



شركة تمكين للموارد البشرية
Tamkeen Human Resource.co

Voting Result on The Ordinary General Assembly

Meeting Agenda for Tamkeen Human Resources

Company (First Meeting)

29/12/1446H corresponding to 25/06/2025G

المركز الرئيسي: مدينة الرياض، ص.ب 4143، الرياض 12333، المملكة العربية السعودية - شركة مساهمة مدرجة - رأس المال: 265 مليون ريال - السجل التجاري رقم: (1010451749)

Listed Joint Stock Company - Capital : S.R. 265 Million - CR No. : (1010451749) Head Office: Riyadh, P.O. Box 4143, Riyadh 12333, Kingdom Of Saudi Arabia

Voting Result on The Ordinary General Assembly Meeting Agenda (First Meeting)

- 1) The Board of Directors' report for the fiscal year ended December 31, 2024G was reviewed and discussed.
- 2) The financial statements for the fiscal year ended December 31, 2024G were reviewed and discussed.
- 3) Approved the company's auditor's report for the fiscal year ended December 31, 2024G, following its discussion.
- 4) Approved the disbursement of a remuneration of SAR 400,000 to the independent Board members (Mr. Saleh Abdulrahman Saleh Al Fadhel and Mr. Ahmed Rajeh Abdullah Al Rajeh) for the fiscal year ended December 31, 2024G.
- 5) Approve releasing the Board of Directors from liability for the fiscal year ended December 31, 2024G.
- 6) Approved the Board of Directors' recommendation to distribute cash dividends in the amount of SAR 55,120,000 to shareholders for the fiscal year ended December 31, 2024. Entitlement shall be for shareholders holding shares at the end of the trading day on which the General Assembly is convened and registered in the Company's shareholders register maintained by the Securities Depository Center (Edaa) at the end of the second trading day following the General Assembly date. Dividend distribution is scheduled to commence on July 06, 2025G.
- 7) Approved authorizing the Board of Directors to distribute interim dividends to the company's shareholders on a quarterly or semi-annual basis for the fiscal year 2025G.
- 8) Approved delegating the Ordinary General Assembly's authorization powers stipulated in paragraph (1) of Article (27) of the Companies Law to the Board of Directors for a period of one year effective from the date of approval of the General Assembly or until the end of the term of the delegated Board, whichever is earlier, pursuant to the terms mentioned in the Implementing Regulation of the Companies Law for Listed Joint Stock Companies.

- 9) Approved delegating the Ordinary General Assembly's authorization powers stipulated in paragraph (2) of Article (27) of the Companies Law to the Board of Directors for a period of one year effective from the date of approval of the General Assembly or until the end of the term of the delegated Board, whichever is earlier, for the competing businesses and activities (Mediation in Saudi individuals recruitment – Temporary employment agency activities – Activities of temporary employment agencies of expatriate workers services – Activities of temporary employment agencies of Saudi individuals) stipulated in the Competing Business Standards Charter.
- 10) Approved appointing of PKF Al Bassam Chartered Accountants (PKF) AS the company's auditor from among the nominated candidates, based on the recommendation of the Audit Committee, to examine, review, and audit the financial statements for Q2 and Q3, the annual financial statements for the fiscal year 2025G, and Q1 of the fiscal year 2026G, for a total fees of SAR (685,000), exclusive of value added tax (VAT).
- 11) Approved the participation of Board Member Mr. Abdullah Sulaiman Abdulrahman Al-Ngeer in an activity competing with the company's business.
- 12) Approved the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Masah Contracting Company, in which Board Member Mr. Hisham Sulaiman Abdulaziz Al Habib has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (21,207,692), contracted without preferential terms or conditions.

- 13) Approved the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between Elaf Specialized Contracting Company (a subsidiary) and Dr. Sulaiman Al Habib Medical Services Group Company (a shareholder), in which Board Members Mr. Hisham Sulaiman Abdulaziz Al Habib and Mr. Faisal Abdullah Ali Al Nassar have a direct interest. This involves a one-year specialized operational and maintenance labor supply services agreement for the hospitals of Dr. Sulaiman Al-Habib Medical Services Group Company, renewable annually thereafter. The transaction value during fiscal year 2024 amounted to SAR (8,717,988), contracted without preferential terms or conditions.
- 14) Approved the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between Eraf Medical Company (a subsidiary) and Dr. Sulaiman Al Habib Medical Services Group Company (a shareholder), in which Board Members Mr. Hisham Sulaiman Abdulaziz Al Habib and Mr. Faisal Abdullah Ali Al Nassar have a direct interest. This involves a one-year order for the supply of nursing staff services for home healthcare, renewable annually thereafter. The transaction value during fiscal year 2024 amounted to SAR (7,349,510), contracted without preferential terms or conditions.
- 15) Approved the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between Eraf Medical Company (a subsidiary) and Dr. Sulaiman Al-Habib Medical Services Group Company (a shareholder), in which Board Members Mr. Hisham Sulaiman Abdulaziz Al Habib and Mr. Faisal Abdullah Ali Al Nassar have a direct interest. This involves a one-year order for the supply of support services from Dr. Sulaiman Al-Habib Medical Services Group Company for nursing staff in home healthcare, renewable annually thereafter. The transaction value during fiscal year 2024 amounted to SAR (534,907), contracted without preferential terms or conditions.

- 16) Approved the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Dr. Sulaiman Al Habib Medical Services Group Company (a shareholder), in which Board Members Mr. Hisham Sulaiman Abdulaziz Al Habib and Mr. Faisal Abdullah Ali Al Nassar have a direct interest. This involves an order for the supply of nursing staff services for the hospitals of Dr. Sulaiman Al-Habib Medical Services Group Company for a specific period during fiscal year 2024. The transaction value during fiscal year 2024 amounted to SAR (5,959,857), contracted without preferential terms or conditions.
- 17) Approved the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Four Twins Limited, in which Board Member Mr. Abdullah Sulaiman Abdulrahman Alngeer has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (4,012,977), contracted without preferential terms or conditions.
- 18) Approved the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Burger Map Restaurant for Fast Food Company, in which Board Member Mr. Abdullah Sulaiman Abdulrahman Alngeer has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (2,662,147), contracted without preferential terms or conditions.
- 19) Approved the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Tasheel Real Estate Company, in which Board Member Mr. Abdullah Sulaiman Abdulrahman Alngeer has a direct interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (45,881), contracted without preferential terms or conditions.

- 20) Approved the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Namara Investment Company, in which Board Member Mr. Hisham Sulaiman Abdulaziz Al Habib has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (17,960), contracted without preferential terms or conditions.
- 21) Approved the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Future Classification Real Estate Company, in which Board Member Mr. Abdullah Sulaiman Abdulrahman Alngeer has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (8,500), contracted without preferential terms or conditions.
- 22) Approved the transactions and contracts conducted during the fiscal year ended December 31, 2024G, between the company and Rawafed Health International Company, in which Board Member Mr. Hisham Sulaiman Abdulaziz Al Habib has an indirect interest. This involves a two-year labor supply services agreement from the date of labor entry into the Kingdom, renewable for a similar period thereafter. The transaction value during fiscal year 2024 amounted to SAR (1,940), contracted without preferential terms or conditions.