



Annual Report 2020



Annual Report of the Board of Directors
Abdullah Al-Othaim Markets Co.



Annual Report of the Board of Directors

Abdullah Al-Othaim Markets Co.

To Shareholders of Abdullah Al-Othaim Markets Co.
For the financial year ending on 31/12/2020 G



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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| Board of Directors Message

To: M/S Shareholders of Abdullah Al-Othaim Markets Co.

Dears,

The Board of Directors of Abdullah Al-Othaim Markets Company has the honor to present its Annual Report for the fiscal year ended December 31, 2020, which includes a comprehensive summary of the of the company's activities & its progress, operational and financial performance, and also its strategic directions and some analysis, performance indicators, and programs in the field of social responsibility and human resources activities in pursuit of the company to achieve sustainable growth and profitable rates, and strengthening the company's leadership based on its vision & mission to provide high quality products at competitive prices within the reach of everyone.

In recognition of the importance of transparency, and in line with the valid regulations issued by the concerned authorities, the Board of directors is keen to enhance the company's practice to comply with corporate governance regulations issued by Capital Market Authority (CMA) and relevant regulations to the company activity and the requirements of disclosure and transparency.

Board of Directors
Abdullah Al-Othaim Markets Co.

Members of Board



Abdullah Saleh Ali Al Othaim

Chairman of the Board
of Directors



Fahad Abdullah Saleh Al Othaim

Deputy Chairman of the Board of Directors
and Member of audit Committee



Bandar Nasser Hamad Al Tamimi

Member of the Board of Directors and Member
of the Audit Committee and Remuneration and
Nominations Committee



Saleh Mohammed Saleh Al Othaim

Member of Board of Directors and member
of the Audit Committee



Abdullah Ali Abdullah Al Debeikhy

Member of Board of Directors and the chairman of the Remuneration and Nominations Committee



Abdulsalam Saleh Abdulaziz Al Rajhi

Member of Board of Directors



Abdulaziz Saleh Abdullah Al Rebdi

Member of Board of Directors and chairman Audit committee



Abdulaziz Abdullah Saleh Al Othaim

Member of Board of Directors and CEO

1- 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 (20) Clause (C-10)	Mandatory	Among matters that is inconsistent with independence, having the board member remains in office for nine consecutive or interrupted years in the board.	Based on the authority resolution No. (1-35-2018 A.D) this shall apply for the board cycles after 01/01/2019 A.D, the present cycle of the board had started before this date, therefore this clause is not applicable.
Article (39)	Indicative	Qualifying and training directors of the board and executive management and set up the necessary programs.	The company has not yet defined programs up till now.
Article (41) Clause (E)	Indicative	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 (70)	Indicative	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 is composed.
Article (85)	Indicative	The company sets programs to develop and motivate the partnership and performance of workers in the company.	Is under study.
Article (87)	Indicative	The ordinary General Assembly, based on the proposal of the Board of Directors, put a policy which integrates balance between its goals and the goals aspired by community to meet with the purpose of developing social and economic positions of community.	The company contributes to the area of social responsibility, including charitable and cooperative works, and is in the process of working.
Article (88) Clause (1)	Indicative	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 (88) Clause (4)	Indicative	Set community awareness programs to highlight social responsibility of the company.	Is under study.
Article (95)	Indicative	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.

2- Names of Board of Directors, Committees, Executive Department, their Current and Previous Positions, Qualifications, and Experiences

1) Members of Board:

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
1	Abdullah Saleh Ali Al Othaim	Chairman of the Board of Directors of the Company/Director of Al Othaim Holding Company/Chairman of Othaim Markets Egypt/ Chairman of the Board of Trustees of the Abdullah bin Saleh Al-Othaim and Sons Charitable Foundation/Member of the Board of Directors in each of the "of Arab Union for Real Estate Development/ Saudi Credit Bank/ 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.	Member of the committee of remuneration and nominations of the Company/Chairman of the Board of Directors in each of The "Abdullah Al Othaim for Investment/The Chamber of Commerce in Qassim"/Member of the Board of Directors of in each of The "Saudi Organization for Industrial Estates and Technology Zones/ Charitable Association for combat smoking"/ Founding Member of the Board of Directors of Weqaya Association for Drug Control/Member of King Abdul Aziz and His Companions Foundation for the Care of Gifted/Chairman of the committee Friends of the Red Crescent.	Intermediary Stage.	Accumulated experience in wholesale and retail trade, activity of contracting, real estate investment activity, recreational activity, experience in management, planning and business.
2	Bandar Nasser Hamad Al Tamimi	Member of the Board of Directors and Member of the Audit Committee and Remuneration and Nominations Committee of the Company/ Directorate General Manager of Human Capital at the General Organization of Social Insurance.	He assumed a number of positions in the field of human capital management the past in GOSI including (Directorate Manager of Training and Development/ Directorate Manager of Planning and Developing HR) member in many committees in the business.	M.A. in HR from USA /Bachelor of Business Administration from KSU/ He obtained many training certificates.	15+ years of experience in HR field and consultancies towards developing and investing human capital, public relations and personnel.

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
3	Saleh Mohammed Saleh Al Othaim	Member of Board of Directors and member of the Audit Committee of the Company /Member of Board of Directors Aani&Dani Business company/Member of the Audit Committee in each of the Aani&Dani Business/infrastructure"/ Manager at each of the "Alternative investment/ Dar Al-Khayoul Contracting"/Member of the Board of Directors of The Hub App AG Co.	Member of Board of Directors in each of The "Amanah for Cooperative Insurance/ La Zurde jewelry"/ Manager of Companies Funding in the Gulf Investments Company/ Systems analysis in Procter & Gamble Company/Member remunerations and nomination in Dar Alwedian Real Estate Co/Financial manager of Alothaim Holding Co.	M.A. in investment administration from City University in London/ Bachelor of Business Administration (Specialty of Administration and Information Systems and marketing)with Honors from North Eastern University in Boston in USA.	Multiple experiences in the processes of investments administration, financial affairs, accounting, corporate finance, and information technology.
4	Abdullah Ali Abdullah Al Debeikhy	Member of Board of Directors and the chairman of the Remuneration and Nominations Committee of the Company/Member of Board of Directors in each of The "Al Eisa Industry civil Aviation Holding Co./Mulkia investment/International Tanker Owners Federation/Abu Dhabi Maritime Academy/ International Maritime Industries/Petredec Limited/Bahri Chemicals/ Bahri Bolloré Logistics/ Bunge/Bahri Ship Management/National Maritime Academy"/ Executive Chairman of National Saudi Company for Marine Transportation/Member of the nomination committee in AlEisa Industries/Member of Audit committee in the Civil Aviation Holding Co.	Executive Chairman in each of The "Afawf for Investments Company/ Awal Net Company/ The Saudi Company of Agricultural Investment and Animal Production (Salek)/ Dawalej Technology Company"/ Member of Board of Directors in each of The "Safola food Foods Co./ The Company of Supporting Real Estate Investment/United Farmers Holding Co./Al Khair Bank/3G Limited/ SALIC Canada Ltd/SALIC UK/Minerva Foods/ Continental Farmer Group"/Manager in Maqasem in Saudi Telecommunications/ Project manager in the Lending Department in the Saudi Industrial Development Fund.	M.A. in Business Administration from Oxford University in Britain/B.A. in Electrical Engineering Sciences from King Fahd for Petroleum and Minerals in the Kingdom of Saudi Arabia.	Experiences and specialized courses in management of projects, investments, middle management, leadership and top management.

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
5	Abdulsalam Saleh Abdulaziz Al Rajhi	Member of Board of Directors/Chairman Al Rajhi Real Estate and Industrial Company for Growth and Commercial Investment/Partner and Member of the Supervisory Board in the Saleh Abdel Aziz Al Rajhi Company & Co. Ltd./ Director of the Masabic Mining Holding Company/Chairman of Al-Rajhi International Group for Trade/Owner and General Manager of Abdul Salam Saleh Al Rajhi Trading Company/ General Manager of Abdul Salam Saleh Al-Rajhi Contracting Est/ Secretary General and Member of Supervisory Board to manage the endowments of Saleh Abdel Aziz Al Rajhi/Chairman and Member of Prisoners Care Committee (Tarahum) in Riyadh Region/Member of the Saudi Management Association/Member of the Board of Directors of the Educational Charitable Fund of Imam Muhammed bin Saud Islamic University.	General Manager and Deputy Chairman of the Board of Directors of Al Rajhi Company for Travelling, Tourism, & Services of Air Shipping (1994 A.D.–2000 A.D.)/ Member of Board of Directors of the Financial Brokerage Company (2008 A.D.-2014 A.D.), Member of the Board of Directors of the National Committee for the Care of Prisoners, Released Persons and Their Families (Tarahum) (2009 A.D.-2018 A.D.), Member of the Board of Directors of the Charitable Foundation for the Care of Orphans (2009 A.D.-2016 A.D.), Member of the Board of Trustees of the Prince Faisal bin Bandar Award for Date Palm (2006 A.D.-2015 A.D.).	M.A. in Executive Business Administration from Faculty of Economics and Administration from King Abdul Aziz University in KSA/Bachelor of Business Administration-Marketing specialty from Faculty of Economics and Administration from King Abdul Aziz University in KSA/ Intermediate University Degree in Computer Information Systems from the faculty of North Hampton Pennsylvania in USA.	Accumulated experiences in top management and planning in addition to practicing free business in the fields of real estate, industry, investment, agriculture, travelling, tourism, and shipping, in addition to diverse experience in managing non-profits associations.

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
6	Abdulaziz Saleh Abdullah Al Rebdi	Member of Board of Directors and chairman Audit committee of the Company/Member of Board of Directors in each of the Abdul Muhsin Al Hukair Group for Tourism and Development/Al Obaikan Glass"/Saudi Investment Recycling./ CEO of ASR Consulting office/Member of the Audit committee of Abdul Muhsin Al Hukair Group for Tourism and Development/Member of Remunerations and Nomination Committee of Abdul Muhsin Al Hukair Group for Tourism and Development/ Chairman Audit committee of Obaikan Glass Co./Member of the Investment Committee each of The "Saudi Agricultural and Livestock Investment (SALIC)/Saudi Investment Recycling".	Member of the Executive Committee of Obaikan Glass Co./CEO in the National Company of Agricultural Development (Nadec)/ General Manager of La zurde Industrial Investment Group/ Member of Board of Directors in each of the "Al Hammady Investment and Development Company/ Takween Advanced "/Manager of the Department of Projects Management in the Saudi Industrial Development Fund.	Bachelor of Science in the Industrial Management from King Fahd University for Petroleum and Minerals in Dhaharan in KSA.	An accumulated experience in top management and financial and industrial consulting services at the level of KSA and GCC/Founding manager of Consulting ASR and occupied many leading positions.
7	Fahad Abdullah Saleh Al Othaim	Deputy Chairman of the Board of Directors and Member of audit Committee of the Company/Chairman of the Board of Directors in the Company of Abdullah Al Othaim for Investment /Member of the Board of Directors of Bidaya Home Finance Co./Member of the Board of Directors in each of the "Ejmal Limited/Faw International Limited/ Colors of Happiness Investment/Fun World for Entertainment"/Member of Remunerations and Nomination Committee of Bidaya Home Finance Co.	Member of the Remuneration and Nominations Committee of the Company/Member of the Board of Directors in each of the "Saudi Kuwait Finance House Co./Dar Al-Khayoul Contracting" / Department Manager of developing real estate investment and deputy executive chairman of the sector of commercial complexes in Al Othaim Commercial Company Ltd/Deputy Board of Directors in the Company of Abdullah Al Othaim for Investment.	B.A. in Business Administration, marketing with honor from King Saud University in the Kingdom of Saudi Arabia.	Accumulated experience in the field of retail and companies of contracting, construction, real estate development and companies working in the entertainment sector.

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
8	Abdulaziz Abdullah Saleh Al Othaim	Member of Board of Directors and CEO of the Company/Member of Board of Directors and CEO of Al Othaim Markets Egypt/Deputy Chairman of the Board of Directors of Riyadh Company of Food Industries/Chairman of Board of Directors of Mueen Human Resources Company/Manager of the Seven Services Company (Speedi)/ Manager of the Marafiq Al Tashgheel Company/Manager of the Shorofat Al Jazira Company/ Manager of the Thamarat Al-Qassim Company/ Manager of the Zod Food Industries Factory/Member of Board of Directors in each of the "Al Wousta for Foods Services/ South Europe".	Acting CEO /President of Retail sector of the Company/Financial controller of the Company/ Manager of the commercial sector of the Company.	B.A. in Business Administration with honors Suffolk Massachusetts in America.	Accumulate experience in the field of retail business, operations of leadership and commanding, and management of business.

