

Governance Report Form for Year 2023

1-A Statement of the Actions that have been Taken for the Completion of the Corporate Governance System in Year 2023, and the Manner of Implementation Thereof:

Sharjah Insurance Co is committed to the implementation of all the provisions stated in the resolution of the Securities & Commodities Authority (SCA), and has set forth the vision thereof, taking in consideration the importance of the implementation of the governance regulations of public shareholding companies, in accordance with the Ministerial Resolution No. 3/R.M of 2020, concerning the standards of enterprise discipline and the governance of public shareholding companies, in what would enable the attainment of the results desired therefrom, especially as in relation to the enhancement of the standard of regulation, compliance, and control.

Full compliance with governance rules and standards in the formation and structuring of the Board of Directors, in accordance with governance rules, has been observed to include independent and non-executive Directors, along with adherence to the creation of control and follow-up committees and ensuring the independence of internal control officers in the performance of their job tasks, as the

internal control department enjoys the necessary independence for performing the tasks thereof and receiving immediate information, a thing which has contributed to the rigorous implementation of control procedures, the accurate review of financial statements, tracing the management of the internal control department by the Board of Directors, and the forwarding of reports directly to the audit committee being formed out of the Board of Directors, according to an operation mechanism that aims for a total evaluation and audit of the various risks that are facing the company and the implementation of the committee's recommendations and the directives of the company's Board of Directors, and the forwarding of reports to the Board of Directors for following-up the progress of work and the discussion of any remarks, if any.

Through developing the information systems regulations and programs, it becomes possible for accurate information and comprehensive immediate reports to flow, moment by moment, in regard of all technical, financial and administrative activities, which contributed accurately in the evaluation of operational procedures and risk management.

We, at Sharjah Insurance Co, declare the proper implementation of governance rules and the attainment of actual control to ensure the

compliance of all the company's workers with the technical and financial systems, procedures, and provisions that regulate the operation thereof.

2-A Statement of the Ownership and Dealings of Directors and Their Spouses and Children in the Securities of the Company in Year 2023, According to the Following Table:

There are no (sale/purchase) transactions in the securities of Sharjah Insurance Co PSC in year 2023 by the Directors and their spouses and children. The following statement shows the balance shareholding of the Directors and their spouses and children in the securities of the company.

SN	Name	Position / Consanguinity	Owned Shares as on 31/12/2023	Total Sale	Total Purchase
1	Ahmed Mohamed Hamad Al-Midfa	The Chairman of the Board of Directors	None	None	None
2	Marwan Jassim Al-Sarkal	The Vice-Chairman of the Board of Directors	None	None	None
3	Ahmed Salem Abdullah Al-Hosani	The Managing Director	7,005,311 shares	None	None
4	Obaid Mohammed Al-Zaabi	A member of the Board of Directors	None	None	None
5	Arwa Mohamed Al-Owais	A member of the Board of Directors	None	None	None



6	Ali Salim Abdelrahman Hamad Al-Midfa	A member of the Board of Directors	None	None	None
7	Salim Mohamed Abdalla Ahmed Al-Khayyal	A member of the Board of Directors	398,730 Shares	None	None
8	Ahmed Obaid Yousuf Al Qaseer BuAli	A member of the Board of Directors from 28/11/2023	None	None	None
9	Mohammed Salem Abdullah Al- Hosani	A brother of a member of the Board of Directors	7,005,311 shares	None	None
10	Abdullah Salem Abdullah Al- Hosani	A brother of a member of the Board of Directors	7,005,311 shares	None	None
11	Salem Abdullah Salem Abdullah Al-Hosani	A Father of a member of the Board of Directors	44,681,818 shares	None	None



3- The Formation of the Board of Directors:

a) A statement of the formation of the Board of Directors (with the addition of the names of resigning and appointed Directors), according to the following table:

