riyadh Foods Industries Company", Board Member of Saudi Agricultural and Livestock Investment Company (SALIC), member of the Managing directors of Al Wousta for Foods Services Company, Executive Committee member in "Al-Jouf Agricultural Development , Arab Agricultural Services Company" , member of the investment committee in Saudi Agricultural and Livestock Investment Company (SALIC).

Previous Positions

Member of the Board of Directors and the Governance Committee of Jarir Marketing Company,, Member of the Managing directors in "Al Safi Danone Company, National Biscuits Manufacturing Company, National Foods Industries Company", Board Member and CEO of Savola Foods Company, Managing Director of "Al Muhaidib Foods Company, Alaujan Industrial Group", Member of the Human Resources Committee in the National Biscuits Manufacturing Company, and National Foods Industries Company".

Mr. Bandar Suliman Mohammed Al Bohairy

Board Member and Executive Committee and Board Secretary

Current Positions

CEO of Al Othaim Holding Company, Chairman of the Board of Directors of Mueen Human Resource Company, Member of the Board of Directors of "Abdullah Al Othaim Markets-Egypt, Abdullah Al Othaim Investment Company, Riyadh Food Industries Company and Mobi Industries Company" Member of Managing Directors of " Ijmal Limited Company", Member of Board Trustees of Abdullah bin Saleh Al-Othaim and Sons Charitable Foundation, Chairman of the Audit Committee of Riyadh Foods Industries Company, Member of the Audit Committee of "Abdullah Al Othaim Investment Company and MOBI Industry Company", Member of the Nominations and Remuneration Committee of "Abdullah Al Othaim Investment Company and MOBI Industry Company", Member of the Executive Committee of "Abdullah Al Othaim Investment Company and Ijmal Limited Company.

Previous Positions

Member of the Remuneration and Nominations Committee of Abdullah Al Othaim Markets Company, Chairman of the Audit Committee and Member of the Executive Committee of Mueen Human Resource Company, Manager of Internal Audit Department in Al Othaim Commercial Company.

Qualifications

Member Program of the International Board of Directors-INSEAD, France in 2019G, Bachelor of Mechanical Engineering-King Saud University in 1992G.

Experiences

Multiple experiences in management, retail business, strategy and business planning, project management, leadership and team building, public relations and business development.

Qualifications

Bachelor of Accounting-Administrative Sciences Faculty in King Saud University in 2001G.

Experiences

More than (24) years of accumulated experience in various fields of management, finance, internal audit, strategic planning, investment, corporate governance, and business development.

Dr. Raed Abdullah Ibrahim Al Hogail

(Board Member, Chairman of Audit Committee).

Current Positions

Member of the Board of Directors and Chairman of the Executive Committee of the National Trigenation Energy Company, Vice Chairman of the Board of Directors of "Kasb Capital Company and King Abdullah Humanitarian Foundation", Chairman of the Board of Directors of the International Sources Company, Member of the Nominations and Remuneration Committee of Saudi Data and Artificial Intelligence Authority "SDAIA", Chairman of the Executive Committee of "National Trigenation Energy Company, Kasb Capital Company, and King Abdullah Humanitarian Foundation".

Previous Positions

Member of the Board of Directors and member of the Executive Committee of the National Gas and Industrialization Company, Director of the Foresee Professional Consulting Company, Chairman of the Board of Directors of Cushman & Wakefield, Managing Director of the National Triple Energy Production Company, Executive Vice President of Support Services in the National Triple Energy Production Company And a faculty member at the College of Business Administration at King Saud University in Riyadh.

Mr.Saad Ibrahim Saad Al Mushawah

(Board Member, chairman of Remunerations and Nominations Committee).

Current Positions

Board Member of "Qassim Cement Company, AlJazira Bank", Chairman of "Audit Committee, Nominations and Remunerations Committee" of Qassim Cement Company", Audit Committee Member in "Fawaz Abdulaziz Al Hokair Company, Thob Al Aseel Company, Methanol Chemicals Company, Durrah Sugar Company and Al-Watania Agricultural Holding (Sulaiman Al Rajhi Endowment)", Board Member in "Maan Aljasser & Partners Company, Al-Watania Agricultural Holding (Sulaiman Al Rajhi Endowment) and Soybean Crushing Company", Member of the Nominations Committee of the King Abdullah Humanitarian Foundation.

Previous Positions

Member in the Supervisory Board and Audit Committee for Productive Families Building Center (Jana) Foundation, an initiative by Sulaiman Al Rajhi Foundation for Development, Board Member and Chairman of the Audit Committee in Al-Jazira Takaful Taawuni Company, Audit Committee Member of Al Essa Industries Company, Member of the Nominations and Remuneration Committee of "Qassim Cement Company and Raza Company", Member of Executive Committee of the National Agricultural Development Company, Chief Executive Officer of Gulf Union Foods Company, Credit team leader for Saudi Industrial Development Fund.

Qualifications

Corporate Governance Diploma - INSEAD University, France 2020, Board Membership Diploma - AMD University, Switzerland 2020, PhD in Financial Management - George Washington University, USA 1999, Master of Finance - University of Denver, USA 1990, Bachelor of Industrial Management (Finance and Accounting) - King Fahd University of Petroleum and Minerals 1987.

Experiences

Accumulated experience in investment management, financial and accounting, executive leadership, strategic planning, project management, risk management, and internal control.

Qualifications

Specialized course in financial management and investment-Chase Manhattan Bank, USA in 1987G./Bachelor of Industrial Management-King Fahad University of Petroleum and Minerals in 1985 G.

Experiences

Multiple experiences in project management, team building, executive leadership, and business development.

Mr. Bandar Nasser Hamad Al Tamimi

(Board Member, Remuneration and Nominations Committee Member).

Current Positions

General Manager of Human Capital at the General Organization of Social Insurance.

Qualifications

Master in Human Resources Management-USA 2006, Bachelor of Business Administration-King Saud University in 2003G./ obtained many training certificates.

Previous Positions

Member of the Audit Committee, He assumed a number of positions in the field of human capital management in General Organization of Social Insurance, including (Managing Director of Training and Development) (Managing Directorate of Planning and Developing Human Resources) In addition to membership in many committees in the filled of business.

Experiences

More than (20) years' experience in human resources field and consultancies in developing and investing human capital, public relations and personnel.

Dr. Abdulkarim Hamad Abdulkarim Al Nujaidi

(Board Member).

Current Positions

Member of the Board of Directors in "Investments Funds of YAQUEEN Capital Company and Al Jazeera Takaful Cooperative Insurance Company", Chairman of the Nominations Committee of Al Jazeera Takaful Cooperative Insurance Company, Member of the Risk Committee of Al Jazeera Takaful Cooperative Insurance Company.

Qualifications

Diploma in Corporate Governance-INSEAD University, France in 2019 G, master's in business administration -King Fahd University of Petroleum and Minerals 2011 G./ Ph.D. in Applied Linguistics-Oklahoma State University, USA in 2003G, master in Applied Linguistics-Colorado State University, USA 2000 G, Bachelor in Languages and translation -Imam Mohammed Bin Saud University in 1997 G.

Experiences

Experience in business strategy, investment, governance, human resources, and customer experience development.

Previous Positions

Member of the Board of Directors of "Maharah, Arab Group for Education and Training Holding Company, National Gas and Industrialization Company and Natural Gaz Distribution Company", Chief Executive Officer of "Maharah Human Resources Company and National Gas and Industrialization Company", General Director of Human Resources Development Fund, Deputy General Director of the Human Resources Development Fund, Manager of the Training Academy of BAE Systems Saudi Development & Training Company, Chairman of the English Curriculum Committee of the Technical and Vocational Training Corporation, English Language Center Manager of Riyadh Technical College

Mr. Mohammed Hasan Ibrahim Al Shuhail

(Board Member and Executive Committee Member).

Current Positions

Member of the Board of Directors of Shatirah House Restaurant Company "Burgerizzr" and Saudi Bangladeshi Industrial and Agricultural Investments Company", Member of the Remuneration and Nominations Committee and the Audit Committee of Shatirah House Restaurant Company "Burgerizzr", Executive Vice President of the Food Services Sector of Almarai Company.

Qualifications

Master of Business Administration-London Business School in 2016G, Bachelor of Marketing-King Fahad University of Petroleum and Minerals in 2003G.

Previous Positions

Chief Executive Officer of "International pediatric Nutrition Company and Al Safi Dairy Company", Executive Vice President of Human Resources of Al Safi Danone Company.

Experiences

Experience in marketing, Sales development, investment, products and business management, leadership, human capital, merger and acquisition

Eng. Muaffaq Abdullah Mohammed Mubarah

(Board Member, Executive Committee Member and CEO)

Current Positions

Member of the Board of Directors of "Riyadh Food Industries Company and Abdullah Al Othaim Markets-Egypt".

Qualifications

MBA-King Saud University in1999G, Bachelor of Chemical Engineering-King Fahad University of Petroleum and Minerals in1995G.

Previous Positions

CEO and Member of the Board of Directors of "Berain Company, Global Beverage Holding Company, and Al Rajhi Steel Industries Company", Board Member of Jazeera Appliances Company, Deputy CEO of Naqel Company, Deputy General Manager of Arab Company for Medical Products Manufacturing, and held a number of positions in sales, marketing and business development.

Experiences

More than (27) years of experience in strategic planning, logistics, business development, sales, marketing, and manufacturing.

Mr. Mohammed Mansour Abdulmohsen Al Mousa

(Audit Committee Member)

Current Positions

Member of the Board of Directors of "Almarai Company, Minerva Foods Company, "SALIC" in Ukraine and Australia", Consultant for the CEO of the Saudi Agricultural and Livestock Investment Company, "SALIC", Member of the Executive Committee of G3 Canada, Member of the Audit Committee at King Abdullah Humanitarian Foundation.

Previous Positions

Board and committee memberships in several companies, Chief Financial Officer of the Saudi Agricultural and Livestock Investment Company "SALIC", Chief Financial Officer of Al Faisaliah Group Holding Company, and several previous positions in different sectors.

Qualifications

Master of Accounting-Missouri State University, Bachelor of Accounting-King Saud University, CME-1 Securities Dealing Certificate-Capital Market Authority, Certified Public Accountant-Saudi Organization for Certified Public Accountants, Passing the Certified Public Accountant of the American Institute of Certified Public Accountants, USA.

Experiences

Experience in strategy, financial management and accounting, financial control, performance management, investments and mergers and acquisitions, governance and risk management, and shared and corporate services management.

Mr. Abdullah Jaber Ali Al Fifi

(Audit Committee Member)

Current Positions

Member of the Board of Directors, Chairman of the Audit Committee, and Member of the Nominations and Remuneration Committee of "Rabigh Refining and Petrochemical Company, Nama Chemical Company", Member of the Audit and Risk Committee of the General Authority for Statistics, Member of the Audit Committee of "Abdullah Al-Othaim Investment Company, Tanami Arabia Company, Member of the Nominations and Remuneration Committee of the Eastern Health Cluster, Independent consultant in audit, governance, and risk.