2) Members of Audit Committee:

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
1	Abdulaziz Saleh Abdullah Al Rebdi	Member of Board of Directors and chairman Audit committee of the Company/Member of Board of Directors in each of the Abdul Muhsin Al Hukair Group for Tourism and Development/Al Obaikan Glass"/Saudi Investment Recycling./ CEO of ASR Consulting office/Member of the Audit committee of Abdul Muhsin Al Hukair Group for Tourism and Development/Member of Remunerations and Nomination Committee of Abdul Muhsin Al Hukair Group for Tourism and Development/ Chairman Audit committee of Obaikan Glass Co./Member of the Investment Committee each of The "Saudi Agricultural and Livestock Investment (SALIC)/Saudi Investment Recycling".	Member of the Executive Committee of Obaikan Glass Co./CEO in the National Company of Agricultural Development (Nadec)/General Manager of La zurde Industrial Investment Group/ Member of Board of Directors in each of the "Al Hammady Investment and Development Company/ Takween Advanced "/Manager of the Department of Projects Management in the Saudi Industrial Development Fund.	Bachelor of Science in the Industrial Management from King Fahd University for Petroleum and Minerals in Dhaharan in KSA.	An accumulated experience in top management and financial and industrial consulting services at the level of KSA and GCC/Founding manager of Consulting ASR and occupied many leading positions.
2	Bandar Nasser Hamad Al Tamimi	Member of the Board of Directors and Member of the Audit Committee and Remuneration and Nominations Committee of the Company/ Directorate General Manager of Human Capital at the General Organization of Social Insurance.	He assumed a number of positions in the field of human capital management the past in GOSI including (Directorate Manager of Training and Development/Directorate Manager of Planning and Developing HR) member in many committees in the business.	M.A. in HR from USA /Bachelor of Business Administration from KSU/ He obtained many training certificates.	15+ years of experience in HR field and consultancies towards developing and investing human capital, public relations and personnel.

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
3	Saleh Mohammed Saleh Al Othaim	Member of Board of Directors and member of the Audit Committee of the Company /Member of Board of Directors Aani&Dani Business company/Member of the Audit Committee in each of the Aani&Dani Business/infrastructure"/ Manager at each of the "Alternative investment/ Dar Al-Khayoul Contracting"/Member of the Board of Directors of The Hub App AG Co.	Member of Board of Directors in each of The "Amanah for Cooperative Insurance/La Zurde jewelry"/ /Manager of Companies Funding in the Gulf Investments Company/Systems analysis in Proctor & Gamble Company/ Member remunerations and nomination in Dar Alwedian Real Estate Co/ Financial manager of Alothaim Holding Co.	M.A. in investment administration from City University in London/ Bachelor of Business Administration (Specialty of Administration and Information Systems and marketing)with Honors from North Eastern University in Boston in USA.	Multiple experiences in the processes of investments administration, financial affairs, accounting, corporate finance, and information technology.
4	Abdullah Abdulrahman Mohammed Al Rebdi	/Member of the Audit Committee of the Company/Member of Board of Directors in each of the "Care International/ Allied Cooperative Insurance Group (ACIG)".	CEO in each of the "Care International/Al Othaim Holding"/Deputy CEO of Saudi Scope Economic Consultation Co./Member of Audit Committee in Aloula Geojit Capital Co./General Manager of the Saudi Paper Co. (SPG)/Chairman of the Investment Portfolio in Middle East Capital Investment Co. Analyst/ Researcher, Portfolio Manager of the Arabian National Investment Co./ Speculator & Circulator in currency & Metal Markets and Capital Markets in Arab National Bank.	Master Degree in International Management, Salford University, Manchester UK/ Post Graduate Diploma of Administrative Studies, Cuberia University, Lanchester –UK / CME-1 from Capital Market Authority, Riyadh/ Diploma of Electronics Engineering, College of Technology, Riyadh/Various courses on Finance, Banking and Investment Management.	Diversified experience of more than (20) years in Financial management, setting strategies, business plans and performance indicators; leadership and team building; public relations and business development.

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
5	Fahad Abdullah Saleh Al Othaim	Deputy Chairman of the Board of Directors and Member of audit Committee of the Company/Chairman of the Board of Directors in the Company of Abdullah Al Othaim for Investment /Member of the Board of Directors of Bidaya Home Finance Co./Member of the Board of Directors in each of the "Ejmal Limited/Faw International Limited/ Colors of Happiness Investment/Fun World for Entertainment"/Member of Remunerations and Nomination Committee of Bidaya Home Finance Co.	Member of the Remuneration and Nominations Committee of the Company/Member of the Board of Directors in each of the "Saudi Kuwait Finance House Co./Dar Al-Khayoul Contracting /"Department Manager of developing real estate investment and deputy executive chairman of the sector of commercial complexes in Al Othaim Commercial Company Ltd/Deputy Board of Directors in the Company of Abdullah Al Othaim for Investment.	B.A. in Business Administration, marketing with honor from King Saud University in the Kingdom of Saudi Arabia.	Accumulated experience in the field of retail and companies of contracting, construction, real estate development and companies working in the entertainment sector.

3) Members of Remuneration and Nominations Committee:

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
1	Abdullah Ali Abdullah Al Debeikhy	Member of Board of Directors and the Chairman of the Remuneration and Nominations Committee of the Company/Member of Board of Directors in each of The "Al Eisa Industry civil Aviation Holding Co./Mulkia investment/ International Tanker Owners Federation/ Abu Dhabi Maritime Academy/International Maritime Industries/ Petredec Limited/Bahri Chemicals/Bahri Bolloré Logistics/Bunge/Bahri Ship Management/National Maritime Academy"/ Executive Chairman of National Saudi Company for Marine Transportation/ Member of the nomination committee in AlEisa Industries/Member of Audit committee in the Civil Aviation Holding Co.	Executive Chairman in each of The "Afawaf for Investments Company/ Awal Net Company/ The Saudi Company of Agricultural Investment and Animal Production (Salek)/ Dawalej Technology Company"/ Member of Board of Directors in each of The "Safola food Foods Co./ The Company of Supporting Real Estate Investment/ United Farmers Holding Co./Al Khair Bank/3G Limited/SALIC Canada Ltd/ SALIC UK/Minerva Foods/ Continental Farmer Group"/ Manager in Maqasem in Saudi Telecommunications/ Project manager in the Lending Department in the Saudi Industrial Development Fund.	M.A. in Business Administration from Oxford University in Britain/B.A. in Electrical Engineering Sciences from King Fahd for Petroleum and Minerals in the Kingdom of Saudi Arabia.	Experiences and specialized courses in management of projects, investments, middle management, leadership and top management.

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
2	Salah Mohammed Abdullah Al Zamil	Vice Chairman of the Remuneration and Nominations Committee of the Company/Member of Board of Directors in Arab Agricultural Services Co.(ARASCO)/Chairman of the Nominations Committee in each of "Arab Agricultural Services (ARASCO)/Saudi Agricultural and Livestock Investment (SALIC)/Al-Othaim Development/ Member of the Nomination and Remuneration Committee in each of the "National Development Fund/National Center for Privatization/King Fahd Causeway Authority/Saudi Railway Company/National Sahab Company/Non-Oil Revenues Development Center/Center of Spending Efficiency /Abyat Company/ Soudah Development Company"/Member of the Advisory Board in each of "Dhahran Schools/Colleges of Excellence Company (ILEI)"/Chairman of the Executive Board of Zamil Bin Sulayem Charitable Foundation/Founder of Leadership Office for Consulting.	Member of the Board of Directors in each of the "Tabadul/Abyat (Kuwait)/ Mehan Company/ King Abdulaziz and His Companions Foundation for Giftedness and Creativity (Mawhiba)"/ Vice Chairman of the Board of Directors in each of the "Reyada Institute for Small Enterprise Development/Abyat (Saudi Arabia)"/Member of the Nominations and Remuneration Committee in each of the "Abdullatif Al-issa Group/Gulf Union Foods/Al Jazeera"/ Member of the Board of Directors in each of the "Technical and Vocational Training Corporation/ Gheras Association/Arfa Association"/Member of the Board of Trustees Prince Muhammad Prize for Mosques/Vice President Executive of Human Capital in the Saudi Telecom Co. (STC)/Vice President of Human Resources Development In the Saudi Electricity Company/ General Manager in the Gulf Packaging Industries Company/Administrative Development Director in the Saudi Electricity Company/Total Quality Coordinator in the Saudi Electricity Company.	Bachelor of Science in Industrial Management from King Fahd University of Petroleum and Minerals.	Accumulated experience in consulting, senior management and executive leadership/ founder of the leadership consulting office.
3	Bandar Nasser Hamad Al Tamimi	Member of the Board of Directors and Member of the Audit Committee and Remuneration and Nominations Committee of the Company/Directorate General Manager of Human Capital at the General Organization of Social Insurance.	He assumed a number of positions in the field of human capital management the past in GOSI including (Directorate Manager of Training and Development/Directorate Manager of Planning and Developing HR) member in many committees in the business.	M.A. in HR from USA /Bachelor of Business Administration from KSU/ He obtained many training certificates.	15+ years of experience in HR field and consultancies towards developing and investing human capital, public relations and personnel.

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
4	Abdulaziz Muner Ahmad Al Qady	Member of the Remuneration and Nominations Committee of the Company/Member of the Remuneration and Nominations Committee of Abdullah Al-Othaim Investment Company.	Vice President of Shared Services in the National Unified Procurement Company "NUPCO"/Member of the Remuneration and Nomination Committee of Al Faisaliah Group Company/Human Capital Director in Al Faisaliah Group Company/Graduate Recruitment Officer in each of the (KPMG)/Saudi British Bank (SABB).	M.A. of Human Resources Administration from Central Michigan University, USA/B.A. in Marketing from King Fahd University of Petroleum and Minerals/ Advanced Certificate in Strategic Human Resource Management from Cornell University, USA.	Extensive experience in leadership, mentoring, training, and strategic planning and development.
5	Yasser Abdullah Mohammed Al Gholaikah	Member Remuneration and Nomination Committee of the Company/Member of the Nomination and Remuneration Committee in (Misk City)/Head of Human Resources and Administration at MedGulf	Shared Services Director in Mohammed Al-Subeaei and Sons Investment Company (MASIC)/ Human Resources and Policy Consultant in King Abdullah City for Atomic and Renewable Energy/ He previously held a number of positions in the Saudi Telecom Company, including (Project Manager) (Member of the Transfer Office)(Organization Design Director)(Human Capital Strategy and Policy Director)(Organizational Design and Manpower Planning Director).	M.A. of Information Systems from American University, USA/B.A. of Computer and Information Systems from the University of Detroit Mercy, USA/ Certificate Human Capital Strategist (HCS)/ Certificate Talent Acquisition Strategist (TAS)/ Certificate Human Resources Management Professional (HRMP).	Comprehensive experience of more than (13) years in developing HR strategies to meet and align business objectives, and in managing personnel and budgets.

4) Members of Executive Department:

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
1	Abdulaziz Abdullah Saleh Al Othaim	Member of Board of Directors and CEO of the Company/ Member of Board of Directors and CEO of Al Othaim Markets Egypt/Deputy Chairman of the Board of Directors of Riyadh Company of Food Industries/Chairman of Board of Directors of Mueen Human Resources Company/ Manager of the Seven Services Company (Speedi)/ Manager of the Marafiq Al Tashgheel Company/Manager of the Shorofat Al Jazira Company/ Manager of the Thamarat Al-Qassim Company/ Manager of the Zod Food Industries Factory/Member of Board of Directors in each of the "Al Wousta for Foods Services/ South Europe".	Acting CEO /President of Retail sector of the Company/Financial controller of the Company/ Manager of the commercial sector of the Company.	B.A. in Business Administration with honors Suffolk Massachusetts in America.	Accumulate experience in the field of retail business, operations of leadership and commanding, and management of business.
2	Bandar Suliman Mohammed Al Bohairy	Secretary of Board of Directors of the Company/ Member of Board of Directors in each of The "Riyadh Company for Foods Industry/National Chemical Fertilizer/Mueen Human Resources"/Member of Board of Directors and Member of Executive Committee of Ejmal ltd Company/Chairman of Audit Committee in Riyadh for Foods Industry Company.	Member of the Remuneration and Nominations Committee of the Company/Chairman of Audit Committee in Mueen Human Resources Company, Department Manager of Internal Audit in Al Othaim Commercial Company/Member of the Board of Directors of Abdullah Al Othaim for Investment Company/Member of Audit Committee of Abdullah Al Othaim for Investment.	B.A. in Accounting-Administrative Sciences Faculty in King Saud University.	Accumulated Experience in the Financial Field, Internal Audit, investment, Companies' Governance, and Business Development.

