



شركة مهارة
للموارد البشرية
Maharah Human
Resources Company

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BYLAWS

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Chapter (1): The Company's Incorporation

Article (1): Incorporation

A Saudi Joint Stock Company established in accordance with the provisions of the Companies Law issued by Royal Decree No. (M/132) dated 1/12/1443H, its Implementing Regulations, and these Articles of Association, as follow

Article (2): Company Name

Maharah Human Resources Company (a Public Joint Stock Company).

Article (3): Registered Office of the Company

the registered office of the Company shall be in Riyadh, Kingdom of Saudi Arabia

Article (4): The Company's Objectives:

The Company shall carry out and perform the following objectives:

Chapter	Category
Administrative and Support Services	Activities of Employment Agencies
Administrative and Support Services	Activities of Temporary Employment Agencies

The Company shall exercise its objectives in accordance with the applicable regulations and after obtaining the necessary licenses from the competent authorities, if any.

Article (5): Term of the Company

The term of the Company shall be unlimited

Article (6): Participation in and Ownership of Companies

The Company may establish, on its own, limited liability companies, closed joint-stock companies, or simplified joint-stock companies. The Company may also own shares and ownership interests in other existing companies or merge with them. In addition, the Company shall have the right to participate with others in the incorporation of joint-stock companies or limited liability companies, subject to compliance with the applicable laws, regulations, and instructions governing such matters. The Company may further dispose of such shares or ownership interests, provided that such activities do not include acting as an intermediary in their trading.

Chapter (2): Capital and Shares

Article (7): Capital

The Company's issued capital is set at SAR (600,000,000) six hundred million Saudi Riyals, divided into (600,000,000) six hundred million nominal shares of equal value, with a nominal value of SAR (1.0) per share. All shares are ordinary shares issued against cash contributions. The paid-up amount thereof in cash is SAR (600,000,000) six hundred million Saudi Riyals, and the paid-up cash amounts of the issued capital have been deposited with a licensed bank.

Article (8): Subscription to Shares

The shareholders have subscribed to all shares of the issued capital, amounting to SAR (600,000,000), fully paid.

Article (9): Sale of Shares with Unpaid Value

1. A shareholder shall pay the remaining amount due on the share on the specified due dates. If the shareholder fails to make payment by the due date, the Board of Directors may, after notifying the shareholder by registered mail, e-mail, registered letter, or any other modern technological means, sell the share through a public auction or on the financial market, as the case may be, in accordance with the rules and regulations prescribed by the Competent Authority.
2. The Company shall recover from the sale proceeds the amounts due to it and shall remit any surplus to the shareholder. If the sale proceeds are insufficient to satisfy such amounts, the Company may recover the remaining balance from all assets of the shareholder.



3. The rights attached to the shares in respect of which payment has not been made shall be suspended upon the expiry of the due date until such shares are sold or the outstanding amount is paid in accordance with Paragraph (1) of this Article. Such rights include the right to receive a share of the net profits declared for distribution and the right to attend shareholders' meetings and vote on their resolutions. Nevertheless, the defaulting shareholder may, at any time prior to the sale, pay the amount due together with any expenses incurred by the Company in this regard, in which case the shareholder shall be entitled to claim any dividends declared for distribution.
4. The Company shall cancel the share certificate sold in accordance with the provisions of this Article and shall issue a new certificate to the purchaser bearing the same share number. The sale shall be recorded in the shareholders' register together with the necessary particulars of the new owner.

Article (10): Reduction of Capital

1. The Extraordinary General Assembly may resolve to reduce the Company's capital if it exceeds the Company's needs or if the Company has incurred losses. In the latter case only, the capital may be reduced below the minimum threshold stipulated in Article (59) of the Companies Law. A resolution to reduce the capital may not be adopted unless a statement prepared by the Board of Directors is presented to the General Assembly, setting out the reasons for the reduction, the Company's obligations, and the impact of the reduction on the fulfilment of such obligations. The statement shall be accompanied by a report issued by the Company's external auditor.
2. If the reduction of capital is due to the capital exceeding the Company's needs, the Company's creditors must be invited to submit their objections, if any, to the proposed reduction at least forty-five (45) days before the date scheduled for the meeting of the Extraordinary General Assembly to adopt the reduction resolution. The invitation shall be accompanied by a statement specifying the capital before and after the reduction, the date of the meeting, and the effective date of the reduction. If any creditor objects to the reduction and submits supporting documents to the Company within the period, the Company shall repay the debt if it is due and payable or provide sufficient security for its payment if it is not yet due.
3. Equality shall be observed among shareholders holding shares of the same class and type when implementing a capital reduction.