Previous Positions

Chairman of the Audit Committee of the Saudi Association of Internal Auditors, Member of the Audit Committee of Saudi British Bank, Advisor to the Minister of Health in auditing and follow-up, held several management positions at the Saudi Arabian Oil Company (Aramco) (including "special Audits, business services review, Financial and administrative affairs review, Projects review, Refining and marketing review, Career progression in the field of finance and internal auditing of "Saudi Refining and Marketing Company "SMARK", General Corporation for Petroleum and Minerals "Petromin".

Qualifications

Fellowship in Risk Management-Internal Auditors Institute, USA in 2010G, Fellowship in Fraud, Fraud Detector- USA in 2001G, Fellowship of Internal Audit- Internal Auditors Institute, USA in 2000G, Bachelor of Accounting- King Abdulaziz University in 1985G.

Experiences

Multilabel Experiences in auditing, governance, risk management, financial management and leadership.

Mr. Abdulaziz Muner Ahmad Al Qady

(Remuneration and Nominations Committee Member).

Current Positions

Member of the Remuneration and Nominations Committee of the Royal Commission for the Holy City of Makkah and the Holy Sites, Chief executive officer Human Resources Officer in Dur Hospitality Company.

Previous Positions

Member of the Remuneration and Nominations Committee of "Abdullah Al Othaim Investment Company, and other subsidiaries companies to Al-faisaliah Group", Vice President of Shared Services at the National Unified Purchase of Pharmaceuticals, Devices and Medical Appliances "NUPCO", director of human capital at Al-Faisaliah Group Company, graduate recruitment officer at "KPMG", and the Saudi British Bank.

Qualifications

Advanced Certificate in Strategic Human Resource Management-Cornell University, USA in 2013G, Master in Human Resources Administration-Central Michigan University, USA in 2011G, Bachelor of Marketing-King Fahad University of Petroleum and Minerals in 2007G.

Experiences

Extensive experience in leadership, mentoring, training, and strategic planning and development.

Mr. Nabil Abdulaziz Mohammed Al Fraih

(Remuneration and Nominations Committee Member).

Qualifications

Corporate Governance Course -INSEAD University, France, Engineering Services Training Program-Stone & Webster, USA, Two Courses in Board Membership and Chairmanship-GCC Board Members Institute, Received various technical and management courses in Britain and Japan Bachelor of Civil Engineering-King Saud University.

Previous Positions

Member of the Development and Leadership Development Committee, Member of the Social Initiatives Committee, Member of the Administrative Committee in Saudi Arabian Mining Company, Board Member of in Ma'aden Phosphate Company, Chairman of the Board in "Saudi Mining Polytechnic, Ma'aden Company for Gold", Managing Director, and Vice Chairman of the Board of Al-Rajhi Cement Company, held several positions in the Saudi Arabian Mining Company, including "Vice President of Gold Business Affairs, Vice President of Human Resources and Sustainability", General Manager of Marketing of the Al Watania for Industries Group Company, Director of External Marketing of the Saudi Industrial Export Company, Senior Projects Analyst of the Saudi Industrial Development Fund.

Experiences

Experience in corporate governance, policy development, human resource management, and leadership.

Current Positions

Member of the Board of Directors and Chairman of the Nominations and Remuneration Committee at Abdullah Al Othaim Investment Company.

2) Members of Executive Department:

Eng. Muaffaq Abdullah Mohammed Mubarah

(Board Member, Executive Committee Member and CEO)

Current Positions

Member of the Board of Directors of "Riyadh Food Industries Company and Abdullah Al Othaim Markets-Egypt".

Previous Positions

CEO and Member of the Board of Directors of "Berain Company, Global Beverage Holding Company, and Al Rajhi Steel Industries Company", Board Member of Jazeera Appliances Company, Deputy CEO of Naqel Company, Deputy General Manager of Arab Company for Medical Products Manufacturing, and held a number of positions in sales, marketing and business development.

Qualifications

MBA-King Saud University in1999G, Bachelor of Chemical Engineering-King Fahad University of Petroleum and Minerals in1995G.

Experiences

More than (27) years of experience in strategic planning, logistics, business development, sales, marketing, and manufacturing.

Mr. Marwan Ahmad Mohammed Ibrahim

(CFO)

Current Positions

Board Member in " Fourth Milling Company" Member of the Managing Directors Gulf Flour Milling Industrial Company.

Previous Positions

Board Member in "Mueen Human Resources Riyadh Foods Industries Company, Board Member Audit Committee Member in Riyadh Foods Industries Company Internal Audit Director in Al Jomaih Holding Company-Saudi Arabia), Auditor in the Office of Ibrahim Al Abbasi & Co.-Jordan, Auditor in the Office of Abdul Aziz Khalifah Al-Melhem-Saudi Arabia .

Qualifications

Fellowship of SOCPA in 2007G, Fellowship of CMA in 2003 G, Fellowship of CFM in 2003 G, Fellowship of the CPA in1994 G, Bachelor of Accountancy and Business Administration-Jordanian University in 1989 G.

Experiences

Accumulated Experience in the Field of Finance and Accounting Affairs, External and Internal Audit.

Thirdly Names of companies inside & outside the Kingdom in which the company's Board of Directors member is a member of its current or previous Board of Directors or one of its Executives:

S	Name of Member	Names of companies	Legal Entity	Inside/ Outside the Kingdom	Previous company names	Legal Entity	Inside/ Outside the Kingdom	
1.	Mr. Abdullah Saleh Ali Al Othaim	Abdullah Al Othaim Markets.	Listed Joint Stock	Inside the Kingdom	Abdullah Al Othaim Markets -Egypt	Joint Stock	Outside the Kingdom	
		Abdullah Al Othaim for Investment.	Closed Stock					
		AL-Othaim Holding	Limited Liability					
		Abdullah Saleh Al Othaim Holding.	Limited Liability					
		Riva Investment	Limited Liability					
		Marafiq Al Tashgheel	Limited Liability					
		Shorofat Al Jazira For operation and Maintenance	Limited Liability					
Seven Services.	Limited Liability							
		Arab Union Company for Real Estate Development.	Joint Stock	Outside the Kingdom				
2.	Eng. Bader Hamed Abdulrazaq Alujan	Abdullah Al Othaim Markets -Egypt	Joint Stock	Outside the Kingdom	Jarir Marketing.	Listed Joint Stock		
		Abdullah Al Othaim Markets.	Listed Joint Stock		Mueen Human Resources.	Closed Stock		
		Al-Jouf Agricultural.	Listed Joint Stock		Riyadh Foods Industries.	Closed Stock		
		Fourth Milling.	Closed Stock		Savola Foods.	Closed Stock	Inside the Kingdom	
		Arab Agricultural Services.	Closed Stock	Inside the Kingdom	Al Muhaidib Foods.	Limited Liability		
		Saudi Agricultural and Livestock Investment Company "SALIC".	Closed Stock		Alaujan Industrial Group.	Limited Liability		
				Al Wousta for Foods Services.	Limited Liability			
						National Biscuits Manufacturing.	Limited Liability	
						National Foods Industries.		

3.	Mr. Bandar Nasser Hamad Al Tamimi	Abdullah Al Othaim Markets.	Listed Joint Stock	Inside the Kingdom	-	-	-
4..	Dr. Raed Abdullah Ibrahim Al Hogail	Abdullah Al Othaim Markets.	Listed Joint Stock	Inside the Kingdom	Cushman & Wakefield.	Limited Liability	Inside the Kingdom
		International Resources Company.	Limited Liability		Foresee Professional Consulting.	Limited Liability	
		National Tri-generation.	Closed Stock		National Gas and Industrialization.	Limited Liability	
		Natural Tri-generation.	Closed Stock		United Cooperative Insurance Company "Walaa".	Listed Joint Stock	
5..	Mr. Saad Ibrahim Saad Al Mushawah	Kasb Capital.	Closed Stock	Inside the Kingdom	Arab Flat Glass.		Inside the Kingdom
		Abdullah Al Othaim Markets.	Listed Joint Stock		Natural Gaz Distribution.		
		Qassim Cement.	Listed Joint Stock		Gulf One Investment Bank.		
		Al-Jazirah Bank.	Listed Joint Stock		Al-Jazira Takaful Taawuni Company	Listed Joint Stock	
6..	Mr. Bandar Suliman Mohammed Al Bohairy	Al-Watania Agricultural Holding (Sulaiman Al Rajhi Endowment).	Limited Liability	Inside the Kingdom			-
		Soybean Crushing Company.	Limited Liability				
		Maan Aljasser & Partners Company.	Limited Liability				
		Abdullah Al Othaim Markets-Egypt.	Joint Stock				
		Abdullah Al Othaim Markets.	Listed Joint Stock				
		Mobi Industries.	Listed Joint Stock				
6..	Mr. Bandar Suliman Mohammed Al Bohairy	Abdullah Al Othaim Investment.	Closed Stock	Inside the Kingdom			-
		Mueen Human Resources.	Closed Stock				
		Riyadh Foods Industries.	Closed Stock				
		Al Othaim Holding.	Limited Liability				
		Ijmal Limited.	Limited Liability				

7.	Dr. Abdulkarim Hamad Abdulkarim Al Nujaidi	Abdullah Al Othaim Markets.	Listed Joint Stock	Inside the Kingdom	Maharah Human Resources.		Inside the Kingdom
		Al-Jazira Takaful Taawuni	Listed Joint Stock		National Gas and Industrialization.	Listed Joint Stock	
		YAQEEN Capital .	Closed Stock		Arabian Pipes		
8.	Mr. Mohammed Hasan Ibrahim Al Shuhail	the Saudi Bangladeshi Industrial and Agricultural Investments.	Limited Liability	Outside the Kingdom			-
		Abdullah Al Othaim Markets.	Listed Joint Stock	Inside the Kingdom			
		Shatirah House Restaurant (Burger-izzr).	Listed Joint Stock				
		Abdullah Al Othaim Markets.	Listed Joint Stock		Berain Company.		
9.	Eng. Muaffaq Abdullah Mohammed Mubarah	Riyadh Foods Industries.	Closed Stock		Inside the Kingdom	Global Beverage Holding Company.	
		Abdullah Al Othaim Markets-Egypt.	Joint Stock	Outside the Kingdom	Al Rajhi Steel Industries Company.	Closed Stock	
					Jazeera Appliances.		