S	Name of Member	Current Positions	Previous Positions	Qualifications	Experiences
3	Bahauddin Barakat Al Sherbeeney	Vice president of Operation of the Company/Member of the Board of Directors of Riyadh Foods Industries Company.	Member of the Board of Directors of Mueen Human Resources Company/Manager of Operations Department of the Company/Deputy Manager of Operations Department of the Company/Manager of the Retail Branch in the Company/ Area Manager in the Company/Manager of International Center of Marketing.	B.A.in Mechanical Engineering in 1987 A.D. in Zagazig university, the Arab Republic of Egypt.	An Accumulated Experience in the Field of Managing Operational Processes in the Retail and Wholesale Companies.
4	Marwan Ahmad Mohammed Ibrahim	Vice president of Financial Affairs of the Company Member of the Board of Directors in each of "Mueen Human Resources Company/ Riyadh Foods Industries Company".	Member of Audit Committee in Riyadh Foods Industries Company/Internal Audit Director in Al Jomaih Holding Company– Saudi Arabia (1996-2005 A.D)/Auditor in the Office "Ibrahim Al Abbasi & Co.–Jordan (1993–1996 A.D)/ Auditor in the Office of Abdul Aziz Khalifah Al-Melhem–Saudi Arabia (1989–1992 A.D)".	Bachelor of Accountancy and Business Administration– Jordanian University in 1989 A.D./ Fellowship of the CPA in 1994 A.D./Fellowship of CMA in 2003 A.D./Fellowship of CFM in 2003 A.D./Fellowship of SOCPA in 2007 A.D.	An accumulated Experience in the Field of Financial and Accounting Affairs, External and Internal Audit.

3- 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 in which the company's Board of Directors member is a member of its current Board of Directors or one of its Executives	Inside/ Outside the Kingdom	Legal Entity	Names of companies in which the company's Board of Directors member is a member of its previous Board of Directors or one of its Executives	Inside/ Outside the Kingdom	Legal Entity
1	Abdullah Saleh Ali Al Othaim	Abdullah Al Othaim Markets.	Inside the Kingdom	Listed Joint Stock	Abdullah Al Othaim for Investment.	Inside the Kingdom	Closed Stock
		Al Othaim Holding.	Inside the Kingdom	Limited Liability			
		Abdullah Al Othaim Markets Egypt.	Outside the Kingdom	Closed Stock			
		Arab Union Company for Real Estate Development.	Outside the Kingdom	Closed Stock			
2	Bandar Nasser Hamad Al Tamimi	Abdullah Al Othaim Markets.	Inside the Kingdom	Listed Joint Stock	-	-	-
3	Saleh Mohammed Saleh Al Othaim	Abdullah Al Othaim Markets.	Inside the Kingdom	Listed Joint Stock	Lazurde for jewelry.	Inside the Kingdom	Listed Joint Stock
		Aani&Dani Business.	Inside the Kingdom	Closed Stock	Amanah for Cooperative Insurance.	Inside the Kingdom	Listed Joint Stock
		Dar Al Kheyoul Contracting.	Inside the Kingdom	Closed Stock	Gulf Investments.	Inside the Kingdom	Closed Stock
		Alternative Investment.	Inside the Kingdom	Limited Liability	Al Othaim Holding.	Inside the Kingdom	Limited Liability
		The Hub App AG.	Outside the Kingdom	Limited Liability			

S	Name of Member	Names of companies in which the company's Board of Directors member is a member of its current Board of Directors or one of its Executives	Inside/ Outside the Kingdom	Legal Entity	Names of companies in which the company's Board of Directors member is a member of its previous Board of Directors or one of its Executives	Inside/ Outside the Kingdom	Legal Entity
4	Abdullah Ali Abdullah Al Debeikhy	Abdullah Al Othaim Markets.	Inside the Kingdom	Listed Joint Stock	Saudi Telecommunication.	Inside the Kingdom	Listed Joint Stock
		National Saudi for Marine Transportation.	Inside the Kingdom	Listed Joint Stock	Saudi for Agricultural Investment and Animal Production (Salek).	Inside the Kingdom	Closed Stock
		Al Eisa Industries.	Inside the Kingdom	Closed Stock	Foods Savola.	Inside the Kingdom	Closed Stock
		Civil Aviation Holding.	Inside the Kingdom	Limited Liability	Avouaf Commercial Investment.	Inside the Kingdom	Limited Liability
		Mulkia investment.	Inside the Kingdom	Closed Stock	Support for Real Estate Investment.	Inside the Kingdom	Limited Liability
		International Maritime Industries.	Inside the Kingdom	Limited Liability	Dawalej for Technology.	Inside the Kingdom	Limited Liability
		Bahri Bolloré.	Inside the Kingdom	Limited Liability	Saudi Industrial Development Fund.	Inside the Kingdom	Government Firm
		International Tanker Owners Federation.	Outside the Kingdom	Global organization	United Farmers Holding.	Inside the Kingdom	Limited Stock
		Abu Dhabi Maritime Academy.	Outside the Kingdom	Limited Liability	Al Khair Bank.	Outside the Kingdom	Closed Stock
		Petredec Limited.	Outside the Kingdom	Closed Stock	3G Limited.	Outside the Kingdom	Limited Liability
		Bahri Chemicals.	Outside the Kingdom	Limited Liability	Minerva Foods.	Outside the Kingdom	Limited Liability
		Bunge.	Outside the Kingdom	Limited Liability	Continental Farmer Group.	Outside the Kingdom	Limited Liability
		Bahri Ship Management.	Outside the Kingdom	Limited Liability	SALIC Canada Ltd.	Outside the Kingdom	Limited Liability
			SALIC UK Ltd.	Outside the Kingdom	Limited Liability		

S	Name of Member	Names of companies in which the company's Board of Directors member is a member of its current Board of Directors or one of its Executives	Inside/ Outside the Kingdom	Legal Entity	Names of companies in which the company's Board of Directors member is a member of its previous Board of Directors or one of its Executives	Inside/ Outside the Kingdom	Legal Entity
5	Abdulsalam Saleh Abdulaziz Al Rajhi	Abdullah Al Othaim Markets.	Inside the Kingdom	Listed Joint Stock	Financial Brokerage.	Inside the Kingdom	Closed Stock
		Saleh Abdulaziz Al Rajhi & Partners Ltd.	Inside the Kingdom	Limited Liability			
		Al Rajhi Holding Real Estate and Industrial Company for Growth and Commercial Investment.	Inside the Kingdom	Limited Liability	Assas of Concrete.	Inside the Kingdom	Limited Liability
		Masabic Mining Holding.	Inside the Kingdom	Limited Liability			
6	Abdulaziz Saleh Abdullah Al Rebdi	Abdullah Al Othaim Markets.	Inside the Kingdom	Listed Joint Stock	National Company for Agricultural Development.	Inside the Kingdom	Listed Joint Stock
		Abdul Muhsen Al Hukair Group for Tourism and Development.	Inside the Kingdom	Listed Joint Stock	Takween Advanced.	Inside the Kingdom	Listed Joint Stock
		Obaikan for Glass.	Inside the Kingdom	Closed Stock	United Saudi Company for Cooperative Insurance (Walaa).	Inside the Kingdom	Listed Joint Stock
		Saudi for Investment and Agricultural Production.	Inside the Kingdom	Closed Stock	La zurde Group for Industrial Investment.	Inside the Kingdom	Listed Joint Stock
		Saudi Investment Recycling.	Inside the Kingdom	Closed Stock	Al Hammady Investment and Development.	Inside the Kingdom	Closed Stock

S	Name of Member	Names of companies in which the company's Board of Directors member is a member of its current Board of Directors or one of its Executives	Inside/ Outside the Kingdom	Legal Entity	Names of companies in which the company's Board of Directors member is a member of its previous Board of Directors or one of its Executives	Inside/ Outside the Kingdom	Legal Entity
7	Fahad Abdullah Saleh Al Othaim	Abdullah Al Othaim Markets.	Inside the Kingdom	Listed Joint Stock			
		Abdullah Al Othaim for Investment.	Inside the Kingdom	Closed Stock	Saudi Kuwait Finance House.	Inside the Kingdom	Closed Stock
		Bidaya Home Finance.	Inside the Kingdom	Closed Stock			
		Ejmal Limited.	Inside the Kingdom	Limited Liability			
		Faw International Limited.	Inside the Kingdom	Limited Liability			
		Colors of Happiness Investment.	Inside the Kingdom	Limited Liability	Dar Al Kheyoul Contracting.	Inside the Kingdom	Closed Stock
		Fun World for Entertainment.	Outside the Kingdom	Limited Liability			

S	Name of Member	Names of companies in which the company's Board of Directors member is a member of its current Board of Directors or one of its Executives	Inside/ Outside the Kingdom	Legal Entity	Names of companies in which the company's Board of Directors member is a member of its previous Board of Directors or one of its Executives	Inside/ Outside the Kingdom	Legal Entity
8	Abdulaziz Abdullah Saleh Al Othaim	Abdullah Al Othaim Markets.	Inside the Kingdom	Listed Joint Stock			
		Al Othaim Markets Egypt.	Outside the Kingdom	Closed Stock			
		Riyadh for Foods Industries.	Inside the Kingdom	Closed Stock			
		Mueen Human Resources.	Inside the Kingdom	Closed Stock			
		Al Wousta for Foods Services.	Inside the Kingdom	Limited Liability			
		Kaf'aa investment.	Inside the Kingdom	Limited Liability			
		South Europe for Investment.	Outside the Kingdom	Limited Liability			
		Marafiq Al Tashgheel.	Inside the Kingdom	Limited Liability			
		Shorofat Al Jazira.	Inside the Kingdom	Limited Liability			
		Thamarat Al-Qassim.	Inside the Kingdom	Limited Liability			
Zod Food Industries Factory.	Inside the Kingdom	Limited Liability					

4- Equity and Method of Contacting Shareholders

Proceeding from the company's keenness, interest, and care of the rights of its shareholders and stakeholders, the company had included these rights in the Governance Guide. Besides, it is keen on informing its shareholders and investors of all significant developments, where the company publishes the financial reports, announcements, and substantial information via the capital market site "Tadawul" and company website, and General Assemblies of shareholders. Besides, importance is given to communication with its shareholders and answering their enquiries by providing direct contact channels, whereby the shareholders can easily contact the company.

5- A statement of the names, nationality, number of shares, ownership ratio of main shareholders who own (5%) and above and change thereof during 2020 A.D.

S	Name of Shareholder	Nationality	Shares Number at the beginning of 2020 A.D.	Ownership Ratio at the beginning of 2020 A.D.	Shares Number at the end of 2020 A.D.	Ownership Ratio at the End of 2020 A.D.	Net change	Change Ratio at the end of 2020 A.D.
1	Al Othaim Holding Company	Saudi	24,900,000	27.6%	24,900,000	27.6%	0	0%
2	Abdullah Saleh Ali Al Othaim	Saudi	5,400,000	6%	5,400,000	6%	0	0%

With regard to the notices of the ownership of large quotas of shares and its change during the year according to the Rules on the Offer of Securities and Continuing Obligations issued by the Capital Market Authority, the company has not received any notice from the senior owners of the change of their ownership during 2020 A.D.

It relied on recording data from the information of the Financial Security Deposit Center "Edaa".

6- Formation of Board of Directors and the classification of its members

The following statement depicts names and classification of the board members:

S	Name of Member	Capacity	Membership Classification
1	Abdullah Saleh Ali Al Othaim	Board Chairman	Non-executive
2	Fahad Abdullah Saleh Al Othaim	Deputy Chairman	Non-executive
3	Bandar Nasser Hamad Al Tamimi	Member	Non-executive
4	Saleh Mohammed Saleh Al Othaim	Member	Non-executive
5	Abdullah Ali Abdullah Al Debeikhy	Member	Independent
6	Abdulsalam Saleh Abdulaziz Al Rajhi	Member	Independent
7	Abdulaziz Saleh Abdullah Al Rebdi	Member	Independent
8	Abdulaziz Abdullah Saleh Al Othaim	Member	Executive

7- The Procedures taken by the Board of Directors to notify its Members of the Shareholders Proposals and Remarks

The Companies Governance Regulation included the action procedures of the Board of Directors that gave special attention to hearing the shareholders' proposals and enquiries and answering them. In addition, the company providing members with minutes of the meeting of assemblies including the shareholders' enquiries (if any). Besides, the members will be notified of any enquiries and questions received by the company from the different communication media.