- The formation of the Board of Directors as of 31/12/2023

SN	Name	Category (Executive, Non-Executive, & Independent)	Expertise & Qualifications	The Duration of Service as a Member of the Company's Board of Directors from the Date of His First Election	Their Memberships and Positions in any Other Shareholding Companies	Control, governmental or commercial positions
1	Mr. Ahmed Mohamed Al-Midfa	The Chairman of the Board of Directors, Non-Executive	Businessman – University Graduate	Since 1998	–	–
2	Mr. Marwan Jassim Al-Sarkal	The Vice-Chairman of the Board of Directors, Independent	Businessman – University Graduate	Since 2021 till 31-7-2023	–	–
3	Mr. Obaid Mohammed Obaid Al-Zaabi	Board Member , Independent	Government Positions – Diploma Degree	Since 2021	A member of the Board of	–



					Director s of Union Insuran ce Compa ny (formerl y).	
4	Mrs. Arwa Mohamed Sultan Mohamed Al- Owais	Board Member, Independent	Government Positions – Diploma Degree	Since 2021		The Director of the Accounts Department of the Central Finance Department of the Emirate of Sharjah.
5	Ahmed Obaid Yousuf Al Qaseer BuAli	Board Member, Independent	Businessman – University Graduate	Since 2023	–	<ul style="list-style-type: none"> • Board Member at Sharjah Research Technology and Innovation Park. • Board Member at Sharjah International Marine Sports Club • Chairman at SHARJAH



						<p>SUSTAINABLE CITY LLC</p> <ul style="list-style-type: none"> • Board Member at Eagle Hills Sharjah Development LLC • Chairman at Shurooq Al Emarat Services LLC
6	Mr. Ahmed Salem Abdullah Salem Al-Hosani	Managing Director, Executive	Businessman – University Graduate	Since 2017	– A member of the Board of Directors of Sharjah Cement & Industrial Development Compa	–



					ny. – A membe r of the Board of Director s of Umm Al Quwain General Investm ents Compa ny.
7	Mr. Ali Slaim Abdelrahman Hamad Al Midfa	Board Member , Independent	Businessman – University Graduate	Since 2023	<ul style="list-style-type: none"> – Chairman of the Sharjah Airport Authority. Member of the Sharjah Executive Council. Chairman of Board of Directors of Sharjah Aviation Services Company



						<p>(SAS).</p> <ul style="list-style-type: none">• Chairman of Board of Directors of Sharjah Airport Travel Agency (SATA).• Chairman of Board of Directors of DUFRY Sharjah.• Chairman of Board of Directors of Sharjah Sports Club.• Board Member of Sharjah Insurance Company.• Member of the Board of Trustees of Skyline University College.• Member of the Supreme Committee for Human Resources in the Emirate of Sharjah.
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						Member of Sharjah Volunteering Committee.
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8	Salim Mohamed Abdalla Ahmed Al Khayyal	Board Member , Independent	Businessman – University Graduate	Since 2023		<p>–Member of the Board of Directors of the Arabian Gulf Trading Company.</p> <p>– Member of the Board of Directors of Al-Khayal Group for Trade and Investment.</p> <p>–Member of the Board of Directors of Al-Khayal Investment Company.</p> <p>– Sharjah Charity House Foundation –</p>
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- b) **A statement of the percentage of women representation in the Board of Directors in year 2023 .**

14% is the percentage of women representation in the present formation of the Board of Directors.

- c) **A statement of the following:**

1. **The total paid remunerations of Directors for the financial year 2022.**

The total paid remunerations of Directors for the financial year ending on 31 December 2022 amounted AED 750,000 (Seven Hundred Fifty Thousand Dirhams).

2. **The total proposed remunerations of Directors for year 2023, which will be presented in the annual general assembly for the certification thereof.**

The Board of Directors has proposed a remuneration of AED 750,000 (Seven hundred fifty thousand Dirhams) for year 2023, provided that the proposal shall be forwarded for the approval thereof by the General Assembly.



3. Statement of the details of allowances for attending the sessions of the committees formed out of the Board, which have been received by the Directors for the financial year 2023, according to the following table:

No.	Name	Allowances for attending sessions of committees of the Board of Directors		
		Committee Name	Allowance Value	Meeting number
1	Ms. Arwa Al Owais	Audit Committee	10,000 AED	5
2	Mr. Ali Al Midfa	Audit Committee	5,000 AED	5
3	Mr. Obaid Mohammed Obaid Al-Zaabi	Nominations & Bonus Committee	5,000 AED	1
4	Ms. Arwa Al Owais	Nominations & Bonus Committee	5,000 AED	1

4. The details of the extra fees, salaries, or allowances received by a director, other than the allowances for attending committees, and the reasons thereof.