Fourth: Board of Directors meetings during the year 2023G: (Updating)

The Board of Directors held (5) meetings during the fiscal year 2023G, and the table below shows the attendance record of the Board of Directors meetings:

s	Member Name/Date of Meeting	Meeting number and date					Number of attendances
		(1) 6 Feb	(2) 10 May	(3) 09Aug	(4) 05 Nov	(5) 14 Dec	
1.	Mr. Abdullah Saleh Ali Al Othaim	✓	✓	✓	✓	✓	(5)
2.	Eng. Bader Hamed Abdulrazzaq Alaujan	✓	✓	✓	✓	✓	(5)
3.	Mr. Bandar Suliman Mohammed Al Bohairy	✓	✓	✓	✓	✓	(5)
4.	Mr. Bandar Nasser Hamad Al Tamimi	✓	✓	✓	✓	✓	(5)
5.	Dr. Raed Abdullah Ibrahim Al Hogail	✓	✓	✓	✓	✓	(5)
6.	Mr. Saad Ibrahim Saad Al Mushawah	✓	✓	✓	✓	✓	(5)
7.	Dr. Abdulkarim Hamad Abdulkarim Al Nujaidi	✓	✓	✓	✓	✓	(5)
8.	Mr. Mohammed Hasan Ibrahim Al Shuhail	✓	✓	✓	✓	✓	(5)
9.	Eng. Muaffaq Abdullah Mohammed Mubarah*	N/A		✓	✓	✓	(3)
-	Mr. Abdulaziz Abdullah Saleh Al Othaim**	✓		N/A			(1)

*He was appointed to the Board of Directors on 29/07/2023G.

**He resigned from the Board of Directors on 09/02/2023G.

Fifth: The General Assemblies held during the year 2022G. and the names of the members of the Board of Directors and the record of their attendance of these associations: (Updating)

s	Member name	Ordinary General Assembly Meeting On 5/06/2023G.
1.	Mr. Abdullah Saleh Ali Al Othaim	✓
2.	Eng. Bader Hamed Abdulrazzaq Alaujan	✓
3.	Mr. Bandar Suliman Mohammed Al Bohairy	✓
4.	Mr. Bandar Nasser Hamad Al Tamimi	✓
5.	Dr. Raed Abdullah Ibrahim Al Hogail	✓
6.	Mr. Saad Ibrahim Saad Al Mushawah	✓
7.	Dr. Abdulkarim Hamad Abdulkarim Al Nujaidi	✓
8.	Mr. Mohammed Hasan Ibrahim Al Shuhail	✓
9.	Eng. Muaffaq Abdullah Mohammed Mubarah*	N/A

*He was appointed to the Board of Directors on 29/07/2023G.

Six: Brief description of Committees, Specializations, and Tasks:

The company has three committees, details are as follows:

01 Audit Committee:

The Audit Committee is formed of (3) members, and In order to enhance its role in assisting the Board of Directors in performing its duties effectively and based on the committee's charter, which stipulate that it should hold meetings whenever necessary to follow up on its work on an ongoing basis, the committee held during the year 2023G (13) meetings, This is due to the Committee's keenness to ensure the accuracy and integrity of financial reports and the adequacy of the internal control system, tasks of the Audit Committee include for example but not limited to "Supervising the management of internal company auditing, studying the system of internal control, internal audit reports, and recommending to the Board of Directors to appoint the accounts auditors, determine their fees and following- up their work, studying the auditing plans and notes of auditors, studying the interim and annual financial statements before being presented before the Board of Directors, studying the adopted accounting policies and meeting the requirements according to the conventional accounting standards and recommending the Board of Directors, reviewing the plan and performance of the auditor, results of the reports of supervisory authorities, and making sure that the company took the necessary procedures regarding them. As well, ensuring the company compliance with the relevant laws, regulations, policies, and instructions and providing points of views regarding them to the Board of Directors" The following table outlines the committee membership and its meetings conducted during 2023G.:

S	Name of Member/Meeting Date	Position	Number and Date of Meeting													Number of attendances
			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	
			08Feb	14 Mar	16 Mar	30 Mar	16 May	03 Jun	16 Jul	08 Aug	25 Oct	05 Nov	26 Nov	29 Nov	06 Dec	
1.	Dr. Raed Abdullah Ibrahim Al Hogail	Chairman	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	(13)
2.	Mr. Abdullah Jaber Ali Al Fifi	Member	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	(13)
3.	Mr. Mohammed Mansour Abdul-mohsen Al Mousa	Member	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	(12)

Results of Annual Auditing of the Company's Internal Control Procedures Effectiveness:

During the year 2023G, the Committee reviewed and evaluated the company's internal control system through the internal audit reports and ensured that the company's departments complied with the recommendations contained in those reports. The Committee also studied and reviewed the main operational, financial, and administrative risks that the company may face, in addition to studying the strengths and weaknesses in the internal control, financial, and risk management systems.

The results of the review showed that there are no material deficiencies that require disclosure, and that risk control procedures are managed within the established limits, in a transparent manner and at the appropriate time. The Committee stressed the need to continuously update the company's systems and policies in line with changes in the business environment and the requirements of continuous development of risk management, and to complete whatever is necessary to perform its tasks efficiently and effectively. This includes changes in the relevant systems and regulations issued by the competent authorities. It is worth noting that the Committee supervises the executive management on a regular basis in this context.

Recommendation of the Review Committee to Appoint an Internal Auditor in the Company during 2023G:

During 2023G, the Review Committee recommended the appointment of an Internal Audit Manager in the company. The Board of Directors approved this recommendation.

02 Committee of Remunerations and Nominations:

The committee had been formed of (4) members, and in order to enhance its role in assisting the Board of Directors in performing its duties effectively and based on the Committee's charter, the Committee held during the year 2023G. (4) meetings, and the assignments and specialties of the Remunerations and Nominations Committees include for example but not limited to "recommending the nomination to the Board of Directors, clear standards and policies for the membership in the Board and executive department, reviewing the structure of Board of Directors and executive department, providing recommendations with regard to the changes that may be made, specifying

the points of weakness and strength in the Board of Directors, proposing curative solutions in a way consistent with the company's interest, ensuring annually the independence of independent members, preparing and updating the necessary policies for the rewards of the members of Board of Directors and committees derived from the Board, executive department and its periodical auditing, and assessing the extent of its effectiveness in meeting the aspired goals, clarifying the relation between the granted reward and the applicable rewards policy, clarifying any substantial deviation from this policy, As well, studying the subjects with which it is concerned or referred to it by the Board of Directors and submitting its recommendations to take the appropriate resolution regarding it and auditing the allocations and rewards of workers, approving, adopting, and assessing the relevant plans and policies". Following is a table, which outlines the membership, and meetings of the committee made during 2023G:

S	Name of Member	Position	Number and Date of Meeting				Number of attendances
			(1) 24 May	(2) 20 Jul	(3) 16 Oct	(4) 31 Dec	
1.	Mr. Saad Ibrahim Saad Al Mushawah	Chairman	✓	✓	✓	✓	(4)
2.	Mr. Bandar Nasser Hamad Al Tamimi	Member	✓	✓	✓	✓	(4)
3.	Mr. Abdulaziz Muner Ahmad Al Qady	Member	✓	✓	✓	✓	(4)
4.	Eng. Nabil Abdulaziz Mohammed Al Fraih	Member	✓	✓	✓	✓	(4)

03 Executive Committee:

The Executive Committee was from (5) members to assist the Board of Directors in performing its supervisory duties, the Committee held during the year 2023G (8) meetings, Among the tasks of the Committee, for example, but not limited to "working with the executive management and supervising them to set and develop strategic goals and plans, raise proposals from the executive management to The Board of Directors, following up on the implementation of the decisions of the Board of Directors with the executive management, developing the organizational structures of the company, reviewing the financial, operational and marketing policies and submitting to the Board of Directors as it deems fit." The following is a table showing the committee's membership and its meetings that took place during the year 2023G:

S	Name of Member	Position	Number and Date of Meeting								Number of attendances	
			(1) 29 Jan	(2) 19 Feb	(3) 15 Mar	(4) 01 May	(5) 18 Jun	(6) 25 Jul	(7) 25 Sep	(8) 30 Nov		
1.	Mr. Abdullah Saleh Ali Al Othaim	Chairman	✓	✓	✓	✓	✓	✓	✓	✓	✓	(8)
2.	Eng. Bader Hamed Abdualrazzaq Alaujan	Member	✓	✓	✓	✓	✓	✓	✓	✓	✓	(8)
3.	Mr. Bandar Suliman Mohammed Al Bohairy	Member	✓	✓	✓	✓	✓	✓	✓	✓	✓	(8)
4.	Mr. Mohammed Hasan Ibrahim Al Shuhail	Member	✓	✓	✓	✓	✓	✓	✓	✓	✓	(8)
5.	Eng. Muaffaq Abdullah Mohammed Mubarah	Member	✓	✓	✓	✓	✓	✓	✓	✓	✓	(8)

Seven: A statement of the names, nationality, number of shares, ownership ratio of main shareholders who own (5%) and above and change thereof during 2023G:

S	Name of Shareholder	Nationality	Shares Number at the beginning of 2021G.	Ownership Ratio at the beginning of 2021G.	Shares Number at the end of 2021G.	Ownership Ratio at the End of 2021G.	Net change	Change Ratio at the end of 2021 G.
1.	Al Othaim Holding Company	Saudi	303,000,000	33.67%	303,000,000	33.67%	0	%0

Relied on recording in the shareholder register issued by Securities Depository Center Company "Edaa".

The shares were adjusted in accordance with the decision of the General Assembly to split the company's shares during the year 2023G.

Eight: Actions taken by the Board of Directors to inform its members by the shareholders' suggestions and comments:

The company's corporate governance regulation included the procedures of the Board of Directors, which gave special attention to hearing the suggestions and inquiries of its shareholders and responding to them, in addition to the company providing the members with the minutes of the meetings of the assemblies that include the shareholders' inquiries (if any). Members are also notified of any inquiries or questions received by the company through various means of communication.

Ninthly: The Means Adopted by Board of Directors in Assessing its Performance and Performance of its Committees for 2023G.:

Evaluation being done to evaluate the performance of each of the members of the Board of Directors, its committees, and the executive managements on an annual basis, and consideration has been given to the evaluation of the members of the Board of Directors from an external party in the future.

Tenthly: Remunerations of Board of Directors, Committees, and Executive Managements:

- The company applies the following policy for the remuneration of members of the Board of Directors, committees, and executive management:

- a** The remuneration must be fair and proportional to the skills, qualifications, and responsibilities of the member. It may vary from one member to another based on the member's experience, the tasks assigned to them by the board, the number of meetings they attend, and any other considerations in the best interests of the company.
- b** Remuneration may be a fixed amount, an attendance fee, or in-kind benefits. It is permissible to combine two or more of these benefits, in accordance with the regulations set by the competent regulatory authorities.
- c** The remuneration must be consistent with the company's strategy and objectives.

- d** The remuneration must be provided to encourage board members to achieve the company's success and growth in the long term, such as linking the variable part of the remuneration to long-term performance.
- e** The remuneration must be determined based on the job level, the tasks and responsibilities assigned to the incumbent, the educational qualifications, practical experience, skills, and performance level.
- f** The remuneration must be consistent with the size, nature, and degree of risk of the company.
- g** The practices of other companies in determining remuneration must be taken into consideration, while avoiding any unjustified increase in remuneration and compensation.
- h** The remuneration must aim to attract and retain professional talent, without exaggerating the amount of remuneration.
- i** The remuneration of independent board members must not be a percentage of the company's profits or be based directly or indirectly on the company's profitability.
- j** A board member may be granted remuneration for any additional executive, technical, administrative, or advisory tasks or positions assigned to him by the company - under a professional license - in addition to the remuneration he receives as a member of the board and any of the committees formed by the board according to the Companies Law and the company's Articles of Association.
- k** The remuneration is calculated up to the date of termination of membership. If a member's membership is terminated according to the regulations due to his absence from three consecutive meetings or five scattered meetings during his membership without a legitimate excuse, then this member is not entitled to any remuneration for the period following the last meeting he attended and must return all remuneration paid to him for that period, and the company has the right to demand its repayment.