8- Concise Description of Committees, Specializations, and Tasks

The company has two committees, namely, the Audit Committee and the Remuneration and Nominations Committee. Details of these committees are as follows:

1) Audit Committee:

The Audit Committee is formed of (5) non-executive members, 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 2020 A.D.:

S	Name of Member/ Meeting Date	Position	Number and Date of Meeting							Number of attendances
			(1) 09 Feb	(2) 16 Mar	(3) 05 May	(4) 16 Aug	(5) 31 Aug	(6) 25 Oct	(7) 08 Nov	
1	Abdulaziz Saleh Abdullah Al Rebdi	Chairman	✓	✓	✓	✓	✓	✓	✓	(7)
2	Bandar Nasser Hamad Al Tamimi	Member	✓	✓	✓	✓	✓	✓	✓	(7)
3	Saleh Mohammed Saleh Al Othaim	Member	✓	✓	✓	✓	✓	✓	✓	(7)
4	Fahad Abdullah Saleh Al Othaim	Member	✓	✓	✓	✓	✓	✓	✓	(7)
5	Abdullah Abdulrahman Mohammed Al Rebdi	Member	x	✓	✓	✓	✓	✓	✓	(6)

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

In 2020 A.D. the committee “reviewed” the internal control systems in the company and ensured its effectiveness. As well studied, reviewed, and analyzed the main operational, financial, and administrative risks that the company may occur and assessing the required solutions and treatments to ensure the safety of the company’s operations, in addition to studying the points of weakness and strength in the internal control. Hence, the auditing process has been made continuously and periodically ” By the committee’s familiarity with the reports of managing internal audit and in the light of what has been studied, it has been evident that the examination generally included the main and significant operation and activities of the company and its diverse departments, and that the test results of the internal control systems at the level of company, its departments, and its processes showed that there is no substantial deficiency in the internal control systems that necessitates its disclosure, and Risk management are executed within the preset limits in transparency and timing that ensure the integrity of the operational financial, and commercial security.

2) Committee of Remunerations and Nominations:

The committee had been formed of (5) members, 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 2020 A.D.:

S	Name of Member	Position	Number and Date of Meeting				Number of attendances
			(1) 18 Jun	(2) 01 Dec	(3) 16 Dec	(4) 29 Dec	
1	Abdullah Ali Abdullah Al Debeikhy	Chairman	✓	✓	✓	✓	(4)
2	Salah Mohammed Abdullah Al Zamil*	Vice President	N/A	✓	✓	✓	(3)
3	Bandar Nasser Hamad Al Tamimi	Member	✓	✓	✓	✓	(4)
4	Abdulaziz Muner Ahmad Al Qady*	Member	N/A	✓	✓	✓	(3)
5	Yasser Abdullah Mohammed Al Gholaikah*	Member	N/A	✓	✓	✓	(3)
-	Abdullah Saleh Ali Al Othaim**	Member	x		N/A		(0)
-	Fahad Abdullah Saleh Al Othaim**	Member	✓		N/A		(1)
-	Bandar Suliman Mohammed Al Bohairy**	Member	✓		N/A		(1)

*Committee members started on 17/11/2020G.

** Committee members ended on 17/11/2020G.

9- The Means Adopted by Board of Directors in Assessing its Performance and Performance of its Committees for 2020 A.D

The performance of directors of the board, its committees and executive management is self-assessing every year and in the future, this will be made by external authority.

10- Remunerations of Board of Directors, Committees, and Executive Department

The company applies the policy of paying the remunerations of Board of Directors, committees, and executive department as follows:

- **Reward (non-independent) Members of Board of Directors:** Remunerations are paid to executive and non-executive Board members based on the annual net profit the from Company's continuing operations as follows:

s	Net profit of the year made from the continuous processes (In Saudi Riyals)	Reward is due (In Saudi Riyals)
1	less than (300) million Riyals	(150) one hundred and fifty thousand Riyals
2	(300) million Riyals and more	(200) two hundred thousand Riyals

- **Reward (Independent) Members of Board of Directors:** An annual lump sum of SR (200,000) two hundred thousand Saudi Riyals is paid as an annual reward for an independent board member.
- **Allowances for the Members of Board of Directors:** An amount of SR (3,000) three thousand Saudi Riyals is paid for an attendance allowance for each member per attended meeting.
- **Reward of the Board of Directors Secretary:** An annual reward of SR (30,000) thirty thousand Saudi Riyals is paid to the Board of Directors Secretary.
- **Reward of the Members of Audit Committee:** An amount of SR (50,000) fifty thousand Saudi Riyals is paid as an annual basic reward for a member of audit committee.
- **Reward of the Chairman of Audit Committee:** An amount of SR (100,000) one hundred thousand Saudi Riyals is paid to the Chairman of Audit Committee if he is not a member of the Board of Directors.
- **Reward of the Members of Remuneration and Nominations Committee:** An amount of SR (50,000) fifty thousand Saudi Riyals is paid as an annual basic reward for a member of Remuneration and Nominations Committee.
- **Allowances for the Committees Members:** An amount of SR (1,500) one thousand five hundred Saudi Riyals is paid for an attendance allowance for each committee member per attended meeting.
- Whoever receives a monthly salary from the company, its employees, or its consultants is not entitled to rewards or attendance allowances for membership in committees.
- The member's reward is calculated proportionately based on the days of his membership during the year.
- **Reward of Executive Department:** An annual reward will be paid to the executive department based on standards relevant to achieving performance indicators and according to the results of annual assessment and results of achieving goals.
- **Relationship between granted rewards and applicable rewards policy:** The granted reward is in conformity with the approved rewards policy, taking into consideration the basis and standards relevant to calculating the rewards and its maturity.

- Details Remuneration of Board of Directors for the Year 2020 A.D.:

	Fixed Remuneration						Variable Remuneration						total summation	Expenditure Allowance
	A certain amount	Session Attendance Allowance for board meeting	Total Attendance allowance for committee meetings	In-kind benefits	Statement of what they earned Council as members of the council as employees or moderators or what they earned in return of technical, administrative, or consulting work	The Reward of the Chairman of the Board, the Managing Director, or the Board Secretary if he is a member	Total	percentage of profits	Periodic bonuses	Short - term incentive plans	Long - term incentive plans	Shares granted		
First: Independent Members:														
Abdulsalam														
Saleh	200,000	18,000	-	-	-	218,000	-	-	-	-	-	0	-	218,000
Abdulaziz Al Rajhi														
Abdulaziz														
Saleh	250,000	18,000	10,500	-	-	278,500	-	-	-	-	-	0	-	278,500
Abdullah Al Rebdi														
Abdullah Ali														
Abdullah Al Debeikhy	250,000	18,000	6,000	-	-	274,000	-	-	-	-	-	0	-	274,000
Total	700,000	54,000	16,500	0	0	770,500	0	0	0	0	0	0	0	770,500
Second: Non-Executive Members:														
Abdullah Saleh Ali Al Othaim	243,852	18,000	-	-	-	261,852	-	-	-	-	-	0	-	261,852
Bandar Nasser Hamad Al Tamimi	300,000	18,000	16,500	-	-	334,500	-	-	-	-	-	0	-	334,500

	Fixed Remuneration						Variable Remuneration						total summation	Expenditure Allowance
	A certain amount	Session Attendance Allowance for board meeting	Total Attendance allowance for committee meetings	In-kind benefits	Statement of what they earned Council as members of the council as employees or moderators or what they earned in return of technical, administrative, or consulting work	The Reward of the Chairman of the Board, the Managing Director, or the Board Secretary if he is a member	Total	percentage of profits	Periodic bonuses	Short - term incentive plans	Long - term incentive plans	Shares granted		
Second: Non-Executive Members:														
Saleh														
Mohammed Saleh Al Othaim	250,000	18,000	10,500	-	-	278,500	-	-	-	-	-	0	-	278,500
Fahad Abdullah Saleh Al Othaim	293,853	18,000	12,000	-	-	323,853	-	-	-	-	-	0	-	323,853
Total	1,087,705	72,000	39,000	0	0	1,198,705	0	0	0	0	0	0	-	1,198,705
Third: Executive Members:														
Abdulaziz Abdullah Saleh Al Othaim	200,000	-	-	-	1,686,877	1,886,877	-	858,788	3,718,027	-	-	4,576,815	-	6,463,692
Total	200,000	0	0	0	1,686,877	1,886,877	0	858,788	3,718,027	0	0	4,576,815	0	6,463,692
Total	1,987,705	126,000	55,500	0	1,686,877	3,856,082	0	858,788	3,718,027	0	0	4,576,815	0	8,432,897

- Details Remuneration of Senior Executives for the Year 2020 A.D.:

	Fixed Remuneration				Variable Remuneration					End of service Benefits	Total reward of the executives	total summation	
	Salaries	Allowances	In-kind benefits	Total	Periodic bonuses	earnings	Short - term incentive plans	Long - term incentive plans	Shares granted				Total
Chief Executive Officer	1,686,877	-	-	1,686,877	858,788	-	3,718,027	-	-	4,576,815	-	200,000	6,463,692
Vice President of Finance	1,135,594	-	-	1,135,594	858,788	-	-	-	-	858,788	-	-	1,994,382
Vice President of Operation	1,112,312	-	-	1,112,312	858,788	-	-	-	-	858,788	-	-	1,971,100
Vice President for Commercial Affairs	859,961	-	-	859,961	459,078	-	321,388	-	-	780,466	-	-	1,640,427
Vice President of Real Estate Investment	480,012	-	-	480,012	858,788	-	-	-	-	858,788	-	-	1,338,800
Total	5,274,756	0	0	5,274,756	3,894,229	0	4,039,415	0	0	7,933,644	0	200,000	13,408,400

- 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	Abdulaziz Saleh Abdullah Al Rebdi	50,000	10,500	60,500
2	Bandar Nasser Hamad Al Tamimi	50,000	10,500	60,500
3	Saleh Mohammed Saleh Al Othaim	50,000	10,500	60,500
4	Fahad Abdullah Saleh Al Othaim	50,000	10,500	60,500
5	Abdullah Abdulrahman Mohammed Al Rebdi	50,000	9,000	59,000
Total		250,000	51,000	301,000

- 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	Abdullah Ali Abdullah Al Debeikhy	50,000	6,000	56,000
2	Salah Mohammed Abdullah Al Zamil	6,147.54	4,500	10,647.54
3	Bandar Nasser Hamad Al Tamimi	50,000	6,000	56,000
4	Abdulaziz Muner Ahmad Al Qady	6,147.54	4,500	10,647.54
5	Yasser Abdullah Mohammed Al Gholaikah	6,147.54	4,500	10,647.54
-	Abdullah Saleh Ali Al Othaim	43,852.46	-	43,852.46
-	Fahad Abdullah Saleh Al Othaim	43,852.46	1,500	45,352.46
-	Bandar Suliman Mohammed Al Bohairy	-	-	-
Total		206,147.54	27,000	233,147.54

11- The role of the company and its social contribution

Arising of the company's role in the social responsibility, the Company pays full attention to the distinct and broad role in various community service activities, and offers many sustainable programs in various fields, where the Company contributed and supported a number of programs, including the following:

- a. Al Othaim Free Training & Development Academy:** Al Othaim Training & Development Academy for free, was established under the supervision of the General Organization for Technical and vocational Training in the year 1420H, and managed to train and qualify since its establishment up to date (78,277) young "men and women", where Al Othaim companies & other companies of the private sector benefited from these programs, In the year 2020G, the company implemented (90) training courses, (51) attendance courses, and (39) remote (online) courses in light of the cessation of the Corona pandemic, (5,938) trainees graduated from these programs, of whom (2,586) attended, and (3,352) trainees remotely, and the company's spending to support the Academy during the year 2020G amounted to SR (1,371,554), compared to SR (1,328,538) for the year 2019G.
- b. Social activities and charity works :**The company contributed in a number of social, charities projects, events and the national festivals, where the company continued issuing charity cards (Sanabel Al Khair card) (Physical and digital) with the new categories of (SR 100-SR 250-SR 500) because a suitable product for donations and charitable work, to ensure that donations reach their recipients in a proper which and is an interesting option for charities and men of righteousness and donors to provide support to the needy and to ensure spending their donations on basic needs. The company has also contributed in supporting many charities by providing support to beneficiaries of these associations. The total value of the support provided by the company to beneficiaries of these associations during 2020G, it was SR (14,000,904) compared to SR (12,757,548) for the year 2019G, Also, the company participated and sponsored some activities and national events in most regions of the Kingdom including: A blood donation campaign for employees in cooperation with the Central Blood Bank-Installing self-service devices (Absher) in a number of branches in cooperation with the Directorate of Passports, Supporting the (volunteer with us) in cooperation with the Saudi Red Crescent Authority-The Sharek Society for Health Research campaign in cooperation with the Food and Drug Authority- Awareness campaigns, educational and training programs, and student visits, in cooperation with the Ministry of Education-Human Development Center (Obour)-Al-Nobalaa Schools-Eye Charity Association, Flu vaccination campaign in a number of company branches in cooperation with health centers in cities and governorates under the supervision of the Ministry of Health-An awareness campaign to introduce ADHD in children in a number of branches in cooperation with the Saudi Association for Attention Deficit Hyperactivity Disorder (Ishraq), Awareness and counseling campaigns against COVID-19 in cooperation with the Ministry of Health and the secretariats and municipalities of the regions and governorates-Saudi German Hospital, Supporting a number of Charitable agencies with Sanabel Al-Khair cards, municipality of Unaizah Municipality-Saudi Milling Company-National Development Business Association-Talents and Ideas Foundation, Comprehensive Rehabilitation Center for Women in Al-Quds District in Riyadh-(Positive) initiative an idea for my country-Al-Qassim University-Bunyan Charitable Society, Participate in a campaign "We are together" ready-made food baskets in cooperation with the Emirate of Al-Jowf Region-Al-Jowf Chamber of Commerce, An awareness event on the occasion of the World Breast Cancer Month in a number branches in cooperation with the Al-Qassim Health Cluster-Directorate of Health Affairs in Al-Qunfudhah, (Prayer is Nour) campaign in a number branches in cooperation with the Commission for Promotion of Virtue and Prevention of Vice, An educational awareness event for the people of Qurayyat Governorate including farmers and livestock breeders, in cooperation with the branch of the Ministry of Environment and Agriculture in Qurayyat Governorate, Supporting the initiative of the project (a family producing seedlings) in the Raudat Sudair branch in cooperation with the Sudair Association Productive Families, An awareness campaigns on traffic systems in a number branches in cooperation with the Traffic Department, Awareness activities to urge the preservation of grace and not to waste food in cooperation with the Association for Preserving Grace, An awareness campaigns on the occasion of the International Day of Diabetes in a number branches in cooperation with the Ministry of Health, Supporting the life skills program to rehabilitate divorced women in cooperation with the Family Development Association in Qurayyat, An awareness event in Sakaka branch (Your Life is Happier)in cooperation with the Tawad Association for Family

Developmen, Participation in many international days with publications through the company's accounts on social media: (International Day of the Arabic Language-Disability-Diabetes Day-Drug Control-Father's Day-Blood Donation Day-Anti-Smoking Day-Mother's Day-Civil Defense Day-Childhood Cancer Day-Cancer Day).