None.

d) The number of Board of Directors' meetings that were held during the financial year 2023 with stating the holding dates thereof, and the number of personal attendances of all Directors, with stating the Directors attending by proxy .

Board of Directors' meetings from 1/1/2023 until 31/12/2023

No	Meeting Date	Number of Attendees	Number of Attendees by Proxy	The Names of Absent Member
1	9/3/2023	6	0	Salim Mohamed Abdalla Ahmed Al- Khayyal
2	16/3/2023	6	0	Salim Mohamed Abdalla Ahmed Al- Khayyal
3	13/4/2023	7	0	0
4	13/11/2023	6	0	
5	11/12/2023	7	0	0
6	21/12/2023	7	0	0

- e) The number of Board of Directors' resolutions that were passed by circulation during the financial year 2023, with stating the passing dates thereof.

None.

- f) A statement of the tasks and competencies of the Board of Directors as undertaken by a director or a member of the Executive Management in year 2023 based on a delegation by the Board, with stating the duration and authority of the delegation, as per the following table:

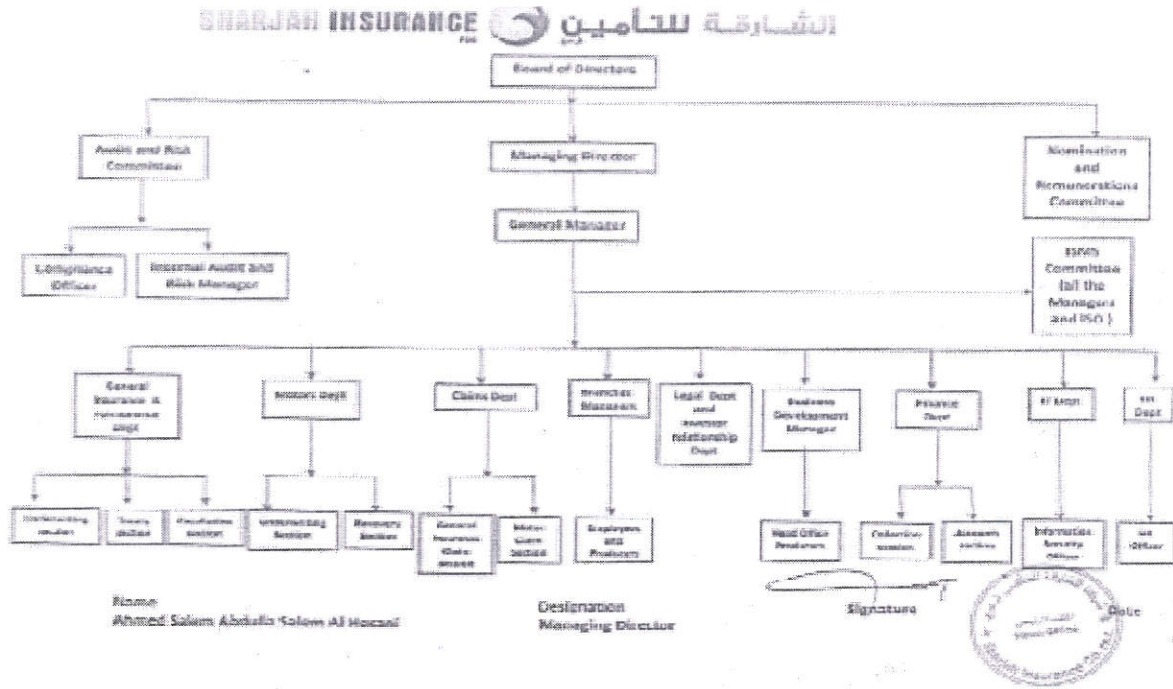
SN	Name of Delegated Person	Delegation Authority	Delegation Duration
1	Mr. Ahmed Mohamed Hamad Al Midfa	To sign any transaction of the company.	Expires by the expiration of his present Directorship in April 2024.
2	Mr. Ahmed Salem Abdullah Salem Al-Hosani	To sign any transaction of the company.	Expires by the expiration of his present Directorship in April 2024.