Based on the approved remuneration policy and the recommendation of the Remuneration and Nominations Committee, the Board of Directors determines the amount of remuneration, allowances, incentives, or material or in-kind benefits for members of the Board of Directors and committees according to the following remuneration payment mechanism:

a Board of Directors Membership Remuneration:

An annual remuneration of (300,000) three hundred thousand Saudi Riyals is paid to each member of the Board of Directors.

b Remuneration for Membership in the Audit Committee, the Remuneration and Nominations Committee, and the Executive Committee:

An annual remuneration of (150,000) one hundred and fifty thousand Saudi Riyals is paid to each member of the Audit Committee, the Remuneration and Nominations Committee, and the Executive Committee, A remuneration of (175,000) one hundred and seventy-five thousand Saudi Riyals is paid to each committee chairman.

c Attendance Allowances:

- An attendance allowance of (5,000) five thousand Saudi Riyals is paid to each member for attending board and committee meetings.
- An attendance allowance of (5,000) five thousand Saudi Riyals is paid to each member of the Board of Directors for attending the General Assembly meeting of the company's shareholders.
- A board or committee member who is an employee receiving a monthly salary from the company is not entitled to a remuneration or attendance allowance.

d Remuneration for the Secretary of the Board of Directors and the Secretaries of the Committees:

- An annual remuneration of (30,000) thirty thousand Saudi Riyals is paid to the Secretary of the Board of Directors.
- A remuneration of (3,000) three thousand Saudi Riyals is paid to the Secretary of each committee for each meeting he attends.

e Executive Management Remuneration:

An annual remuneration is paid to the executive management (excluding the CEO) based on performance indicators and according to the annual evaluation results and the evaluation mechanisms followed.

f Timing of Remuneration and Allowances Payment:

Remuneration and allowances for the Board of Directors and committees are paid annually, semi-annually, or quarterly.

Relationship between the Granted Remuneration and the Adopted Remuneration Policy:

The granted remuneration is consistent with the approved remuneration policy. The bases and criteria related to the calculation and entitlement of remuneration have been taken into account.

Details Remuneration of Board of Directors for the Year 2023G.

Name	A certain amount	Attendance Allowance for Board Meetings	Total Attendance Allowance for Committee Meetings	Remuneration of the Chairman of the Board, the Managing Director, or the Secretary if they are Members
First: Independent Members:				
Dr. Raed Abdullah Ibrahim Al Hogail	475,000	25,000	65,000	-
Mr. Saad Ibrahim Saad Al Mushawah	475,000	25,000	20,000	-
Dr. Abdulkarim Hamad Abdulkarim Al Nujaidi	300,000	25,000	-	-
Total	1,250,000	75,000	85,000	-
Second: Non-Executive Members:				
Mr. Abdullah Saleh Ali Al Othaim	475,000	25,000	40,000	-
Eng. Bader Hamed Abdualrazzaq Alaujan	450,000	25,000	40,000	-
Mr. Bandar Suliman Mohammed Al Bohairy	450,000	25,000	40,000	30,000
Mr. Bandar Nasser Hamad Al Tamimi	450,000	25,000	20,000	-
Mr. Mohammed Hasan Ibrahim Al Shuhail	450,000	25,000	40,000	-
Mr. Abdulaziz Abdullah Saleh Al Othaim	32,055	5,000	-	-
Total	2,307,055	130,000	180,000	30,000
Third: Executive Members:				
Eng. Muaffaq Abdullah Mohammed Mubarah*	-	-	-	-
Total	0	0	0	-
Total	3,557,055	205,000	265,000	30,000

Details Remuneration of Board of Directors for the Year 2023G.

Attendance Allowance for General Assembly Meetings of Shareholders	Total	Grand Total
5,000	570,000	570,000
5,000	525,000	525,000
5,000	330,000	330,000
15,000	1,425,000	1,425,000
5,000	545,000	545,000
5,000	520,000	520,000
5,000	550,000	550,000
5,000	500,000	500,000
5,000	520,000	520,000
-	37,055	37,055
25,000	2,672,055	2,672,055
-	-	-
-	0	0
40,000	4,097,055	4,097,055

*He does not receive a Board of Directors' membership remunerations he is an employee of the company according to the approved

Details Remuneration of Senior Executives for the Year 2022G:

	Fixed Remuneration			Variable Remuneration					End of service Benefits	Total reward of the executives	total summation		
	Salaries	Allowances	In-kind benefits	Periodic bonuses	earnings	Short - term incentive plans	Long - term incentive plans	Shares granted				Total	
Chief Executive Officer	2,415,024	0	0	2,415,024	0	-	-	-	-	0	-	-	2,415,024
Chief Finance Officer	1,411,426	-	-	1,411,426	907,200	-	-	-	-	907,200	-	-	2,318,626
Chief Operating Officer	1,340,723	-	-	1,340,723	902,880	-	-	-	-	902,880	-	-	2,243,603
Vice President Share services	1,250,338	-	-	1,250,338	873,798	-	-	-	-	873,798	-	-	2,124,136
Vice President of Business Development	1,922,077	-	-	1,922,077	1,245,015	-	-	-	-	1,245,015	160,110	-	3,327,202
Total	8,339,588	0	0	8,339,588	3,928,893	0	0	0	0	3,928,893	160,110	0	12,428,591

Details of the Remuneration of Members of the Audit Committee:

s	Name	Fixed remunerations (Except the allowance of attending sessions)	Allowance of attending sessions	Total
1.	Dr. Raed Abdullah Ibrahim Al Hogail	175,000	65,000	240,000
2.	Mr. Mohammed Mansour Abdulmohsen Al Mousa	150,000	60,000	210,000
3.	Mr. Abdullah Jaber Ali Al Fifi	150,000	65,000	215,000
	Total	475,000	190,000	665,000

Details of the Remuneration of Members of the Remuneration and Nomination Committee:

s	Name	Fixed remunerations (except the allowance of attending sessions)	Allowance of attending sessions	Total
1.	Mr. Saad Ibrahim Saad Al Mushawah	175,000	20,000	195,000
2.	Mr. Bandar Nasser Hamad Al Tamimi	150,000	20,000	170,000
3.	Mr. Abdulaziz Muner Ahmad Al Qady	150,000	20,000	170,000
4.	Eng. Nabil Abdulaz Mo hammed Al Fraih	150,000	20,000	170,000
	Total	625,000	80,000	705,000

Details of the Remuneration of the Members of the Executive Committee:

s	Name	Fixed remunerations (except the allowance of attending sessions)	Allowance of attending sessions	Total
1.	Mr. Abdullah Saleh Ali Al Othaim	175,000	40,000	215,000
2.	Eng. Bader Hamed Abdualrazzaq Alaujan	150,000	40,000	190,000
3.	Mr. Bandar Suliman Mohammed Al Bohairy	150,000	40,000	190,000
4.	Mr. Mohammed Hasan Ibrahim Al Shuhail	150,000	40,000	190,000
5.	Eng. Muaffaq Abdullah Mubarah*	-	-	-
	Total	625,000	160,000	785,000

*He does not receive an Executive Committee membership remunerations he is an employee of the company according to the approved remuneration policy.

Eleven : Interest in shares and Debt instruments of the Board Members and Senior executives:

- a) Description of any interest in the shares and instruments of the Company's debt attributable to the members of the Board of Directors and their relatives in the shares or instruments of the debt of the company or any of its subsidiaries and the change that occurred during the year 2023G:

s	The name of who have interest	Beginning of the year 2023		End of the year 2023		Net change	Percentage of change%
		Stock	Debt instruments	Stock	Debt instruments		
1.	Mr. Abdullah Saleh Ali Al Othaim	-	-	-	-	-	-
2.	Eng. Bader Hamed Abdual-razzaq Alaujan	-	-	-	-	-	-
3.	Mr. Bandar Suliman Mohammed Al Bohairy	40,000	-	40,000	-	-	-
4.	Mr. Bandar Nasser Hamad Al Tamimi	-	-	-	-	-	-
5.	Dr. Raed Abdullah Ibrahim Al Hogail	-	-	-	-	-	-
6.	Mr. Saad Ibrahim Saad Al Mushawah	13,620	-	3,620	-	-10,000	-73.42%
7.	Dr. Abdulkarim Hamad Abdulkarim Al Nujaidi	50,000	-	0	-	50,000-	100%-
8.	Mr. Mohammed Hasan Ibrahim Al Shuhail	-	-	-	-	-	-
9.	Eng. Muaffaq Abdullah Mohammed Mubarah	0	-	80,843	-	80,843	100%

The shares were adjusted in accordance with the decision of the General Assembly to split the company's shares during the year 2023G.

b) A description of the interest of senior executives and their relatives in the shares and instruments of the debt of the company or any of its subsidiaries and the change that occurred during the year 2023G:

s	The name of who have interest	Beginning of the year 2023		End of the year 2023		Net change	Percentage of change
		Stock	Debt instruments	Stock	Debt instruments		
1.	Mr. Marwan Ahmad Mohammed Ibrahim	0	-	10,000	-	10,000	100%

Twelfth: Description of any Transaction between the Company and any Related Party:

Related Party	Type Of Relation	Transaction & Description	Transaction Perion/ year	Transaction Value/ SR For year 2002
			2	66,064,020
		Rent labor services	1	60,000
Mueen Human Resources Company	Subsidiary which the Company's owns (%68) of its capital shares	Rent showroom in Alnafal District	1	95,228,645
Riyadh Foods Industries Company	A subsidiary, which the Company's owns (55%) of its capital shares	Purchasing Foods Items	months 3	450,000
Fourth Milling Company	A subsidiary, which the Company's owns (33.33%) of its capital shares	Support and Assistance Agreement Purchasing Foods Items	1	7,921,175

Thirteen: Information of Businesses and contracts in the Company is a party, or there is an interest to one of the Board Member and Senior Executives or any of its relative party:

a) Businesses and contracts with Al Othaim Holding Company in which there is an indirect interest for the (Chairman of the Board of Directors, Mr. Abdullah Saleh Ali Al-Othaim, and Member of the Board of Directors Mr. Bandar Suliman Mohammed Al Bohairy) as follows:

Type of Contract	Contract Description	Transaction Value/ SR For year 2023G	Contract term/Year	Contracts Conditions	Notes
Leasing	Buraydah Branch (24)	1,335,150	20		-
Leasing	Buraydah Branch Accommodation	219,600	18		-
Leasing	Al-Ahsa Mall Hypermarket (81)	2,258,025	20		-
Leasing	Khurais Mall Hypermarket (83)	1,749,840	20		-
Leasing	Al Rabwa Mall Supermarket (154)	796,920	10		-
Leasing	Archive Warehouse	21,300	10		-
Leasing	Dammam Mall Hypermarket (159)	1,922,400	18		-
Leasing	Buraydah-Akirisha Supermarket	1,086,000	10	No preferential	-
Leasing	Akirisha Branch-Accommodation	35,000	10	Terms	-
Leasing	Onaiza Mall Supermarket	729,000	10		-
Leasing	Arar Mall Supermarket (85)	2,022,680	10		-
Leasing	Hail Mall Hypermarket	1,676,840	20		-
Leasing	Showroom in Al Othaim Mall Khafji	819,000	15		-
Rent	Administrative Offices	1,452,550	-		Transaction closed on 11/14/2023G
Rent	Dammam Mall	34,932,000	17 and 5 Months		-
Services	Electricity and General Utilities at Rented Branches	4,748,479	1		Amount is variable, and will be calculated at year end
Services	Power for Advertising Signs at commercial Malls	36,000	1		-

b) Businesses and contracts with Abdullah Al Othaim Investment Company subsidiaries, Shorofat Al Jazira for Operation and Maintenance Company, and Marafiq Al Tashgheel Company which there is an indirect interest-for Chairman of the Board of Directors, Mr. Abdullah Saleh Ali Al-Othaim as follows:

Abdullah Al Othaim Investment Company subsidiaries:

Type of Contract	Contract description	Transaction Value/ SR For year 2023G	Contract term/Year	Contracts Conditions	Note
	Entertainment Center Shifa (16)- Abdullah Al Othaim Entertainment Co.	76,613	1		-
	Entertainment Center Oqba (37)- Abdullah Al Othaim Entertainment Co.	417,225	1	No preferential	-
Rent	Entertainment Center Swaidi (39)- Abdullah Al Othaim Entertainment Co.	1,031,073	1	Terms	-
	Administrative offices-Abdullah Al Othaim Fashion Co.	82,450	-		Transaction closed on 11/14/2023G
	Administrative Offices-Abdullah Al Othaim Fashion Co.	93,075	-		-
Services	Abdullah Al Othaim Entertainment offers a (%20) discount to the company's clients	-	1		-

Shorofat Al Jazira for operation and maintenance Company:

Type of Contract	Contract description	Transaction Value/ SR For year 2023G	Contract term/Year	Contracts Conditions	Note
Services	Rent labor services	3,379,146	1	No preferential Terms	Amount is variable, and will be calculated at year end

Marafiq Al Tashgheel Company:

Type of Contract	Contract description	Transaction Value/ SR For year 2023G	Contract term/Year	Contracts Conditions	Note
Services	Rent labor services	6,436,850	1	No preferential Terms	Amount is variable, calculated at year end



c) Contract with GOSI in which there is an indirect interest to the board member Mr. Bandar Bin Nasser Hamad Al Tamimi as follows:

Type of Contract	Contract description	Transaction Value/ SR For year 2023G	Contract term/Year	Contracts Conditions	Note
Leasing	Investment Lands	6,250,000	25	No preferential Terms	-

d) Businesses and contracts with Al Jouf Agricultural Company, Arabian Agricultural Services Company and Al Wousta for Foods Services Company, in which there are an indirect interest for the Vice Chairman of the Board of Directors Mr. Bader Hamed Abdulrazaq Alaujan, as follows:

Al Jouf Agricultural Company:

Type of Contract	Contract description	Transaction Value/ SR For year 2023G	Contract term/Year	Contracts Conditions	Note
Purchase	Food Products	31,464,298	1	No preferential Terms	Amount is variable, calculated at year end

Arabian Agricultural Services Company:

Type of Contract	Contract description	Transaction Value/ SR For year 2023G	Contract term/Year	Contracts Conditions	Note
Purchase	Food Products	28,932,360	1	No preferential Terms	Amount is variable, calculated at year end

Al Wousta for Foods Services Company:

Type of Contract	Contract description	Transaction Value/ SR For year 2023G	Contract term/Year	Contracts Conditions	Note
Rent	Showroom - Ring Road in Onaiza	378,000	13	No preferential Terms	-
Rent	Showroom in Alrass City	259,875	13 and 6 Months	No preferential Terms	-

e) Businesses and contracts with Almarai Company and Shatirah House Restaurant (Burgerizzr), in which there are an indirect interest for the Member of the Board of Directors Mr. Mohamed Hasan Ibrahim Alshuhail, as follows:

Almarai Company:

Type of Contract	Contract description	Transaction Value/ SR For year 2023G	Contract term/Year	Contracts Conditions	Note
Supply	Food Products	498,268,322	1	No preferential Terms	Amount is variable, calculated at year end

Shatirah House Restaurant (Burgerizzr):

Type of Contract	Contract description	Transaction Value/ SR For year 2023G	Contract term/Year	Contracts Conditions	Note
Rent	Trade Showroom	165,375	2		-
Rent	Trade Showroom	52,875	1	No preferential Terms	-
Rent	Trade Showroom	162,500	1		-
Rent	Renting a residential unit	20,000	1		-

Fourteenth: The applied provisions of the Companies Governance Regulation, the unapplied provisions and the underlying reasons:

The provisions of the Corporate Governance Regulations issued by the Capital Market Authority have been applied except:

Article/Clause No.	Clause Status	Article/Clause Provision	Reasons of Non-compliance
Article (37) Clause (2)		Qualifying and training directors of the board and executive management and set up the necessary programs.	The company has not yet defined programs.
Article (39) Clause (E)		The Board of Directors shall take the necessary arrangements to get the assessment of the Board's performance from external competent authority each three years.	The performance assessment was not obtained from external authority and it is under progress, the Remuneration and Nomination also Committee evaluates the performance of the Board of Directors for each fiscal year end.
Article (67)		Formation by a decision of the Board of Directors of the company a committee called the Risk Management Committee.	The board has issued resolution that risk management will be affiliate to internal audit department as independent department, and it is finally affiliate to audit committee until risk management Committee is composed.
Article (75) Clause (A)	Guiding	The Internal Audit Unit or Department shall prepare a written report on its activities and submit it to the Board of Directors and the Audit Committee at least quarterly. This report shall include an assessment of the company's internal control system, the results and recommendations reached by the Unit or Department, and a statement of the actions taken by each department to address the results and recommendations of the previous audit, and any comments thereon, especially in the event of non-timely treatment and the reasons for that.	The implementation will start from the first quarter of 2024G.
Article (75) Clause (B)		The Internal Audit Unit or Department shall prepare a written general report and submit it to the Board of Directors and the Audit Committee on the audit activities carried out during the fiscal year, comparing them with the approved plan. The report shall also explain the reasons for any deviation from the plan, if any, during the quarter following the end of the fiscal year in question.	
Article (85) Clause (1)		Set measurement indicators to link the company's performance with the initiatives in social work it provides and comparing this to the other companies of similar activity.	Is under study.
Article (92)		Forming a committee concerned with companies' governance.	No independent governance committee has been formed yet and is still under study and consideration, the company is also monitoring its implementation and development of governance.

Fifteenth : Board of directors' declarations:

- 01 There is no interest in the class of shares entitled to vote belong to persons who have notified the Company of those rights under Article (85) of the Listing Rules and Continuing Obligations.
- 02 There are no categories or numbers of any convertible debt instruments, any contractual securities, warrants, rights, or similar rights issued or granted by the Company during the financial year.
- 03 There are no rights to transfer or subscribe under convertible debt instruments, contractual securities, subscription rights notes or similar rights issued or granted by the Company
- 04 There is no refund, purchase, or cancellation by the Company for any redeemable debt instruments
- 05 There is no arrangement or agreement whereby a board member or a senior executive waives any remuneration
- 06 There is no arrangement or agreement whereby any of the Company's shareholders waives any rights in profits.
- 07 No member of the Board of Directors engaged in any business competing with the company during the year.
- 08 There are no investments or reserves created for the benefit of source employees.

The Board of Directors also acknowledges the following:

- That the accounting records had been prepared correctly.
- That the internal control system has been properly prepared and implemented effectively.
- That there is no doubt of the company's ability to continue activity.

Sixth Section: Financial Performance

First: Describing the main company activity:

Abdullah Al Othaim Markets Company is a major player in the retail food industry in the Kingdom of Saudi Arabia, the company introduced a good marketing experience through competitive pricing, exceptional service, and quality the company's main activity is concentrated in the area of wholesale and retail food and consumables, as well as engaged in real estate investments which are explained in details in the segmental information item "Fourth" of this division.



01 Description of the main company activities and its effects in the size of the company's business and its contribution to the results as following (in thousands):

Description of the activity	Net profit activity	percentage
Wholesale and retail activity for Consumption and foods Items	281,156	%57.29
Rent activity	71,148	%14.50
Investments sister companies & financial assets through the income statement	32,335	%6.59
Human Resources Activity	11,979	%2.44
Other	94,157	%19.19
Total	490,775	%100

02 Description of the main activities of the affiliates and the size of the business as follows:

- a) Haley Holding Company:** Limited Liability company, operating under Commercial Registration no. 1010314228 issued from Al Riyadh city on 09 Ramadan 1432H (corresponding to August 09, 2011G), its major activities are represented in participating in the companies by percentage that enables prevailing it, and for wholesale and retail trade of food products, flour, rice, meats, fishes, dishes, computer services (applicable systems and information databases), imports and exports services, marketing to third parties, maintenance of training and entertainment, cooked/uncooked ration services.
- b) Global Marketing Center Company:** Limited Liability company, operating under Commercial Registration no. 1010314201 issued from Al Riyadh city on 09 Ramadan 1432H (corresponding to August 09, 2011G), its major activities are represented in participating in the companies by percentage that enables prevailing it, and for wholesale and retail trade of food products, flour, rice, meats, fishes, dishes, spare parts of cars, computer services (applicable systems and information databases), imports and exports services, marketing to third parties, maintenance of training and entertainment, cooked/uncooked ration services.