Article (11): The right to Issue Other Types and Classes of Shares

The Extraordinary General Assembly of the Company has the right -based on the recommendation of the Board of Directors and in accordance with the requirements issued by the competent authority- issue preferred shares or other types and classes of shares or decide the purchase or transfer of such shares to other classes, in accordance with the requirements stipulated in the Companies Law, the Capital Market Law and their Implementing Regulations.

Article (12): Capital Increase

1. The Extraordinary General Assembly may decide to increase the Company's capital, provided that the capital has been paid in full. The capital shall not be required to be paid in full if the unpaid portion of the Capital relates to shares issued in exchange for the conversion of debt instruments or financing sukuk into shares, and the prescribed period for conversion into shares has not expired yet.
2. The Extraordinary General Assembly may -in all cases- to allocate all or part of the shares issued for capital increase to employees of the Company and/or all or part of its subsidiaries. Shareholders may not exercise pre-emptive rights if the Company issues share for employees.
3. In all cases, the nominal value of the capital increase shares shall be equal value to the nominal value of the original shares of the same type or class.
4. At the time the Extraordinary General Assembly issues a resolution approving the issued capital increase, a shareholder will be entitled to a pre-emptive right to subscribe to the new shares issued against cash contribution, the Board of Directors' Resolution approving an increase in the issued capital or the Board of Directors' Resolution setting the limit of authorized capital. The shareholder shall be informed of such right, if any -the resolution to increase the capital, the conditions and the method for subscription and dates on which such subscription begins and ends- though a registered letter addressed to the address stated in the shareholder register or through contemporary technological means, subject to the type and class of the share owned by the relevant shareholder.
5. The Extraordinary General Assembly may suspend the pre-emptive right of shareholders to subscribe to the capital increase against cash contributions or may grant such rights to non-shareholders in cases it deems beneficial to the Company's interest.
6. The shareholder is entitled to sell or assign the pre-emptive right with or without financial consideration, in accordance with the rules set by the competent authority.
7. Subject to Clause (5) of this Article, the new issued shares shall be distributed to holders of pre-emptive right who requested subscription in proportionate to their pre-emptive right of the total pre-emptive rights resulting from the capital increase, provided that the shares they receive do not exceed the number of new shares they requested. The remaining shares shall be distributed to holders of pre-emptive rights who requested more than their respective shares in proportionate to their pre-emptive rights of the total pre-emptive rights resulting from the capital increase, provided that the shares they receive do not exceed



the number of new shares they requested. Any remaining shares shall be offered to third parties, unless the Extraordinary General Assembly decides or the Capital Market Law states otherwise.

Article (13): Trading of Shares and Shareholders Register

The Company's shares shall be tradable in accordance with the Capital Market Law and the regulations, rules, and instructions issued by the Capital Market Authority.

Article (14): Purchase and Sale of the Shares

The Company may purchase, sell, or pledge its shares in accordance with the regulations and controls prescribed by the Competent Authority. Shares purchased by the Company shall have no voting rights at shareholders' assemblies. The Company may also purchase its shares for the purpose of allocating them to its employees under an Employee Share Program, in accordance with the controls issued by the Competent Authority. Furthermore, the Company may sell treasury shares in one or more tranches in accordance with the regulations and controls prescribed by the Competent Authority.

Chapter (3): Board of Directors

Article (15): The Company's Management

(a) The Company shall be managed by a Board of Directors consisting of nine (9) members, who shall be natural persons and shall be elected by the Ordinary General Assembly of Shareholders for a term not exceeding four (4) years.