- g) A statement of the details of related party (stakeholder) transactions in year 2023, provided that this shall include the following:

Related Party Transactions	AED
Receivable	6,000,358
Payables	30,553
Total Written Insurance Premium	3,626,475
Paid Claims	2,433,782
Outstanding Claims	3,184,733
Paid Rents	745,000

- h) The complete organizational structure of the company.



i) A detailed statement of the first line and second line Senior Executive employees as mentioned in the organizational structure of the Company (as per 3-h) and their jobs and dates of appointment, with stating the total salaries and remunerations paid to them, as per the following table:



SN	Job Title	Date of Appointment	Total Salaries & Allowances Paid in 2023 (AED)	Total Bonuses (Bonus) Paid in 2023 for the Performance of 2022	Any Other Cash Bonuses or In-Kind for 2023 or that will Become Due in the Future
1	General Manager	31/3/2020	480,000	70,000	None
2	Internal Audit Manager	06/09/2020	253,000	6,900	None
3	Compliance Officer	06/11/2019	240,000	12,000	None
4	Information Systems Manager	1/4/2022	114,000	8,075	None
5	Financial Department Manager	11/8/2022	204,000	6,021	None
6	Business Development Manager	1/03/2020	180,000	12,750	None
7	Legal Department Manager	16/11/2022	156,000	None	None
8	Vehicle Department Manager	27/7/1985	192,000	13,500	None
10	General Insurance Manager	23/06/2016	240,000	17,000	None

**4- The External Auditor:****a. To give an overview of the Company's Auditor to the shareholders:**

Grant Thornton Company is one of the pioneering companies in the field of auditing, as it is ranking between the 5th and the 6th on the level of auditing companies in the world, with 800 offices existing in more than 130 throughout the world and more than 50,000 employees. Grant Thornton has three offices in the UAE, particularly, in Abu Dhabi, Dubai, and Sharjah, having around 450 employees who are allocated to several activities, including auditing, taxation, and various financial consultancies.

b. A statement of fees and costs of auditing or the services that were provided by the External Auditor, as per the following table:

The Name of the Auditing Firm / Grant Thornton	The Name of the Audit Partner/ Osama Al-Bakri
The number of years of service as an external auditor of the company	Five years
The number of years of the managing auditor's service in auditing the accounts of the company	Two year
Total auditing fees for year 2023 (AED)	340,000 AED



The details and nature of the other services provided by the company's auditor (if any). In case there are no other services, this shall be expressly mentioned.	None
The fees and costs (AED) of the special services, other than auditing the financial statements of 2023: review the balance sheet .	None
The details and nature of the other provided services (if any). In case there are no other services, this shall be expressly mentioned.	There are no other services
A statement of the other services performed by the external auditor, other than the company's auditor, in 2023 (if any). In case there are no services provided by another external auditor, this shall be expressly mentioned.	There are no other services

c. A statement of the reservations expressed by the company's auditor in the interim and annual financial statements of year 2023. In case there are no reservations, this shall be expressly mentioned.



There are no reservations that have been included by the external auditor in the interim or annual financial statements of year 2023.

5- The Audit Committee

- a. A declaration by the chairman of the audit committee of his/her responsibility for the committee's system in the company and for his/her review of the operation mechanism thereof and ensuring the effectiveness thereof.**

Mrs. Arwa Al-Owais, the chairman of the Audit Committee, declares her responsibility for the committee's system in the company and for her review of the operation mechanism thereof and ensuring the effectiveness thereof.

- b. The names of the members of the audit committee and a statement of the competencies thereof and the tasks assigned thereto.**

The names of the members of the audit committee from 1/1/2023 until 9/3/2023:



SN	Name	Status
1	Mrs. Arwa Al-Owais	Committee's Chairman
2	Mr. Obaid Al Zaabi	Member
3	Mr. Ahmed Mohammed Mansour	Member out of BOD

The names of the members of the audit committee from 9/3/2023 until 31/12/2023:

SN	Name	Status
1	Mrs. Arwa Al-Owais	Committee's Chairman
2	Mr. Ali Al midfa	Member
3	Mr. Ahmed Mohammed Mansour	Member out of BOD