- c) Seven Services Company:** Limited Liability company, operating under Commercial Registration no. 1010320848 issued from Al Riyadh city on 02 Muharram 1433H (corresponding to November 27, 2011G), its major activities are represented in imports and exports, wholesale and retail trade of clothes and sportswear, traditional jewels, sewing kit, bags, leather products, decoration materials, false ceilings, cars' spare parts, agricultural crops, services of imports and exports, marketing to third parties, establishing agricultural projects, establishing, managing and operating bakeries and cafes, All assets and liabilities related to the Seven Services Company will be transferred to become part of the company's branches, and a new commercial register will be established for it with the number 1010877599 issued from Riyadh on 11 Shawwal 1444H (corresponding to 01 May 2023G).
- d) Bayt Al Watan Company:** a limited liability company operating under Commercial Registration No. 1010320847 issued by Riyadh City on 02 Muharram 1433H (corresponding to November 27, 2011G) Its main activities are importing, exporting and wholesale and retail vegetables, Fruits, fish, milk, cheese, dairy products, animal fats, olives, halva, pasta and soft drinks. In addition to: Import and export services, marketing for third parties, maintenance of training and recreational centers, sports centers and general contracting for Public buildings (establish, Repair, demolition and restore) and electrical and electronic works.
- e) Marafiq Al Tashgheel Company:** A limited liability company that operates under commercial registration number 1010321917 issued in Riyadh on 15 Muharram 1433H (corresponding to 10 December 2011G).The main activities of the Company include general constructions and renovation of residential and non-residential buildings such as schools, hospitals and on-site ready-made houses.
- f) Abdullah Al Othaim Markets Company - Egypt:** An Egyptian joint stock company operating under Commercial Registration No. 55010 issued by the Arab Republic of Egypt, Dated 20 Dhu al-Hijjah 1432H Corresponding to November 16, 2011G Its main activities are wholesale, retail and general trade.

g) Thamarat Al-Qassim Company: : A limited liability company operating under Commercial Registration No. 1010378315 issued by the city of Riyadh on 30 Rajab 1434H (Corresponding to June 09, 2013G) Its main activities are the cultivation of vegetables, fodder, livestock and poultry. Import, export and marketing to third parties, purchase of land for the construction of premises and investment in selling or renting and exploiting real estate and land for the interest of the company, All assets and liabilities related to Qassim Fruits Company have been transferred to become part of the company's branches, and a new commercial register has been established for it with the number 1010841207 issued from Riyadh on 21 Rabi' al-Thani 1444H (corresponding to 15 November 2022G).

h) Shorofat Al Jazira Company: a limited liability company operating under Commercial Registration No. 1010878137 issued by Riyadh City on 12 Shawwal 1444H (corresponding to May 02, 2023G) its main activities are general contracting and operating malls.

i) Mueen Human Resources Company: It's a Saudi closed shareholding company operating under Commercial Registration No. 1010435202 issued by the city of Riyadh on Registered on 06 Ramadan 1436H (corresponding to June 23, 2015G) in the city of Riyadh, its main activities are providing recruitment services with regards to domestic workers, public and private sectors' workers, under the license of The Ministry of Labor no.24 SAE dated on 23 Dhu al-Hijjah 1436H corresponding to October 16, 2015G.



Describing the activity	Revenues of the activity* (In Thousands SR)	percentage
Abdullah Al - Othaim Markets Company	9,880,156	%95
Haley Holding Company	0	%0
Global Marketing Center Company	0	%0
Seven Services Company	3	%0
Bayt Al Watan Company	0	%0
Marafiq Al Tashgheel Company	0	%0
Abdullah Al Othaim Markets Company-Egypt	220,424	%3
Thamarat Al Qassim Company	0	%0
Shorofat Al Jazira for operation and maintenance Company	0	%0
Mueen Human Resources Company	248,364	%2
Total	10,348,947	%100

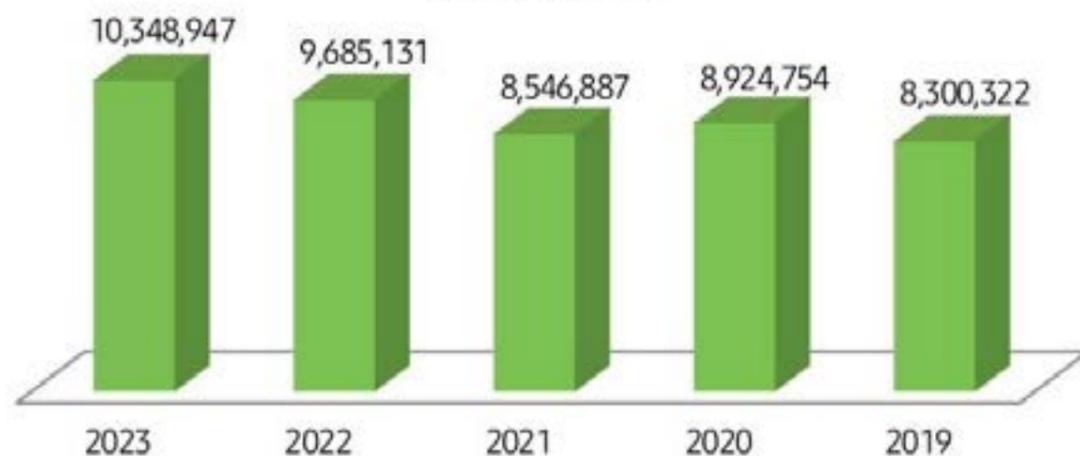
(*)Net revenue after excluding inter-group transactions.

Secondly: Summary of the financial results of the company for the period 2019 till 2023G:

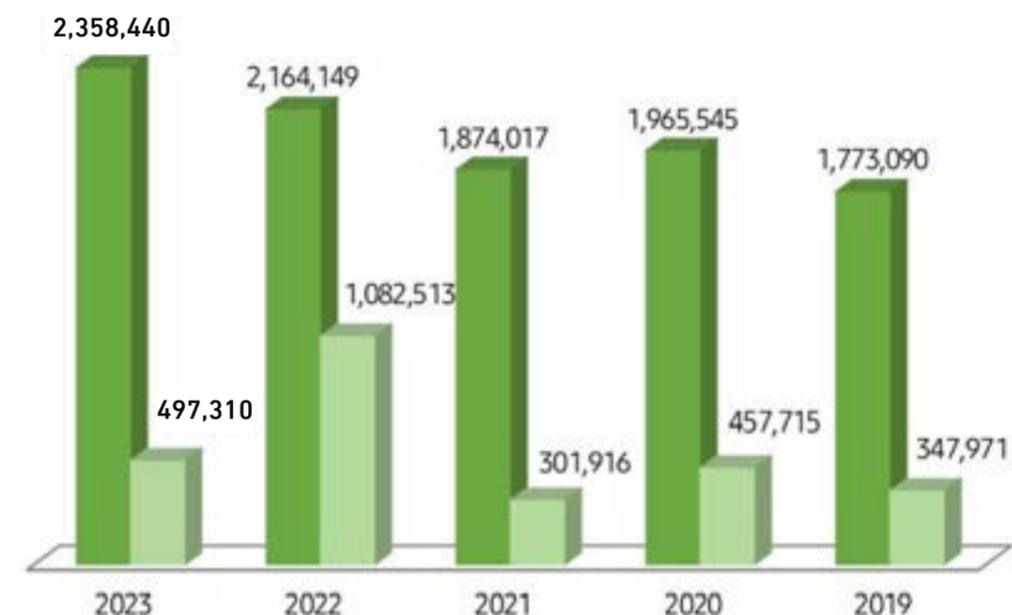
a) Description of revenues and profits of the company (in thousands SR):

Statement	2023	2022	2021	2020	2019
Activity's revenues	10,348,947	9,685,131	8,546,887	8,924,754	8,300,322
Activity's expenses	(7,990,508)	(7,520,982)	(6,672,870)	(6,959,209)	(6,527,232)
Total of activity's profits	2,358,440	2,164,149	1,874,017	1,965,545	1,773,090
Administrative, general, marketing and funding expenses	(1,913,176)	(1,764,063)	(1,528,472)	(1,446,795)	(1,380,482)
Revenues and other expenses-net	69,852	713,532	(29,042)	(47,094)	(26,324)
Zakat	(17,806)	(30,882)	(11,327)	(16,221)	(10,843)
Net profit of the continuous operations after Zakat	497,310	1,082,736	305,176	455,434	355,440
Net profit of the non-continuous operations after Zakat	0	(224)	(3,260)	2,281	(7,469)
Net profit for the year	497,310	1,082,513	301,916	457,715	347,971
Return profit to the contributors of the parent company	490,775	1,079,661	300,121	450,973	344,673
Profit (loss) attributed to non-controlling interest	6,535	2,851	1,795	6,743	3,299

Revenues



Gross profit Net Profit



Statement of revenues and other expense-net (in thousands riyals):

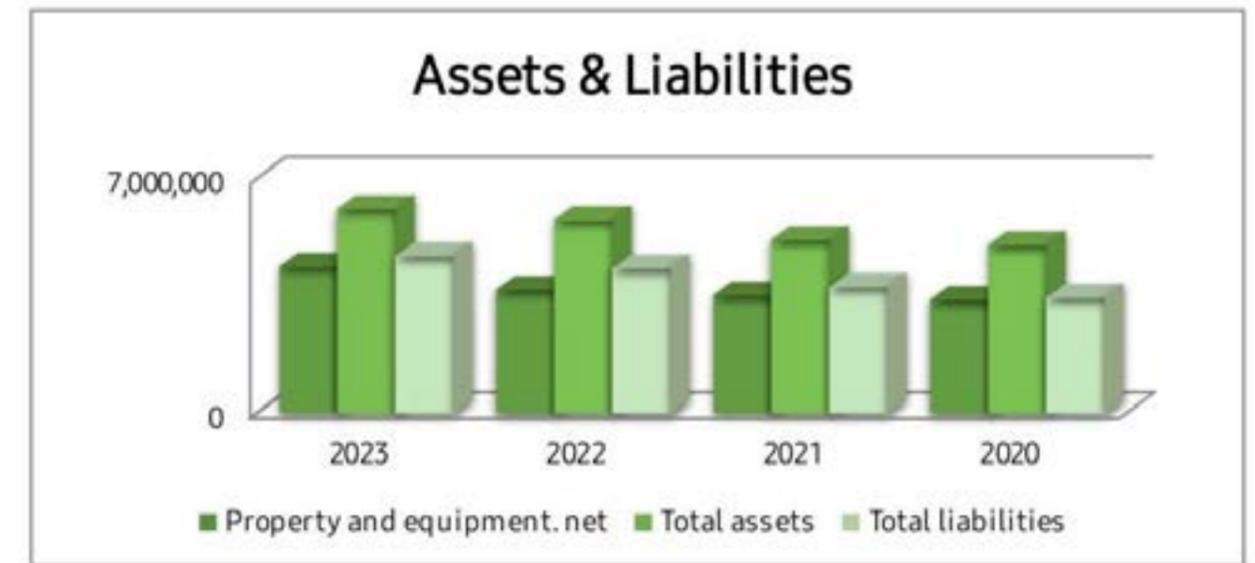
Statement	The fiscal year ended in 31 December	
	2023	2022
Vouchers sales commissions	2,500	2,578
Share of the company in the net profits of associated companies and joint ventures	32,335	52,375
profits of financial assets at fair value through income statement	16,808	2,274
Financing costs of lease contracts liabilities	(100,714)	(75,025)
Gain on sale of investment property	99,476	110,626
Gain on sale of investment in associate	0	608,550
Others, Net	19,447	12,154
Total	69,852	713,532

The Most Important Financial Parameters:

Statement	2023	2022	2020	2020	2019
Return on Revenues	4.74%	%11.15	%3.51	%5.05	%4.15
Return on Shareholders 'equity	35.49%	77.80%	%20.75	%29.95	%21.90
Return on assets	8.35%	%19.93	%5.95	%9.27	%8.19
Rate of sales growth	6.85%	%13.64	4.59%-	7.87%	8.81%
Rate of net profit growth	-54.54%	%259.74	-%33.45	%30.84	%13.90
Earnings per Share from net income-riyal	0.55	1.20	3.83	3.36	4.99
Earnings per Share for parent company shareholders from the continuous operations-riyals	0.55	1.20	3.91	3.78	3.75
Earnings per share Attributable to Shareholders of the Company from ccontinuing and discontin-ued operations-riyals	0.55	1.20	3.83	3.36	4.99