- c. Donation of the Remaining Halala (riyal fractions):** The company continued as the first retailer in 2020G its initiative "Donate the remaining Halala" that was launched in an automated technique through the point of Sale since 2008G, and it believes in the promotion and assurance of the culture of social responsibility and its commitment to serve the society, for this reason, a special system for the project has been developed and considered as one of the leading project which was appreciated by Company customers, Had benefited from the project during the year 2020G many of the charities in the Kingdom, Also a new charities had been added to expand the scope of benefits, and the total customers donation through this project in 2020G amounted to SR (467,697.08) compared to SR (563,671) for the year 2019G.
- d. Iktissab Cooperative program and special categories:** A largest charitable initiative adopted by the company through Iktissab under the name (Iktissab Cooperative program) has been launched to serve many categories, including employees of the Social charities and fund charitable and retirees, the disabled and divorcees and widows, orphans and the children and families of martyrs and released, people with limited income and others with a total amount of SR (995,494.39) for the year 2020G, Compared to SR (1,902,955) for the year 2019G.
- e. Zakat Al-Fitr Vouchers Initiative:** During the year, the company introduced the initiative in order to facilitate the Muslims and take into account the circumstances that people are going through and remove their embarrassment in the way to pay Zakat Al-Fitr by selling one or more zakat al-Fitr card to the Zakat payer, and the buyer can donate it to the beneficiary or charitable organizations, and it is prepaid purchasing vouchers that are circulated for the purpose of paying zakat for the actual Zakat payer, and are classified as (SR 20-SR100-SR 200) vouchers.
- f. The sacrifice voucher initiative:** The company introduced the initiative during the year for the convenience of Muslims and taking into account the circumstances that people are going through and removing their embarrassment regarding the method of paying the value of the sacrificial voucher by issuing a "sacrificial coupon" card for those who wish to pay the value of the sacrifice, it is sold to the sacrificer and is sent to the approved charities.



12- 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 "Seventeen" of this report.

1) 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	371,233	82.4%
leasing and Real estate investment activity	48,388	10.7%
Share in the net profit of the sister companies & financial assets at fair value through the income statement	19,562	4.3%
HR Activity	13,141	2.9%
Agriculture activity	5,347	1.2%
Other	(6,698)	-1.5%
Total	450,973	100%

2) 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.

- 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 operating under Commercial Registration No. 1010321917 issued by Riyadh City on 15 Muharram 1433H (Corresponding to December 10, 2011G) Its main activities are in the general contracting of buildings, construction, demolition, roads, main roads, streets, bridges, excavation, arming and carpentry works.
- 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.
- h. Shorofat Al Jazira Company:** a limited liability company operating under Commercial Registration No. 1010228732 issued by Riyadh City on 02 Safar 1428H (corresponding to November 19, 2007G) 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	8,465,754	95%
Haley Holding Company	-	0%
Global Marketing Center Company	-	0%
Seven Services Company	56	0%
Bayt Al Watan Company	-	0%
Marafiq Al Tashgheel Company	-	0%
Abdullah Al Othaim Markets Company-Egypt	203,893	2%
Thamarat Al Qassim Company	-	0%
Shorofat Al Jazira Company	-	0%
Mueen Human Resources Company	258,378	3%
Total	8,928,081	100%

*Net revenues after excluding the reciprocal operations among the company group.

3) The Investments of the Company:

The Company has the following investments:

a) Investments in companies according to Equity:

- The Company invests in Abdulla Al-Othaim Investment Company (A closed Saudi Joint Stock Company) It owns (13.65%) of the share capital with nominal investment of SR 136,538,000 The main activity of the company is managing and operating shopping malls and entertainment centers, where the Company share in the net profits year 2020G amounted SR 14,412,593 compared to SR 29,115,158 in 2019G the company's share of the distributed in 2020G for the results of 2019G amounted SR 13,653,850.
- The Company invests in Riyadh Food Industries Company (a closed Saudi Joint Stock Company) with a (55%) ownership interest. Through its subsidiary, Bayt Al Watan Company, the nominal value of the investment is SR 44,000,000 (SR 55,000,000 in 2019G as the capital was reduced by SR 20,000,000 in 2020G, our share of it is SR 11,000,000) 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 profits for the year 2020G amounted to SR 3,961,402 compared to SR 2,571,176 for the year 2019G.
- 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 2020G amounted to SR 1,187,734 against SR 758,849 profit in the year 2019G.

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 during 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 Damam city, The registered investment amount as on 31/12/2020G reached SR 2,012,105 the decrease of value in 2020G was estimated as SR 153,130.
- 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 in 2017G the company had transferred a sum of 1.55 million Riyals as capital decrease. The accumulated fair value of this investment is SR 800,000 during 2017G, and this amount is increased by SR 800,000 in 2018G the registered investment as on 31/12/2020G reached to SR 1,386,629.

13- Company Strategy, Plans and Decisions

a) General Strategic Framework and Company Plans:

The overall strategy of the Company is to increase its market share in the food and consumer market within Saudi Arabia through the opening of new branches or the development of its existing branches and strive to enhance E-commerce through its own platform, and diversify their investments in an integrated manner through the entry of supplementary activities for the main activity such as industrial activities and Human resources services and the introduction of new advanced technologies in retail trade. In 2020G, The company opened (11) branches in different cities in the Kingdom, closed (3) branches and thus the number of branches all over the kingdom becomes (250) branches by the end of 2020G some existing branches has been expanded and the development in order to provide better service to its customers. The company is planning to increase the number of branches in 2021G by opening (23) new branches, which is expected to contribute in increasing the company sales and market share and promote the introduction of new and advanced technologies in the retail trade. The company opened (2) branches at the Arab Republic of Egypt in 2020G, closed (4) branches and thus the number of branches all over the Arab Republic of Egypt becomes (44) branches by the end of 2020G, the value of the investment in Egypt till the date 31/12/2020G amounted SR 52,885,198.

b) The Most Important Decisions:

In supporting the role of the Board of Directors in performing its responsibilities and tasks, seeking towards achieving distinguished performance, during the year 2020G the board took several decisions and works, most notably:

1. Approving plans, setting policies, objectives, main strategic directions of company and supervision on implementing them such as:

- Put Performance objectives and performance control and overall performance in the company and ensuring the availability of human and financial resources to achieve them.
- Determine the optimal capital structure of the company and financial objectives and approve financial results and budgets.
- Approving the company's estimated budget for the fiscal year 2021G.
- Update and approve internal policies for organizing company business.
- Approve the plan to extend in different locations and cities by taking advantage of the good and appropriate opportunities, thus contributing to increasing their expansion and spread and raising their market share.

2. Restructuring the Remuneration and Nominations Committee.

14- Risks

The Company's activity, financial position, operating results, cash flows and its future forecasts might be affected negatively if exposed to any of the following risks or any other unknown risks at the present time according to the risk classification as follows:

1. The increasing reliance on e-commerce and its impact on the consumer consumption pattern and the size of the market share.
2. An increase in the value-added tax rate during the year 2020G and its impact on the sales volume and the purchasing power of customers.
3. Saudization of jobs as large percentage of the manpower in the company is limited to labor jobs at branches and warehouses which depends largely on expatriates and it is difficult to replace it by Saudi nationals but out of the company's belief in its part in the society and to promote the Kingdom's direction regarding Saudization of jobs, it pursues its efforts to support Saudization and qualifying of national manpower.
4. Strategic decisions and methods of application with consideration to response to industrial and economic changes and demographic considerations.
5. Criteria and assumptions of preparation of the target operational and financial budgets of the company general tendency and related external variables.
6. The risks related to non-providing protection of the trademark as it may be violated in terms of right of use or illegal use by third parties and related actions or claims.
7. The risks involved in approving raising the prices of energy fees and the like and their impact on the company.
8. Risks of fluctuation of exchange rates, speculation, fluctuation of articles and raw materials price in food locally and globally as the company does not cover risks related to fluctuation of exchange rates.
9. Change of consumer pattern due to the change of demography especially for residents' nationalities and its direct impact on sales of the company.
10. Internal inflation rates and its effect at real estate market and rent value of rented branches.
11. Competition risks and increasing its sharpness in case of Approving direct investment to the foreign investor in the field of the company's work.
12. Geographic expansion of branches and the appropriateness of internal procedures and human resources in meeting operational processes.
13. Risks related to (information technology, continuity of works and company's provision of replacement technology environment for continuity in its operational processes if it is exposed to technology risks through continuity plans.
14. The loss related to the failure by party or customer in fulfillment of its financial obligations towards the company and as the company adopts the policy of non- credit sale in its main activity (retail), these risks do not affect it but the company has real estate leasing activity and the tenant may be unable to fulfill his obligations.
15. Risks related to company investment whether internally or externally, and the related political, legislative and economic changes that may affect these investments such as exchange rate, freedom for transferring money, changing taxes and relevant regulations.
16. The risks related to internal and external financial and non-financial reports of shareholders which may negatively effect on creditability, timing, transparency and other requirements from formal authorities.
17. Breaching laws and regulations provided policies and bylaws, ethical standards, or the inability to commit to it or violation.
18. The risks of natural catastrophe such as floods, earthquakes, and other natural events.
19. Risks related to legal disputes which may result from the parties which the company deals with.

– Risks Management:

The company adopts a risk management policy that clarifies and identifies the strategic objectives, procedures and processes that are followed to achieve these objectives, and establishes a clear framework and approach in the application of the mechanisms and processes that are followed to identify and assess the risks inherent in all operations within the company and its monitoring and hedging mechanisms, And determine the quality of reports that will be submitted to senior management for appropriate decision making. The objective of the policy is to develop a comprehensive and clear risk management framework based on best practices (COSO ERM FRAMEWORK), to develop and develop a common understanding of risk, to assess the exposure of different departments to risk and to take appropriate action to reduce them, and to assist those departments within the Company in improving controls and control measures to minimize containing potential risks that adversely affect or result in financial losses.

– Along with the application of stipulations of the framework of risks management according to ISO 31000 as follows:

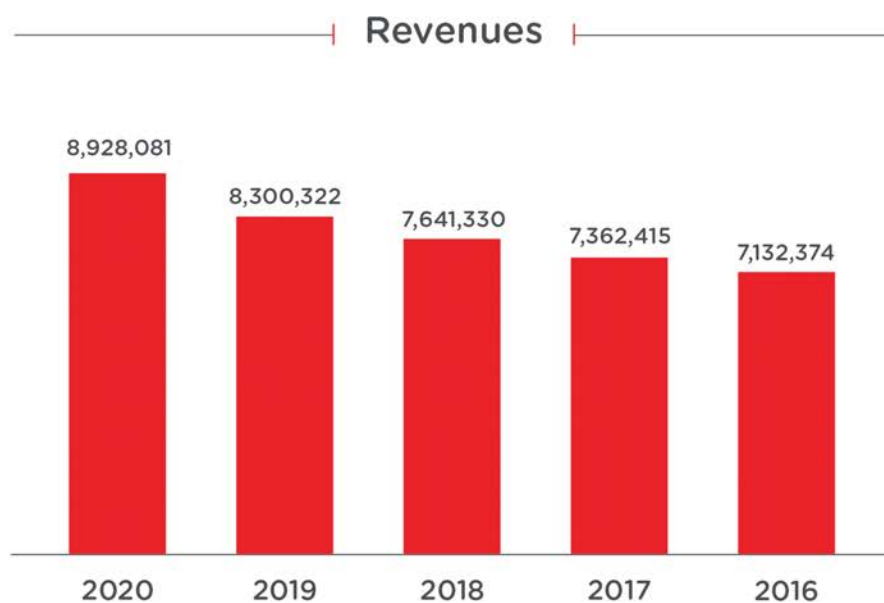
- 1. Commitment:** This requires continuous commitment by the company management in addition to the strategic planning to reach commitment by all levels.
- 2. Design:** This includes design the framework of risks management (understanding the company and its environment, setting risks management policy, ensuring responsibility, power, and competency as necessary to manage risks, merger of risks management in all practices and operations of the company, ensuring allocation of sufficient resources to manage risks, finding internal ways of communication and reporting to encourage assuming the responsibility towards risks, finding external ways of communication to communicate with the concerned authorities).
- 3. Execution of Risks Management Process** This includes (setting the environment: The process starts by setting internal and external environment, setting the environment of risks management, defining criteria of risks, assessment of risks, its analysis, assessment, processing risks by using processing ways to eliminate risks to minimum, communicate with the concerned authorities inside and outside the company which should be made during all stages of the operation).
- 4. Periodic control and revision of all stages of the process**
- 5. Continuous improvement of the framework:** This should lead to improve the company's ability to manage risks and culture of risks in the company.