The competencies and tasks assigned thereto:

- To review the activities, resources, and organizational structure of the internal control department, and to review the operational framework of the internal control department, and to review and approve the annual audit plan.
- To consider the process for the selection and appointment of the director of the internal control and internal audit department.
- To review the reports submitted to the committee by the director of the internal control department, and the replies received from the company to the same, and to ensure that the findings and

recommendations given by the internal auditor and the suggestions and replies given by the executive management have been received and discussed and that the necessary actions have been taken regarding the same, and to discuss with the director of the internal control department whether are there any difficulties that are facing him in performing the audit tasks, such as the restrictions imposed on his scope of work, or the difficulty in getting the necessary information.

- To ensure that the internal audit department has the adequate number of staff, besides having the appropriate power and position within the company.
 - To meet with the director of the internal audit department at least once annually, to ensure that there are no pending matters.
 - To prepare the Board of Directors' reports regarding all the matters that are being considered by the committee.
- c. The number of meetings held by the audit committee in year 2023 and the dates thereof for the discussion of the matters related to the financial statements and any other matters, and to state the number of the personal attendances of members in the held meetings.**

The Meetings of the Audit Committee

1- The meetings of the Audit Committee from 1/1/2023 until 31/12/2023:

<u>Members</u>	<u>Meeting No. 1</u> <u>dated</u> <u>16-3-2023</u>	<u>Meeting No. 2</u> <u>dated</u> <u>13/4/2023</u>	<u>Meeting No.3</u> <u>dated</u> <u>9/6/2023</u>	<u>Meeting No. 4</u> <u>dated</u> <u>21/9/2023</u>	<u>Meeting No.</u> <u>5</u> <u>dated</u> <u>13/11/2023</u>
Mrs. Arwa Al-Owais	Present	Present	Present	Present	Present
Mr. Ali Al Midfa	Present	Present	Present	Present	Present
Mr. Ahmed Mohammed Mansour	Present	Present	Present	Present	Present

6- The Nominations & Bonus Committee:

- a. A declaration by the chairman of the nominations & remunerations committee of his/her responsibility for the committee's system in the company and for his/her review of the operation mechanism thereof and ensuring the effectiveness thereof.**

Mr. Marwan Jassim Al-Sarkal, the Chairman of the Nominations & Bonus Committee, declares his responsibility for the committee's system in the Company and for his review of the operation mechanism thereof and ensuring the effectiveness thereof.



b. The names of the members of the Nominations & Bonus Committee, and a statement of the competencies thereof and the tasks assigned thereto.

1- The names of the members of the Nominations & Bonus Committee from 1/1/2023 until 31/12/2023:

SN	Name	Status
1	Mr. Marwan Jassim Al-Sarkal till 31/7/2023	Committee's Chairman
2	Mr. Ahmed Obaid Yousuf Al Qaseer BuAli	Committee's Chairman since 21/12/2023
3	Mr. Obaid Al-Zaabi	Member
4	Ms. Arwa Al Owais	Member

The competencies thereof and the tasks assigned thereto:

- To ensure the ongoing independence of independent members.
- To regulate and follow-up the procedures of nomination for Directorship in consistency with the laws and regulations in force and the provisions of this resolution.
- To prepare the policy for granting bonuses, benefits, and incentives to the company's Directors and workers, and to review the same on an annual basis. The committee shall ensure that the bonuses and

benefits granted to the senior executive management of the company are reasonable and consistent with the performance of the company.

- To ensure the ongoing independence of independent members.
- To identify the company's needs of competent personnel on the level of the senior executive management and the employees and the criteria for their selection.
- To prepare the human resources & training policy of the company and to monitor the implementation thereof, and to review the same on an annual basis.
- To follow-up and oversee the dealings of the insiders.

c. A statement of the number of meetings held by the Committee in year 2023 and the holding dates thereof, with stating the number of personal attendances of all the committee's members.

The Nominations & Remunerations Committee held (1) meeting in year 2023 with the presence of all the members thereof (3) .