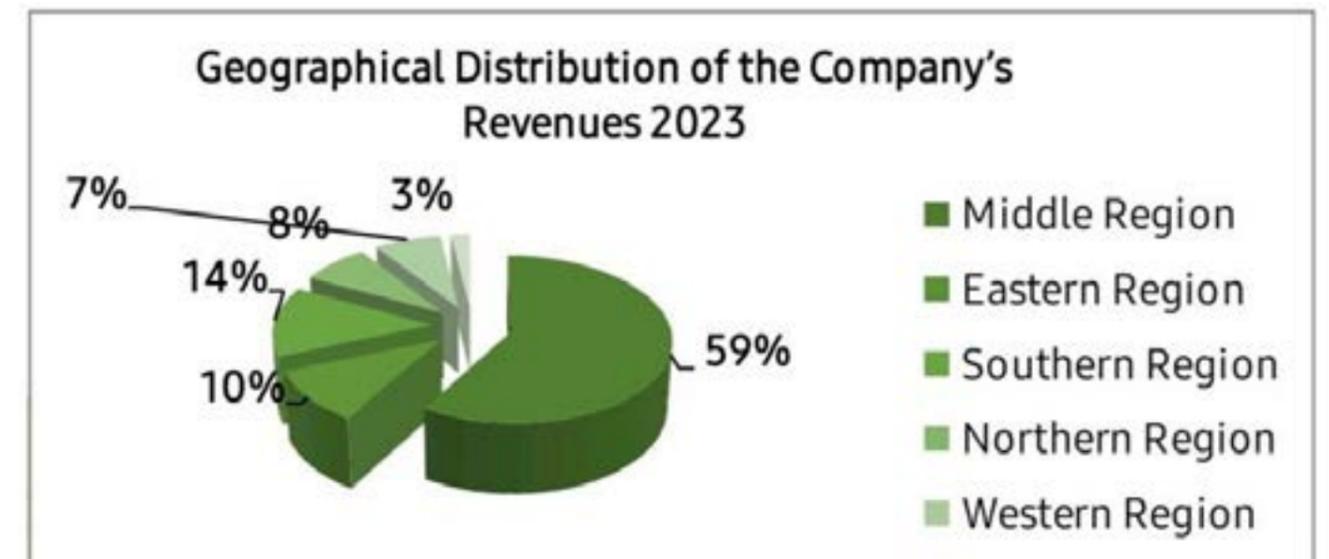
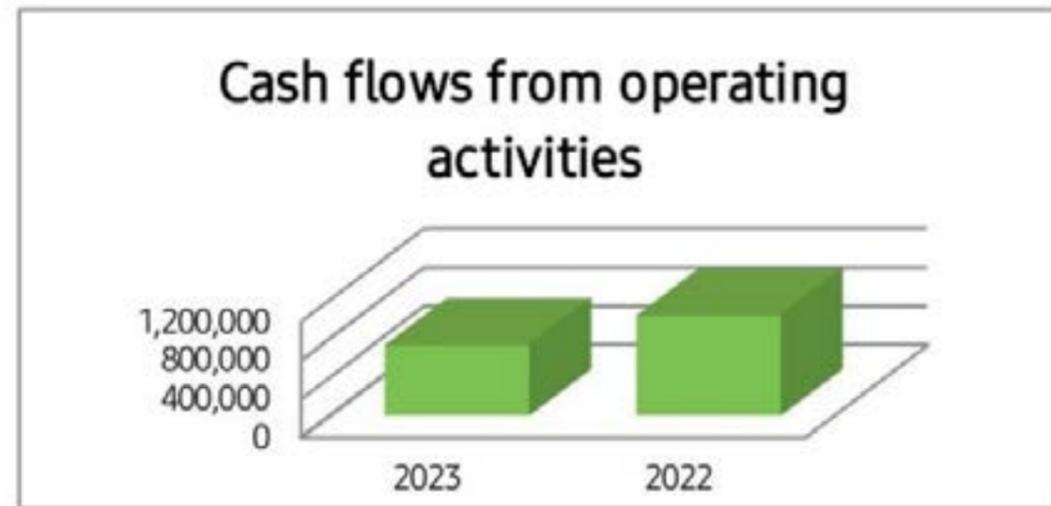
b) Assets, Liabilities and Shareholders' Equity (in thousand riyals)

Particulars	2023	2022	2021	2020	2019
Current Assets	1,517,124	1,911,152	1,301,621	1,363,078	1,287,872
Current liabilities	2,445,233	2,445,296	2,134,533	1,945,471	1,968,183
Current Capital	(928,109)	(534,144)	(832,913)	(582,394)	(680,311)
Investments in associates and others	197,800	165,271	351,593	270,537	266,416
Fixed Assets	4,328,591	3,636,877	3,467,913	3,331,614	3,211,838
Total Assets	6,043,515	5,713,300	5,121,127	4,965,229	4,766,126
Current liabilities	2,445,233	2,445,296	2,134,533	1,945,471	1,968,183
Long term loans	-	-	-	-	-
Other liabilities	458,401	1,823,855	1,580,997	1,450,997	1,272,763
Total Liabilities	1,358,401	4,269,151	3,715,530	3,396,468	3,240,945
Paid Capital	900,000	900,000	900,000	900,000	900,000
Share in other total income of sister companies	-	-	-	-	-
Reserves and retained earnings, and unrealized profits	458,401	507,201	468,351	624,324	587,435
Total equity of shareholders	1,358,401	1,407,201	1,368,351	1,524,324	1,487,435
Owner's equity of non-controlling interests	41,746	36,948	37,246	44,436	37,745
Total liabilities and owner's equity	6,043,515	5,713,300	5,121,127	4,965,229	4,766,126
Average of parent shareholders' equity	1,382,801	1,387,776	1,446,338	1,505,880	1,573,594



c) Cash flows (in thousand riyals):

Cash flow	Fiscal years ended in 31 December	
	2023	2022
Cash flow from operation activities	716,540	1,024,957
Cash flow used in investment activities	(63,743)	359,865
Cash flow used in funding activities	(784,095)	(1,254,492)
Increase (Decrease) in cash	(131,298)	130,331
Opening balance	313,074	182,743
Closing balance	181,776	313,074



Thirdly: Geographical distribution for the revenues of the company and its affiliates:

a) Revenues of the company:

Region	2023		2022	
	Revenues	Percentage	Revenues	Percentage
Central region	6,071,671	%59	5,999,170	%62
Eastern region	1,074,951	%10	1,008,029	%10
Southern region	1,401,552	%14	1,193,155	%12
Northern region	805,553	%8	677,373	%7
Western region	774,795	%7	577,010	%6
Arab Republic of Egypt	220,424	%2	230,393	%3
Total	10,348,947	%100	9,685,131	%100

b) Revenues of the subsidiary within KSA:

Geospatial Analysis of the total of revenues of the subsidiary

Year	Region	Central region	Eastern region	Southern region	Northern region	Western region	Total
2023	Revenue	189,504,034	45,952,534	2,252,874	523,812	11,359,357	249,592,611
	Percentage	76%	18%	%1	%0	%5	100%
2022	Revenue	191,677,253	27,762,543	4,421,141	195,578	16,392,388	240,448,903
	Percentage	79.7%	11.5%	1.8%	0.1%	6.8%	100%

Fourth : Segmental information:

The main activities of the company are focused in the wholesale and retail trade of foodstuffs and the company operates in Saudi Arabia, in addition to the rent activity. Some of the selected information for the two financial years 2022G and 2023G for each sector of business were summarized (in thousand riyals):

Statement	Retail and Wholesale		Real Estate and Leasing		Other		Total	
	2023	2022	2023	2022	2023	2022	2023	2022
Property, plant and equipment	1,708,986	1,504,200	-	-	7,058	5,664	1,716,044	1,509,865
Right-of-Use Assets	1,706,374	1,591,447	196,401	24,278	5,734	1,403	1,908,510	1,617,128
Other non-current assets	-	-	-	-	24,770	28,638	24,770	28,638
Investment properties	-	-	677,049	479,764	-	-	677,049	479,764
Intangible assets,	2,219	835	-	-	-	648	2,219	1,483
assets held for sale	-	-	-	-	1,011	87,676	1,011	87,676
Total assets	4,749,548	4,743,289	879,285	512,431	414,682	457,580	6,043,515	5,713,300
Total liabilities	4,303,386	4,092,922	257,657	85,713	82,326	90,515	4,643,368	4,269,151
Sales	9,954,183	9,309,097	-	-	325,591	294,652	10,279,774	9,603,749
Sales outside the group	9,954,183	9,309,097	-	-	249,593	240,449	10,203,776	9,549,546
Rental sales and income inside the company	-	-	60	92	75,998	54,203	76,058	54,295
Outside group rental income - net	-	-	145,171	135,585	-	-	145,171	135,585
Total income, sale commissions and rental revenue, net	2,214,846	2,041,165	86,936	78,527	59,158	47,035	2,360,940	2,166,727
Operating Income	352,553	330,669	86,936	78,527	20,821	1,933	460,310	411,129

Fifthly: Explanation of any Material differences in the operating results from the results of the previous year or any expectations announced by the company:

Statement	2023	2022	Net change	Change Ratio
Sales/Revenues	10,203,776	9,549,546	654,230	%6.85
Revenues /Sales Cost	(7,932,272)	(7,463,923)	(468,349)	%6.27
Gross profit	2,271,504	2,085,623	185,881	%8.91
Rental revenue	145,171	135,585	9,586	%7.07
Rental Expenses	(58,236)	(57,058)	(1,178)	%2.06
Net Rental revenue	86,935	78,527	8,408	%10.71
Vouchers sales commissions	2,500	2,578	(78)	-%3.03
Operating expenses, others	(1,900,629)	(1,755,599)	(145,030)	%8.26
Income from main works	460,310	411,129	49,181	%11.96

Sixthly: a statement of the subsidiaries and state of incorporation, the activity of the company and the percentage of ownership and capital:

s	The Company's name	Country of Incorporation	The legal form of the company	Type of activity	Country of Incorporation	Proportion of ownership (direct and indirect)	Number Shares/ Quotas	Par Value of shares	Capital according to the Par value of shares (SAR)
1.	Haley Holding	Saudi	Limited Liability	Wholesale and retail trade	Saudi	100%	10,000	100	1,000,000
2.	Global Marketing Center Holding	Saudi	Limited Liability	Wholesale and retail trade	Saudi	100%	10,000	100	1,000,000
3.	Seven services	Saudi	Limited Liability	import and export	Saudi	100%	50,000	100	5,000,000
4.	Bayt Al Watan	Saudi	Limited Liability	import and export	Saudi	100%	500,000	100	50,000,000