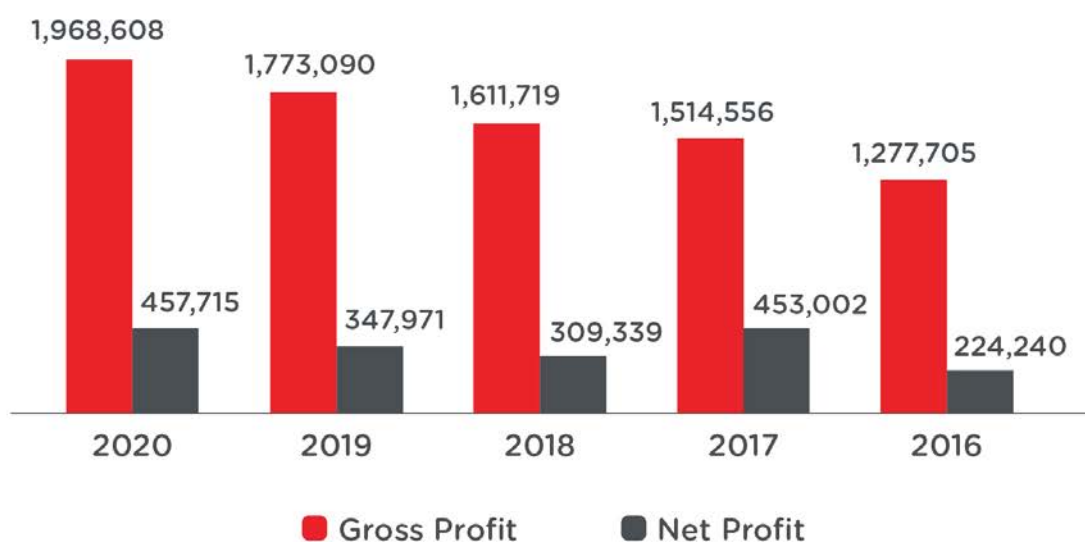
The Company's Board of Directors oversees the mechanism of implementing a comprehensive risk management framework within the process of strengthening and strengthening internal controls and control of the Company through a policy and procedures aimed at identifying, addressing and controlling Operational, and non-operational risks in all of the Company's business and activities. The most important tools used to identify and measure risks are self-assessment of risks and The main risk indicators and the collection and analysis of the nature of the losses (quantity or quality) resulting from these risks and the establishment of higher and lower ratios within the Risk Appetite Statement and its monitoring.

15- Summary of the financial results of the company for the period 2016G till 2020G

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

Statement	2020	2019	2018	2017	2016
Activity's revenues	8,928,081	8,300,322	7,641,330	7,362,415	7,132,374
Activity's expenses	(6,959,473)	(6,527,232)	(6,029,611)	(5,847,859)	(5,854,670)
Total of activity's profits	1,968,608	1,773,090	1,611,719	1,514,556	1,277,705
Administrative, general, marketing and funding expenses	(1,452,923)	(1,380,482)	(1,287,805)	(1,208,484)	(1,056,209)
Revenues and other expenses-net	(47,095)	(26,324)	32,031	45,836	20,101
Zakat	(16,221)	(10,843)	(9,162)	(10,846)	(8,107)
Net profit of the continuous operations after Zakat	452,368	355,440	346,783	341,061	233,490
Net profit of the non-continuous operations after Zakat	5,347	(7,469)	37,444	111,941	(9,250)
Net profit for the year	457,715	347,971	309,339	453,002	224,240
Return profit to the contributors of the parent company	450,973	344,673	302,601	449,497	228,074
Profit (loss) attributed to non-controlling interest	6,743	3,299	6,738	3,505	(3,834)





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

Statement	The fiscal year ended in 31 December	
	2020	2019
Vouchers sales commissions	1,933	2,287
Share of the company in the net profits of associated companies	19,562	32,445
profits of financial assets at fair value through income statement	(676)	1,051
Deposits profits & income from equity instruments at fair value through income	3,094	1,029
Financing costs of lease contracts liabilities	(66,717)	(62,862)
Others, Net	(4,291)	(274)
Total	(47,095)	(26,324)

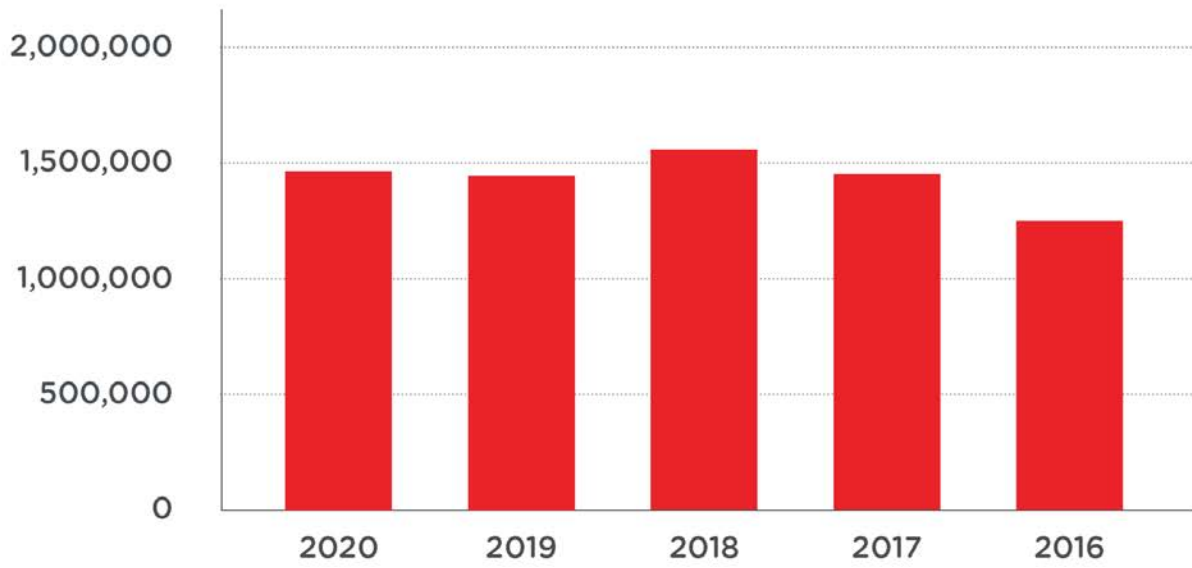
- The Most Important Financial Parameters:

Statement	2020	2019	2018	2017	2016
Return on Revenues	5.05%	4.15%	3.96%	6.11%	3.20%
Return on Shareholders' equity	29.95%	21.90%	20.93%	34.58%	19.52%
Return on assets	9.27%	8.19%	8.65%	13.96%	7.08%
Rate of sales growth	7.91%	3.93%	3.93%	14.64%	18.82%
Rate of net profit growth	30.84%	13.90%	-32.68%	97.08%	-1.21%
Earnings per Share from net income-riyal	5.01	3.83	3.36	4.99	5.07
Earnings per Share for parent company shareholders from the continuous operations-riyals	4.95	3.91	3.78	3.79	5.25

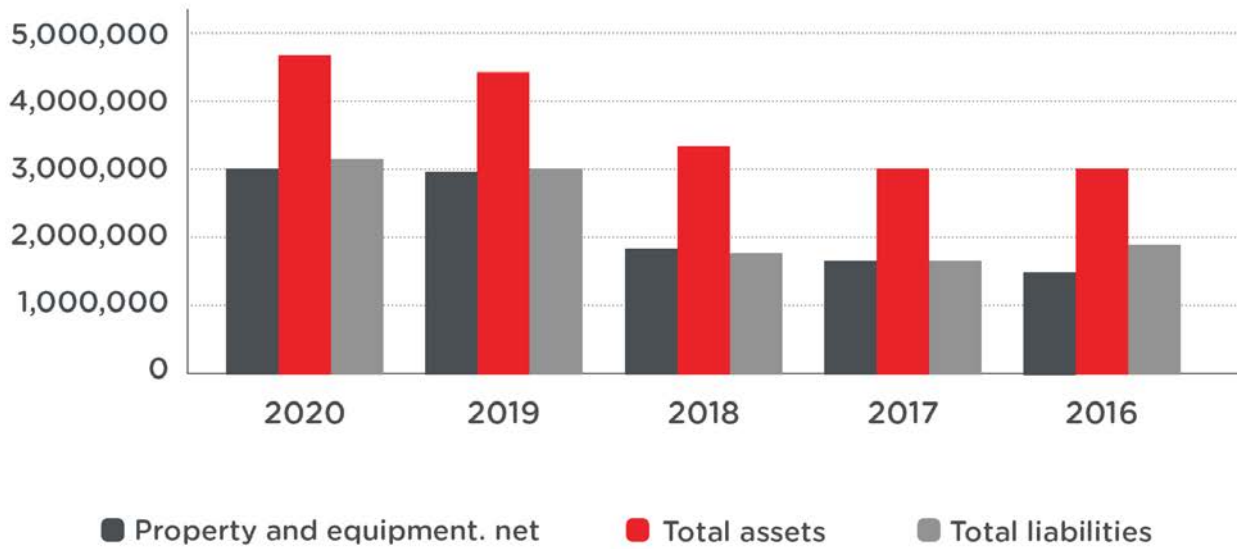
b) Assets, Liabilities and Shareholders' Equity (in thousand riyals):

Particulars	2020	2019	2018	2017	2016
Current Assets	1,363,078	1,287,872	1,316,079	1,165,111	1,397,868
Current liabilities	1,945,471	1,968,183	1,827,415	1,642,831	1,591,753
Current Capital	(582,393)	(680,311)	(511,336)	(477,720)	(193,885)
Investments in associates and others	270,537	266,416	260,295	239,850	220,405
Fixed Assets	3,331,614	3,211,838	2,071,366	1,941,874	1,732,247
Total Assets	4,965,229	4,766,126	3,647,741	3,346,834	3,350,520
Current liabilities	1,945,471	1,968,183	1,827,415	1,642,831	1,591,753
Long term loans	0	0	0	73,000	412,287
Other liabilities	1,450,997	1,272,763	120,876	103,270	83,353
Total Liabilities	3,396,468	3,240,945	1,948,292	1,819,101	2,087,392
Paid Capital	900,000	900,000	900,000	450,000	450,000
Share in other total income of sister companies	(59)	1,056	976	1,300.91	-
Reserves and retained earnings, and unrealized profits	624,383	586,380	758,776	1,043,546	782,038
Total equity of shareholders	1,524,324	1,487,435	1,659,752	1,494,847	1,232,038
Owner's equity of non-controlling interests	44,436	37,745	39,697	32,887	31,091
Total liabilities and owner's equity	4,965,229	4,766,126	3,647,741	3,346,834	3,350,520
Average of parent shareholders' equity	1,505,880	1,573,594	1,577,300	1,363,442	1,168,337

shareholders' Equity



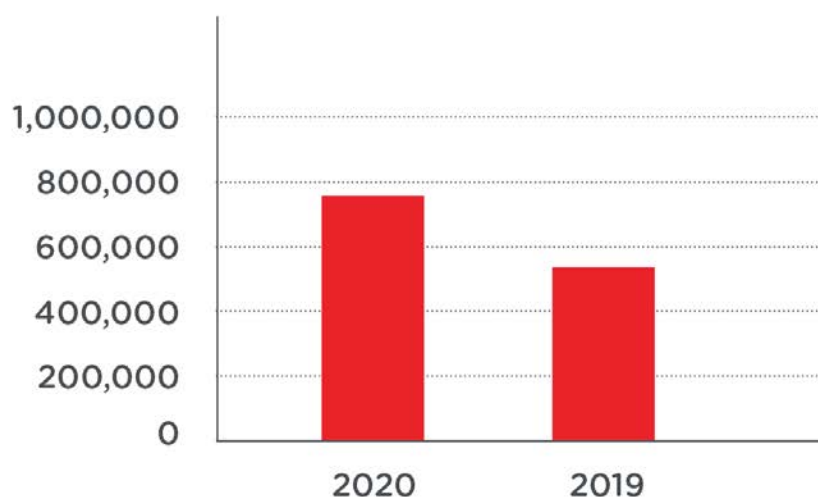
Assets & Liabilities



c) Cash flows (in thousand riyals):