1- The meetings of the Nominations & Remunerations Committee from 1/1/2023 until 31/12/2023:



<u>Members</u>	<u>Meeting No 1 dated 16/3/2023</u>
Mr. Marwan Jassim Al-Sarkal	Present
Mr. Obaid Al-Zaabi	Present
Ms. Arwa Al Owais	Present

7-The Committee for the Follow-up & Supervision of Insider Dealings:

Such committee has not been formed, as there has been no sale or purchase movement of the Securities of the Company by insiders for several prior years.

8- Any Other Committee(s) Approved by the Board of Directors:

None.

9- The Internal Control System:

- a. A declaration by the Board of its responsibility for the internal control system of the company and its review of the operational mechanism thereof and ensuring the effectiveness thereof.**

The Board declares its responsibility for the internal control system of the company and its review of the operational mechanism thereof and ensuring the effectiveness thereof.



b. The name of the Department's Manager and his qualifications and the date of his appointment:

Hassan Hamzeh – Bachelor's Degree in Accounting.

Appointed on: 6 September 2020 till 28/11/2023.

Amna Mohamed – Bachelor's Degree in Accounting.

Appointed on : 4/9/2023 .

c. The name of the compliance officer and his qualifications and the date of his appointment:

Abdul-Salam Al-Hammadi – Bachelor's Degree in Law & Economics.

Appointed on: 06 November 2019.

d. The manner of the internal control department's handling of any major problems in the company or those that have been disclosed on the annual accounts and reports (in case there are no major problems, it shall be stated that the company did not face any problems).

The internal control department submits the reports thereof to the audit committee and it reports to such committee, a thing which enables it to operate independently and objectively, and which also enables it to interact with the CEO and the executive management team in an outstanding manner that ensures the facile identification of

performance improvement and business development initiatives. In addition to the availability of the guarantees that ensure the attainment of the objectives of the company in an effective manner and that ensure a high level of independence in the internal control department's implementation of the activities and tasks thereof, the internal audit manager has a direct communication with the Directors and is functionally accountable before the audit committee and is administratively accountable before the CEO.

When the company faces some matters that are disclosed in the annual financial statements, or any other means of disclosure, the role of the internal control department in this regard is as follows:

- To enlist such matters and issues within the planning stages of audit operations.
- To provide advice and consultancy services (as necessary) to contribute to stating such matters and developments and to finding solutions.
- To ensure the regular follow-up of the steps and actions taken for the resolution of such matters and issues.
- To forward periodic reports to the Board of Directors and the audit committee as in relation to the status of such matters and issues.



e. The number of reports issued by the internal control department to the company's Board of Directors:

The internal control department performs the jobs and tasks assigned thereto under the direct supervision of the audit committee in an effective and constructive manner, a thing which contributes to the creation of an ideal work environment of transparency, effectiveness, compliance, discipline, and competency in performance and productivity. The internal control department prepares the reports thereof according to the best practices applicable in this regard and in consistency with the regulations and laws in force. The department performs the tasks thereof integrally and neutrally with no interventions or influences on the quality and competency of the reports thereof, and it forwards the reports thereof to the audit committee on a regular basis (and whenever needed) for the presentation and discussion thereof and to forward a recommendation regarding the same to the Board of Directors for taking the appropriate decisions regarding the same.

Four reports have been issued to the audit committee and the Board of Directors in year 2023, including all the auditable departments of the company, and the necessary decisions regarding the same have been issued.



10- The Details of the Violations Committed in Year 2023 and a Statement of the Reasons Thereof, the Resolution Manner Thereof, and How to Avoid Them in the Future:

Tawteen violation number CBUAE/FCMCP/2023/2585 AMOUNTED 20,000 AED for not commitment with Tawteen achievement percentage for year 2022.

11- A Statement of the Cash & In-Kind Contributions Given by the Company in Year 2023 for the Development of the Local Community and the Preservation of the Environment (in case there are no contributions, it shall be stated that the company has given no contributions):

None

12- General Information:

- a. A statement of the stock price of the company in the market (closing price, highest price, lowest price) at the end of every month of the financial year 2023.