No.	Company Name	Country	Structure	Business Activity	Country	Shareholding (%)	Capital (SR)	Guarantee (SR)	Facilities (SR)
5.	Marafiq Al Tashgheel	Saudi	Limited Liability	General Contracting & Maintenance	Saudi	100%	500	1,000	500,000
6.	Abdullah Al Othaim Markets-Egypt	Egypt	joint Stock	Wholesale and retail trade	Egypt	100%	1,800,000	28.19	50,739,085
7.	Shorofat Al Jazira for operation and maintenance	Saudi	Limited Liability	General contracting, maintenance and operation	Saudi	100%	500	1,000	500,000
8.	Thamarat Al-Qassim	Saudi	Limited Liability	Agricultural and animal activity	Saudi	100%	200,000	100	20,000,000
9.	Mueen Human Resources	Saudi	Closed joint Stock	Provision of labor services	Saudi	68%	10,010,000	10	100,100,000

Seventh: Loans and Murabaha:

a) **short term Murabaha:** The company has facilities with group of local banks in the form of short-term Murabaha (all of which are Sharia-compliant) to finance the working capital, with an unutilized balance of these Murabaha as on 31 December 2023G the amount of SR 745 million, and the details are as follows: **(Value in thousands of riyals):**

Statement	Riyadh Bank	Arab National Bank	SABB Bank	SABB Bank	National Bank	French Bank
Short-term facility limit	100,000	50,000	50,000	250,000	195,000	100,000
Facilities as of 31/12/2023	0	0	0	0	0	0
Facilities as of 31/12/2022	0	0	0	0	0	0
Type of facilities	Short-term/Medium-term	Short-term	Short-term	Short-term /Medium-term	Short-term/ Medium-term	Short-term/ Medium-term
Loan Term	Up to 360 days	Up to 90 days	Up to 180 days	Up to 180 days	Up to 180 days	Up to 180 days
Date of First instalment	0	0	0	0	0	0
Date of last instalment	0	0	0	0	0	0
Purpose of the loan	Working capital financing					
Guarantees	Promissory Note					

b) **Medium-term loans and Murabaha:** The Company have medium-term loans and murabaha an unutilized balance of these Murabaha as on 31 December 2023G was SR 350 million according to the following details: (Value in thousands of riyals):

Statement	SABB Bank	Arab National Bank
Medium-term facility limit	200,000	150,000
Facilities as of 31/12/2023	0	0
Facilities as of 31/12/2022	0	0
type of facilities	Medium-term	Medium-term
Loan term	Years 5	Years 5
Date of First instalment	0	0
Date of last installment	0	0
Loan purpose	Buying land financing - capital expenditures - opening new branches - potential expansions	Financing new branches
Guarantees	promissory note	

Eighth: Legal Payments to Government Authorities (Inside KSA) (SR):

Statement	In 2023
Zakat	13,223,442
Various taxes	260,438,358
Withholding tax and real estate disposal tax	19,375,600
General Organization for Social Insurance –Subscriptions	77,621,420
The visas and passports	51,174,981
Labor office fees	119,904,943
Total	541,738,744

Seventh Section: Investors Relations



First: Policy of Distributing Dividends, Distributed Dividends and to be distributed:

07

a) Company Profit distribution Policy:

The following describes the method and timing of dividend distribution:

- Dividends are distributed to shareholders from the distributable profits, as per the company's audited or reviewed financial statements, and in accordance with relevant regulations and laws. The Board of Directors decided to distribute dividends to shareholders on a quarterly basis starting from the year 2024G.
- The Board of Directors issues a decision to distribute dividends based on the authorization granted by the General Assembly for interim dividends or recommends to the General Assembly as appropriate.
- The dividend distribution is announced to the company's shareholders after the announcement of the preliminary quarterly financial results.
- The distribution is subject to the discretion of the Board of Directors based on the company's financial position, available liquidity, capital expenditures, and financial obligations.

b) Profits distributed to shareholders during the various periods of the fiscal year in addition to the proposed profit percentage to be distributed at end of the fiscal year and total profits (in SAR):

Capital	The percentage of profits distributed during the year			Total profit for distribution and proposed for distribution
	Distribution date	06/09/2023	07/03/2024	
900,000,000	Percentage	30.00%	30.00%	540,000,000
	Total	270,000,000	270,000,000	

Second: Shareholders' Right and Method of Contacting:

Based on the company's keenness, concern, and care for the rights of its shareholders and stakeholders, the company has included these rights within the governance guide, and informs its shareholders and investors of all important developments, by publishing financial reports, announcements, and material information through the financial market website "Tadawul", the company's website, and the general assemblies of shareholders. It also gives utmost importance to communicating with its shareholders and answering their inquiries through the developed Investor Relations page, or communicating with investor relations through the company's page on the website <http://www.othaimmarkets.com/investors-ir> or through the following e-mail: ir@othaimmarkets.com

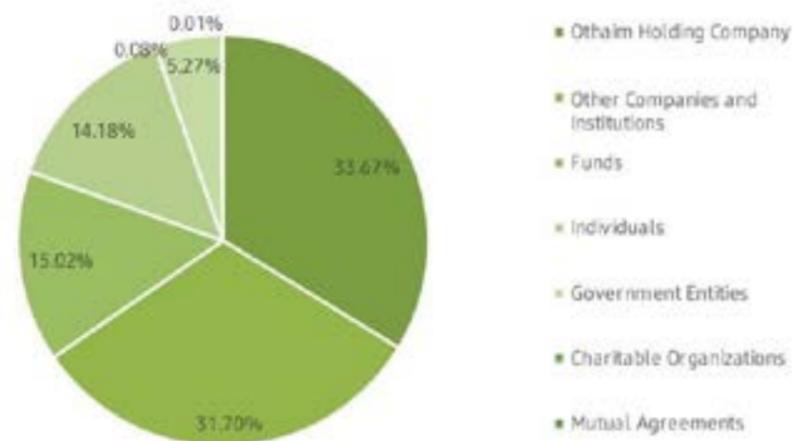
Third: Number of the company requests for the register of shareholders:

Number of record requests	The date of request	Reasons for the request
1	03/07/2023G	Company Formalities
1	08/06/2023G	Company Formalities
1	07/06/2023G	Company Formalities
1	05/06/2023G	General Assembly
1	02/01/2023G	Company Formalities

Fourth: Shareholder analysis:

Investor Category by Ownership for the Year 2023

Investor Category	Ownership Percentage
Othaim Holding Company	%33.67
Other Companies and Institutions	%31.70
Funds	%15.02
Individuals	%14.18
Government Entities	%5.27
Charitable Organizations	%0.08
Mutual Agreements	%0.007
Total	%100



Fifth: Share performance during the year 2023



Sixth: The company's announcements on the Saudi Stock Exchange "Tadawul" website during the year 2023 G:

No	The Announcement/Event	Announcement date
1)	Resignation and Appointment of a Board Member.	01/01/2023G
2)	Appointment of a CEO for the Company.	08/01/2023G
3)	Resignation of a Board Member.	09/02/2023G
4)	Preliminary Financial Results for the Period Ended December 31, 2022G (Twelve Months).	09/02/2023G
5)	Distribution of Cash Dividends to Shareholders for the Fourth Quarter of 2022G.	12/02/2023G
6)	Organizing a Conference Call to Discuss the Results of the Fourth Quarter of Fiscal Year 2022G.	16/02/2023G
7)	Annual Financial Results for the Year Ended December 31, 2022G.	30/03/2023G
8)	Recommendation to the Extraordinary General Assembly to Amend the Company's Bylaws to Comply with Regulations.	25/04/2023G
9)	Inviting Shareholders to Attend the Extraordinary General Assembly Meeting (First Meeting) through Modern Technology.	15/05/2023G

10)	Preliminary Financial Results for the Period Ended March 31, 2023G (Three Months).	17/05/2023G
11)	Organizing a Conference Call to Discuss the Results of the First Quarter of Fiscal Year 2023G.	22/05/2023G
12)	Results of the Extraordinary General Assembly Meeting (First Meeting).	06/06/2023G
13)	Appointment of a Board Member.	30/07/2023G
14)	Preliminary Financial Results for the Period Ended June 30, 2023G (Six Months).	10/08/2023G
15)	Distribution of Cash Dividends to Shareholders for the First Half of 2023G.	10/08/2023G
16)	Organizing a Conference Call to Discuss the Results of the Second Quarter of Fiscal Year 2023G.	17/08/2023G
17)	Preliminary Financial Results for the Period Ended September 30, 2023G (Nine Months).	06/11/2023G
18)	Organizing a Conference Call to Discuss the Results of the Third Quarter of Fiscal Year 2023G.	12/11/2023G



Seventh: Upcoming events and meetings of interest to shareholders

In line with the best practices in the field of disclosure and transparency, the company would like to share with its shareholders the most prominent proposed events for the year 2024G that are of interest to the public of its shareholders and investors (some of which took place at the beginning of the year 2023G), and the other is expected events during the year 2024G, but the dates of these events are subject to change for legal reasons or An emergency whose assessment is subject to the Board of Directors, and accordingly, the company does not have any obligation towards the proposed dates in the event that they are not achieved on the expected dates for any reason.

No	Announcement/ Event	Date
1)	Announcement of Audited Financial Results for the Period Ended March 31, 2024G.	13/05/2024G
2)	Announcement of the Distribution of Interim Cash Dividends to Shareholders for the First Quarter of 2024G.	13/05/2024G
3)	Holding the Annual General Assembly Meeting of the Company's Shareholders.	15/05/2024G
4)	Organizing a Conference Call to Discuss the Results of the First Quarter of Fiscal Year 2024G.	22/05/2024G
5)	Announcement of Audited Financial Results for the Period Ended June 30, 2024G.	05/08/2024G
6)	Announcement of the Distribution of Interim Cash Dividends to Shareholders for the Second Quarter of 2024G.	05/08/2024G
7)	Announcing the Interim financial results for the period ending on 09/30/2023G.	09/11/2023G

7)	Organizing a Conference Call to Discuss the Results of the Second Quarter of Fiscal Year 2024G.	15/08/2024G
8)	Announcement of Audited Financial Results for the Period Ended September 30, 2024G.	04/11/2024G
9)	Announcement of the Distribution of Interim Cash Dividends to Shareholders for the Third Quarter of 2024G.	04/11/2024G
10)	Organizing a Conference Call to Discuss the Results of the Third Quarter of Fiscal Year 2024G.	13/11/2024G
11)	Announcement of Audited Financial Results for the Period Ended December 31, 2024G.	10/02/2025G
12)	Announcement of the Distribution of Interim Cash Dividends to Shareholders for the Fourth Quarter of 2024G.	10/02/2025G
13)	Organizing a Conference Call to Discuss the Results of the Fourth Quarter of Fiscal Year 2024G.	19/02/2025G
14)	Announcement of the Annual Financial Results for the Year Ended December 31, 2024G.	27/03/2025G

At the end of this report, members of the Board of Directors of Abdullah Al Othaim Markets Company express their thanks and appreciation to the employees of the company, shareholders, suppliers, banks and government agencies for their support and cooperation, and your company will continue its success, growth and future expansion in line with the plans and objectives set and achieve the continuous rate of growth in profits.

The Board of Directors

Disclaimer:

In case of any contradiction or discrepancy in translation between the English version and the Arabic version of this report, the Arabic text shall prevail.