Cash flow	Fiscal years ended in 31 December	
	2020	2019
Cash flow from operation activities	887,310	657,482
Cash flow used in investment activities	(113,642)	(154,723)
Cash flow used in funding activities	(758,333)	(459,555)
Increase (Decrease) in cash	15,334	43,204
Opening balance	262,430	219,226
Closing balance	277,765	262,430

Cash flows from operating activities

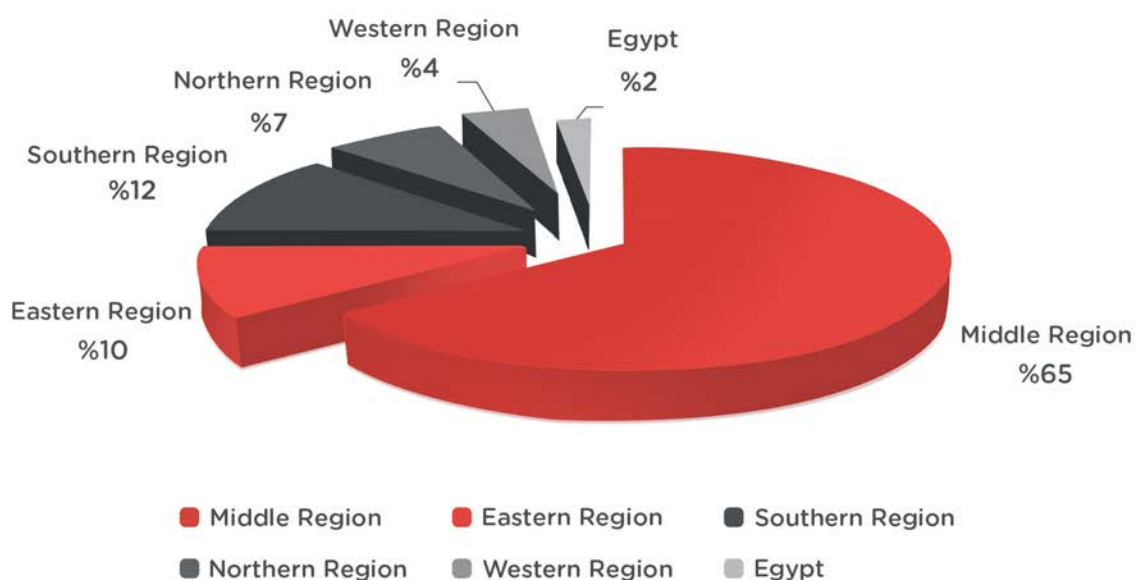


16- Geographical distribution for the revenues of the company and its affiliates

a) Revenues of the company:

Region	2020		2019	
	Revenues	Percentage	Revenues	Percentage
Central region	5,778,964	65%	5,395,609	65%
Eastern region	905,941	10%	810,417	10%
Southern region	1,070,588	12%	1,028,777	12%
Northern region	605,963	7%	585,142	7%
Western region	362,732	4%	294,947	4%
Arab Republic of Egypt	203,893	2%	185,430	2%
Total	8,928,081	100%	8,300,322	100%

Geographical Distribution of the Company's Revenues 2020



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
2020G	Revenue	258,378,341	-	-	-	-	258,378,341
	Percentage	100%	-	-	-	-	100%
2019G	Revenue	249,611,357	-	-	-	-	249,611,357
	Percentage	100%	-	-	-	-	100%

17- 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 real estate investment sector. Some of the selected information for the two financial years 2019G and 2020G for each sector of business were summarized (in thousand riyals):

Statement	Retail and Wholesale		Real Estate and Leasing		Other		Total	
	2020	2019	2020	2019	2020	2019	2020	2019
Property, plant and equipment, net	1,402,144	1,426,936	-	-	5,954	6,547	1,408,098	1,433,483
Original right of use	1,285,114	1,119,982	40,309	38,054	4,158	-	1,329,581	1,158,035
Investment properties, net	-	-	590,462	615,678	-	-	590,462	615,678
Intangible assets, net	2,657	4,116	-	-	816	526	3,473	4,643
Non-current assets for sale	-	-	-	-	19,084	13,644	19,084	13,644
Total assets	3,813,385	3,659,308	635,934	661,540	515,909	445,278	4,965,229	4,766,126
Total liabilities	3,217,269	3,085,821	94,766	68,684	84,434	86,440	3,396,468	3,240,945
Sales outside the group	8,553,063	7,916,264	-	-	258,434	249,611	8,811,497	8,165,875
Rental sales and income inside the company	-	-	1,844	2,060	53,297	71,662	55,142	73,722
Rental revenue outside the group	-	-	116,584	134,447	-	-	116,584	134,447
Total income, sale commissions and rental revenue, net	1,852,446	1,640,709	57,454	80,177	60,621	54,490	1,970,521	1,775,377
Income from main works	445,985	311,498	57,454	80,177	15,490	7,814	518,929	399,490

18- Explanation of any significant differences in the operating results from the results of the previous year or any expectations announced by the company

Statement	2020	2019	Net change	Change Ratio
Sales/Revenues	8,811,497	8,165,875	645,622	7.9%
Revenues /Sales Cost	(6,900,343)	(6,472,962)	(427,381)	6.6%
Gross profit	1,911,154	1,692,913	218,241	12.9%
Rental revenue	116,584	134,447	(17,863)	-13.3%
Rental Expenses	(59,130)	(54,270)	(4,860)	9.0%
Net Rental revenue	57,454	80,177	(22,723)	-28.3%
Vouchers sales commissions	1,933	2,287	(354)	-15.5%
Operating expenses, others	(1,451,613)	(1,375,887)	(75,726)	5.5%
Income from main works	518,928	399,490	119,438	29.9%

19- 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
5	Marafiq Al Tashgheel	Saudi	Limited Liability	General Contracting & Maintenance	Saudi	100%	500	1000	500,000
6	Abdullah Al Othaim Markets Egypt	Egypt	Closed joint Stock	Wholesale and retail trade	Egypt	100%	800,000	33.56	26,849,908
7	Shorofat Al Jazira	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%	10,000,000	10	100,000,000

20- Distribution of earnings and dividends policy, which will be distributed

1. Company Profit distribution Policy:

The Company follows a policy in the distribution of annual net profit in accordance with Article (46) of its Articles of Association, after deducting all general expenses and other costs as follows:

- Maintain (10%) Of the net profit to form the statutory reserve, and the Ordinary General Assembly, may stop this when the said reserve reaches (30%) of the paid-up capital.
- Ordinary General Assembly may, upon the proposal of the Board of Directors to maintain no more than (20%) Of the profits to create an agreed upon reserve to be assigned for a specific purposes(s) customize it for the purpose or particular purposes.
- The General Assembly may decide to make other reserves, to the extent that it serves the interests of the Company or ensures the distribution of fixed profits as much as possible to the shareholders, and the said Assembly may deduct from the net profits amounts for the establishment of social institutions for the company's employees or to help the existing ones.
- From the remaining balance, at least equivalent to 5% of the paid-up capital to be distributed for shareholders as first payment.
- After allocating the remuneration of the members of the Board of Directors and the approval of the General Assembly and the decisions issued by the competent authorities, the remainder shall be distributed to the shareholders as an additional share of profits or to be carried forward to the coming years as approved by the General Assembly.

The Company may distribute interim dividends to its shareholders quarterly or semi-annually in accordance with the regulatory controls and procedures issued in this regard by the competent authority.

2. 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			Profit percentage proposed for distribution at year end	Total profit for distribution and proposed for distribution
	Distribution date	12/04/2020	10/09/2020		
900,000,000	Percentage	15%	30%	30%	675,000,000
	Total	135,000,000	270,000,000	270,000,000	

21- Interest in shares and debt instruments of the board members 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 2020G:

S	The name of who have interest	Beginning of the year 2020		End of the year 2020		Net change	Percentage of change
		Stock	Debt instruments	Stock	Debt instruments		
1	Abdullah Saleh Ali Al Othaim	5,400,000	-	5,400,000	-	0	0%
2	Bandar Nasser Hamad Al Tamimi*	4,454,944	-	4,454,944	-	0	0%
3	Saleh Mohammed Saleh Al Othaim	-	-	-	-	-	0%
4	Abdullah Ali Abdullah Al Debeikhy	-	-	-	-	-	0%
5	Abdulsalam Saleh Abdulaziz Al Rajhi	4,000	-	4,000	-	0	0%
6	Abdulaziz Saleh Abdullah Al Rebdh	4,000	-	4,000	-	0	0%
7	Fahad Abdullah Saleh Al Othaim	4,000	-	4,000	-	0	0%
8	Abdulaziz Abdullah Saleh Al Othaim	2,000	-	2,000	-	0	0%

*The interest inures to GOSI due to the fact that the member is representing it.

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 2020G:

S	The name of who have interest	Beginning of the year 2020		End of the year 2020		Net change	Percentage of change
		Stock	Debt instruments	Stock	Debt instruments		
1	Bahauddin Barakat Sherbeeney	24,864	-	24,330	-	-534	-2.15%

22- 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 2020G the amount of 715 million Saudi riyals, and the details are as follows: **(Value in thousands of riyals):**

Statement	Riyadh Bank	Arab National Bank	SABB Bank	Samba Financial Group	National Commercial Bank	Albilad Bank	French Bank
Short-term facility limit	100,000	50,000	350,000	75,000	100,000	300,000	250,000
Facilities as of 31/12/2020	0	0	0	0	0	0	0
Facilities as of 31/12/2019	0	0	135,000	0	0	0	0
Type of facilities	Short-term/ Medium-term	Short-term	Short-term/ Medium-term	Short-term	Short-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	Up to 180 days
Date of First instalment	0	0	0	0	0	0	0
Date of last instalment	0	0	0	0	0	0	0
Purpose of the loan	Working capital financing						
Guarantees	Promissory Note	Promissory Note	Promissory Note	Promissory Note	Promissory Note	Promissory Note	Promissory Note

The following table indicates loan dues as on 31 December 2020G (Value in thousands of riyals):

Period	2020	2019
less than one year	-	135,000
From 1 to 3 years	-	-
More than 3 years to five years	-	-
Total	-	135,000

b) Medium-term loans and murabaha

The Company have medium-term loans and murabaha an unutilized balance of these Murabaha as on 31 December 2020G was SR 150 million according to the following details: (Value in thousands of riyals):

Statement	Arab National Bank
Short-term facility limit	150,000
Facilities as of 31/12/2019	0
Facilities as of 31/12/2020	0
type of facilities	Medium-term
Loan term	5 Years
Date of First instalment	0
Date of last installment	0
Loan purpose	Financing new branches
Guarantees	Promissory Note

23- Board of Directors meetings during the year 2020G

The Board of Directors held (6) meetings during the fiscal year 2020G, 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) 17 Mar	(2) 12 May	(3) 15 Sep	(4) 26 Oct	(5) 17 Nov	(6) 15 Dec	
1	Abdullah Saleh Ali Al Othaim	✓	✓	✓	✓	✓	✓	(6)
2	Bandar Nasser Hamad Al Tamimi	✓	✓	✓	✓	✓	✓	(6)
3	Saleh Mohammed Saleh Al Othaim	✓	✓	✓	✓	✓	✓	(6)
4	Abdullah Ali Abdullah Al Debeikhy	✓	✓	✓	✓	✓	✓	(6)
5	Abdulsalam Saleh Abdulaziz Al Rajhi	✓	✓	✓	✓	✓	✓	(6)
6	Abdulaziz Saleh Abdullah Al Rebdi	✓	✓	✓	✓	✓	✓	(6)
7	Fahad Abdullah Saleh Al Othaim	✓	✓	✓	✓	✓	✓	(6)
8	Abdulaziz Abdullah Saleh Al Othaim	✓	✓	✓	✓	✓	✓	(6)

24- The General Assemblies held during the year 2020G and the names of the members of the Board of Directors and the record of their attendance of these associations

S	Member name	Ninth EGM on 07/05/2020
1	Abdullah Saleh Ali Al Othaim	Present
2	Bandar Nasser Hamad Al Tamimi	Present
3	Saleh Mohammed Saleh Al Othaim	Present
4	Abdullah Ali Abdullah Al Debeikhy	Present
5	Abdulsalam Saleh Abdulaziz Al Rajhi	Present
6	Abdulaziz Saleh Abdullah Al Rebdi	Present
7	Fahad Abdullah Saleh Al Othaim	Present
8	Abdulaziz Abdullah Saleh Al Othaim	Present