Year	Month	Closing Price	Highest Price	Lowest Price
2023	January	1.5	1.95	0.96
2023	February	1.5	1.95	0.96
2023	March	1.5	1.95	0.96
2023	April	1.5	1.6	0.96
2023	May	1.364	1.5	0.96
2023	June	1.364	1.5	0.96
2023	July	1.364	1.5	0.96
2023	August	1.364	1.5	0.96
2023	September	1.5	1.5	0.96
2023	October	1.5	1.5	0.96
2023	November	1.5	1.5	0.96
2023	December	1.5	1.5	0.96

b. A statement of the comparative performance of the company's stock with the public market index and the index of the sector to which the company belongs in year 2023.



<u>Month – Year</u>	<u>The Closing Price of Sharjah Insurance Company</u>	<u>The Closing of the Public Market Index</u>
01 – 2023	1.5	8,704.26
02 – 2023	1.5	9,319.40
03 – 2023	1.5	9,948.78
04 – 2023	1.5	10,081.35
05 – 2023	1.364	10,054.87
06 – 2023	1.364	9,374.70
07 – 2023	1.364	9,663.47
08 – 2023	1.364	9,874.51
09 – 2023	1.5	9,750.82
10 – 2023	1.5	10,412.25
11 – 2023	1.5	10,552.37
12 – 2023	1.5	10,211.09

c. A statement of the distribution of the equity of shareholders as on 31/12/2023 (individuals, companies, governments), classified as follows: Local, Gulf, Arab, and Foreign.



SN	Shareholder Classification	Percentage of Owned Shares			
		Individuals	Companies	Government	Total
	Local	70.54%	29.44%	–	99.98%
	Arab	–	–	–	–
	Foreign	0.02%	–	–	0.02%
	Total	70.56%	29.44%	–	100%

d. A statement of the shareholders who own 5% or more of the company's capital as on 31/12/2023, as per the following table:

SN	Name	Number of Owned Shares	Percentage of Owned Shares out of the Capital
1	Salem Abdullah Salem Al-Hosani	44,681,818 shares	29,787%
2	Al Salem Company Limited	26,809,550 shares	17,873 %
3	Mohammad Bin Ahmad Bin Saeed Al-Qassimi	7,628,395 shares	5,085 %
4	Ahmed Essa Ahmed Al-Naeem	7,650,000 shares	5.1%



- e. A statement of the distribution manner of shareholders according to the size of their equity as on 31/12/2023, as per the following table:

SN	Ownership of Shares	Number of Shareholders	Number of Owned Shares	Percentage of Owned Shares out of the Capital
1	Less than 50,000	99	784,591	0.523%
2	From 50,000 to less than 500,000	60	13,013,758	8.675%
3	From 500,000 to less than 5,000,000	17	28,415,955	18,943%
4	More than 5,000,000	8	107,785,696	71,857%

- f. A statement of the actions that have been taken regarding the regulations of investor relations, with the statement of the following:

- The name of the investment relations officer:
- Contact details of investor relations (e-mail – phone – mobile – fax)

The name of the investor relations officer :



Name of Investor Relations Officer	Mr. Mustafa Mohammed Ali Abu-Ali
E-mail	Legal@shjins.ae
Phone	06-5695657
Mobile	050-4286261
Fax	06-5695667

The link of the investor relations webpage on the company's website:

<https://www.shjins.com/investor-relation>

- g. A statement of the special resolutions that were presented in the General Assembly convened in 2023 and the actions taken regarding the same.**

None

- h. The name and date of appointment of the rapporteur of the meetings of the Board of Directors:**

Mrs. Zeina Youssef – 20 September 2022.

- i. A detailed statement of the material events and the significant disclosures encountered by the company in year 2023.**

None.



- j. A statement of the deals closed by the company with related parties in year 2023, equaling 5% or more of the company's capital.

There are no deals that are equal to 5% or more of the company's capital.

- k. A statement of the percentage of Emiratization in the Company by the end of years 2021, 2022,2023.

<u>Year</u>	<u>Percentage of Emiratization</u>
2023	21.56 %
2022	14%
2021	13%

- l. A statement of the innovative initiatives and projects undertaken by the company or that are under development in year 2023.

None.



Chairman of the Board
of Directors Signature

Head of the
Audit

Committee
Signature

Head of the
Nomination And

Remuneration
Committee
Signature

Head of the
Internal Control

Department
Signature

Alye

Date/...../

Date/...../

Date/...../

Date/...../