25- Number of the company requests for the register of shareholders

Number of record requests	The date of request	Reasons for the request
1	12/10/2020	Corporate Formalities
1	30/09/2020	Corporate Formalities
1	03/06/2020	Corporate Formalities
1	07/05/2020	General Assembly
1	06/04/2020	Corporate Formalities
1	04/03/2020	Corporate Formalities
1	03/02/2020	Corporate Formalities
1	02/01/2020	Corporate Formalities

26- Information on the business, contracts and transactions to which the Company is a party with the relevant parties

Firstly: Works and contracts with Al Othaim Holding Co in which there is an interest-direct and indirect-for each of (Chairman of the Board of Directors, Mr. Abdullah Saleh Ali Al-Othaim, Vice Chairman of the Board of Directors, Mr. Fahad Abdullah Saleh Al-Othaim, and Member of the Board of Directors Mr. Abdulaziz Abdullah Saleh Al-Othaim), as follows:

Type of Contract	Contract description	Contract Value	The beginning of the contract	Contract term/ Year	Method of Payment	Notes
Rent	Trademark	10,000	01/07/2016	5	Annual	-
Rent	Administrative Offices	710,050	01/01/2021	1	Semi Annual	-
Purchases	Sanabel Alkhair cards	5,500,000	01/05/2021	1	Monthly	Amount is variable, calculated at year end
Services	Common services	172,389	01/05/2021	1	Monthly	Amount is variable, calculated at year end
Rent	Common Accommodation for Employees	9,730	01/05/2021	1	Monthly	Amount is variable, calculated at year end
Services	Rent labor services from Abdullah Al Othaim Markets Co.	356,471	01/05/2021	1	Monthly	Amount is variable, calculated at year end
Services	Rent labor services from Mueen Human Resources Co.	373,755	01/05/2021	1	Monthly	Amount is variable, calculated at year end

Secondly: Works and Contracts with Abdullah Al Othaim Investment Company in which there is an interest-direct and indirect-for each of (Chairman of the Board of Directors, Mr. Abdullah Saleh Ali Al-Othaim, Vice Chairman of the Board of Directors, Mr. Fahad Abdullah Saleh Al-Othaim, and Member of the Board of Directors Mr. Abdulaziz Abdullah Saleh Al-Othaim), as follows:

Type of Contract	Contract Description	Contract Value	The beginning of the contract	Contract term/Year	Method of Payment	Notes
Leasing	Buraydah Branch 24	1,277,100	01/06/2007	20	Annual	-
Leasing	Buraydah Branch Accommodation	219,600	01/01/2009	18	Annual	-
Leasing	Al-Ahsa Mall Hypermarket 81	2,159,850	01/12/2007	20	Annual	-
Leasing	Khurais Mall Hypermarket 83	1,673,760	01/03/2008	20	Annual	-
Leasing	Al Rabwa Mall Supermarket 154	770,880	01/08/2019	10	Annual	-
Leasing	Archive Warehouse	21,300	01/02/2019	10	Annual	-
Leasing	Dammam Mall Hypermarket 159	1,922,400	01/01/2011	18	Annual	-
Leasing	Buraydah-Akirisha Supermarket	1,086,000	01/01/2018	5	Semi Annual	-
Leasing	Akirisha Branch-Accommodation	35,000	01/01/2012	15	Annual	-
Leasing	Onaiza Mall Supermarket	729,000	09/05/2012	15	Semi Annual	-
Leasing	Arar Mall Supermarket 85	2,022,680	03/05/2016	10	Semi Annual	-
Leasing	Hail Mall Hypermarket	1,986,050	01/08/2017	20	Semi Annual	-
Rent	Administrative Offices	742,500	01/01/2021	1	Semi Annual	-
Rent	Administrative offices-Abdullah Al-othaim Fashion Co.	93,075	01/10/2019	4	Semi Annual	-
Rent	Administrative Offices-Abdullah Al-othaim Fashion Co.	82,450	01/10/2018	5	Semi Annual	-
Rent	Dammam Mall	34,932,000	01/01/2011	18	Semi Annual	-

Type of Contract	Contract Description	Contract Value	The beginning of the contract	Contract term/Year	Method of Payment	Notes
Rent	Entertainment Center Shifa 16	76,613	01/01/2020	5	Semi Annual	-
Rent	Entertainment Center Oqba 37	417,225	01/01/2019	4	Semi Annual	-
Rent	Entertainment Center Swaidi 39	1,031,073	16/03/1435H	10	Semi Annual	-
Services	Common services	1,467,958	01/05/2021	1	Annual	Amount is variable, calculated at year end
Services	Marketing Services at Malls	3,153,729	01/05/2021	1	Annual	Amount is variable, calculated at year end
Labor Services	Rent Labor Service for Imtiaz Alriyadh Co. from Mueen HR Co.	354,757	01/05/2021	1	Monthly	Amount is variable, calculated at year end
Labor Services	Rent Labor Services for Abdullah Al-Othaim Entertainment Co. from Mueen HR Co.	347,308	01/05/2021	1	Monthly	Amount is variable, calculated at year end
Rent	Common accommodation for employees at sister companies	321,902	01/05/2021	1	Annual	Amount is variable, calculated at year end
Labor Services	Rent Labor Services	587,445	01/05/2021	1	Annual	Amount is variable, calculated at year end
Labor Services	Labor Services expense	513,812	01/05/2021	1	Annual	Amount is variable, calculated at year end
Labor Services	Rent Labors for Abdullah Al Othaim fashion Co. from Mueen HR Co.	1,673,370	01/05/2020	2	Monthly	Amount is variable, calculated at year end
Services	Electricity and General Utilities at Rented Branches	4,430,801	01/05/2021	1	Annual	Amount is variable, calculated at year end
Services	Power for Ads. Signs at Malls	36,000	01/05/2021	1	Annual	-

Thirdly: Works and Contracts with Mueen HR Company, and Riyadh Food Industries Co., in which there is an interest-direct and indirect-for each of (Chairman of the Board of Directors, Mr. Abdullah Saleh Ali Al-Othaim, Vice Chairman of the Board of Directors, Mr. Fahad Abdullah Saleh Al-Othaim, and Member of the Board of Directors Mr. Abdulaziz Abdullah Saleh Al-Othaim), as follow:

a) Mueen Human Resources Co.

Type of Contract	Contract description	Contract Value	The beginning of the contract	Contract term/Year	Method of Payment	Notes
Services	Rent Labor Services	43,449,536	01/05/2020	2	Monthly	Amount is variable, calculated at year end
Services	Rent Labor Services to Riyadh food Industry Co.	1,302,422	01/05/2020	2	Monthly	Amount is variable, calculated at year end
Services	Rent Labor Services to Al Othaim Fashion Co.	1,673,370	01/05/2020	2	Monthly	Amount is variable, calculated at year end
Services	Rent Labor Services to Al Othaim Holding Co.	373,755	01/05/2021	1	Monthly	Amount is variable, calculated at year end
Services	Rent Labor Services to Imtyaz Al Riyadh Co.	354,757	01/05/2021	1	Monthly	Amount is variable, calculated at year end
Services	Rent Labor Services to Abdullah Al-Othaim Entertainment Co.	347,308	01/05/2021	1	Monthly	Amount is variable, calculated at year end
Services	Rent Labor Services to Seven Services Co.	79,487	01/05/2021	2	Monthly	Amount is variable, calculated at year end
Leasing	Real Estate in Shifa District	1,666,667	01/05/2018	53 months	Semi Annual	Land has been purchased
Rent	Showrooms in Nafal District	60,000	01/05/2021	1	Semi Annual	-
Rent	Alkhobar	85,463	15/12/2020	2	Semi Annual	-

Type of Contract	Contract description	Contract Value	The beginning of the contract	Contract term/Year	Method of Payment	Notes
Rent	Qurtubah-Buraydah	32,250	15/11/2020	2	Semi Annual	-
Purchases	Real Estate in Shifa District	40,000,000	17/09/2020	-	Cash	-
Services	Hiring Typical Labor to Mueen Business for Operation and Maintenance Co.	274,768	26/10/2020	1	Monthly	Amount is variable, calculated at year end

b) Riyadh Food Industries Co.

Type of Contract	Contract description	Contract Value	The beginning of the contract	Contract term /Year	Method of Payment	Notes
Services	Rent Labor Services from Mueen Co.	1,302,422	01/05/2020	2	Monthly	Amount is variable, calculated at year end
Supply	Commercial Contract to Supply Foodstuffs	130,408,485	01/05/2021	1	Monthly	Amount is variable, calculated at year end

Fourth: Contract works with Dani Trading where the board member Mr. Saleh Mohammed Saleh Al Othaim is has an interest as follow:

Type of Contract	Contract description	Contract Value	The beginning of the contract	Contract term/ Year	Method of Payment
Rent	Commercial Showroom-Rawdha Branch	300,000	01/05/2021	3	Semi Annual
Rent	Dammam, Cornice	373,000	15/07/2021	3	Semi Annual

Fifth: Contract with GOSI bearing interest to the board member Mr. Bandar Nasser Hamad Al Tamimi as follows:

Type of Contract	Contract description	Contract Value	The beginning of the contract	Contract term/ Year	Method of Payment
Leasing	Investment Lands	5,735,346	16/01/1424 H	26	Annual

Sixth: Works and Contracts with Wousta Food Services Co. in which there is an interest-direct and indirect-for each of (Chairman of the Board of Directors, Mr. Abdullah Saleh Ali Al-Othaim, Vice Chairman of the Board of Directors, Mr. Fahad Abdullah Saleh Al-Othaim, and Member of the Board of Directors Mr. Abdulaziz Abdullah Saleh Al-Othaim), as follow:

Type of Contract	Contract description	Contract Value	The beginning of the contract	Contract term/ Year	Method of Payment
Rent	Showroom on Ring Road in Onaiza	350,000	09/06/2015	13	Annual
Rent	Showroom in Alrass	250,000	19/06/2017	13	Annual

Seventh: Works and Contracts with Seven Services Co. in which there is an interest-direct and indirect-for each of (Chairman of the Board of Directors, Mr. Abdullah Saleh Ali Al-Othaim, Vice Chairman of the Board of Directors, Mr. Fahad Abdullah Saleh Al-Othaim, and Member of the Board of Directors Mr. Abdulaziz Abdullah Saleh Al-Othaim), as follow:

Type of Contract	Contract description	Contract Value	The beginning of the contract	Contract term /Year	Method of Payment	Notes
Services	Sales Commissions	394,681	01/05/2021	1	Monthly	Amount is variable, calculated at year end
Services	Commercial transactions	86,921	01/05/2021	1	Monthly	Amount is variable, calculated at year end
Services	Rent labor services from Mueen Human Resources Co.	79,487	01/05/2021	2	Monthly	Amount is variable, calculated at year end
Rent	Administrative Offices	40,000	01/04/2021	1	Annual	

Eighth: Works and Contracts with Shorofat Al Jazira Co. in which there is an interest-direct and indirect-for each of (Chairman of the Board of Directors, Mr. Abdullah Saleh Ali Al-Othaim, Vice Chairman of the Board of Directors, Mr. Fahad Abdullah Saleh Al-Othaim, and Member of the Board of Directors Mr. Abdulaziz Abdullah Saleh Al-Othaim), as follow:

Type of Contract	Contract description	Contract Value	The beginning of the contract	Contract term /Year	Method of Payment	Notes
Services	Rent labor services	3,051,049	01/05/2021	1	Monthly	Amount is variable, calculated at year end

Ninth: Works and Contracts with Marafiq Al Tashgheel Co. in which there is an interest-direct and indirect-for each of (Chairman of the Board of Directors, Mr. Abdullah Saleh Ali Al-Othaim, Vice Chairman of the Board of Directors, Mr. Fahad Abdullah Saleh Al-Othaim, and Member of the Board of Directors Mr. Abdulaziz Abdullah Saleh Al-Othaim), as follow:

Type of Contract	Contract description	Contract Value	The beginning of the contract	Contract term /Year	Method of Payment	Notes
Services	Rent labor services	6,299,113	01/05/2021	1	Monthly	Amount is variable, calculated at year end

27- Legal Payments to Government Authorities (Inside KSA) (SR)

Statement	In 2020
Zakat	10,689,723
Various taxes	164,577,394
Withholding tax and real estate disposal tax	4,667,058
General Organization for Social Insurance – Subscriptions	44,092,316
The visas and passports	33,142,531
Labor office fees	104,990,693
Total	362,159,714

28- Board Declarations

1. 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 (68) of the Listing Rules and Continuing Obligations.
2. 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.
3. 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
4. There is no refund, purchase or cancellation by the Company for any redeemable debt instruments
5. There is no arrangement or agreement whereby a board member or a senior executive waives any remuneration
6. There is no arrangement or agreement whereby any of the Company's shareholders waives any rights in profits.
7. There are no investments or reserves created for the benefit of source employees.
- 8. 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.

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.

Board of Directors

Abdullah Al-Othaim Markets Co.

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.



Annual Report 2020



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