(b) The Board of Directors shall operate in accordance with the following rules:

- A Board meeting shall be valid if attended by at least fifty percent (50%) of the Board members.
- Board resolutions shall be adopted by the affirmative vote of at least fifty-one percent (51%) of the members present at the meeting.
- A Board member may authorize another Board member to attend and vote on his behalf at Board meetings.

Article (16): Termination of Board Membership

The membership of the Board of Directors shall terminate upon the expiry of its term or upon the loss of a member's eligibility for Board membership in accordance with any applicable laws, regulations, or instructions in force in the Kingdom. The General Assembly may, upon the recommendation of the Board of Directors, terminate the membership of any Board member who fails to attend three (3) consecutive meetings or five (5) non-consecutive meetings during his term of membership without a legitimate excuse accepted by the Board of Directors.

Article (17): Expiration of the Term of the Board of Directors, Resignation of its Members, or Vacancy in Membership

1. The Board of Directors shall call for the Ordinary General Assembly to convene in ample time prior to the end of its term to elect a Board of Directors for a new term. If such elections cannot be held and the current term of the Board ends, the members shall continue to perform their duties until a Board of Directors is elected for a new term, provided that such period does not exceed (ninety) days from the date of the Board's term .
2. If the Chairman and members of the Board of Directors resign, they shall call for an Ordinary General Assembly to convene to elect a new Board of Directors. The resignation shall not be effective until the new Board is elected, provided that such period shall not exceed (one hundred and twenty) days from the date of that resignation.
3. A member of the Board of Directors may resign from membership of the Board by a written notice submitted to the Chairman of the Board. If the Chairman of the Board resigns, the notice shall be directed to the remaining members and the Secretary of the Board. In both cases, the resignation shall be effective from the date stated in the notice.
4. If the position of a member of the Board of Directors becomes vacant due to his death or resignation, and such vacancy does not result in a violation of the validity of the Board's meeting due failure to constitute the minimum number required for its members as stipulated in the Companies Law or this Bylaws, the Board may appoint, temporarily, to the vacant position any member with sufficient experience, provided that the Board informs the Commercial Register, as well as the Capital Market Authority, within (fifteen) days from the date of appointment, provided also that the appointment is presented to the Ordinary General Assembly at its first meeting. The appointed member shall complete the term of his predecessor. The Board of Directors may maintain the vacancy until the end of its term or until the General Assembly is called to appoint a member to the vacancy.
5. If the necessary requirements are not met for the Board of Directors to convene due to the number of its members being less than the minimum quorum stipulated in the Companies Law or this bylaw, the remaining members shall call the Ordinary General Assembly to convene within sixty days to elect the necessary number of members.



Article (18) Authorities of the Board of Directors

Authorities of the Board of Directors

In accordance with the authorities vested on the General Assembly, the Board of Directors shall have the full authority to manage the business of the Company, and it shall have the power to:

Commercial Registrations	Main	Annual Confirmation	Board, with the authority to delegate
		Cancellation	Board, with the authority to delegate
	Branch	Issuance	Board, with the authority to delegate
		Annual Confirmation	Board, with the authority to delegate
		Cancellation	Board, with the authority to delegate
The Companies in which the Company enters as a Shareholder	Signing corporate contracts	Board, with the authority to delegate	
	Purchase of Shares	Board, with the authority to delegate	
	Liquidation of the company	Board, with the authority to delegate	
	Sale of Shares	Board, with the authority to delegate	
	Representation of the company in the Company in which it is a Shareholder	Board, with the authority to delegate	
Incorporation of Companies in the Name of the Company	Commercial Registrations	Issuance	Board, with the authority to delegate
		Annual Confirmation	
		Deregistration	
	Registration with the Ministry of Commerce	Board, with the authority to delegate	
	Representation before of the notary public	Board, with the authority to delegate	
	Signing the Company's Articles of Association	Board, with the authority to delegate	
	Signing Shareholders resolutions	Board, with the authority to delegate	
Banking	Opening of Accounts	Board, with the authority to delegate	
	Opening of Credit	Board, with the authority to delegate	
	Making Deposits	Board, with the authority to delegate	
	Making Withdrawals	Board, with the authority to delegate	
	Issuing of Checks	Board, with the authority to delegate	
	Updating Accounts	Board, with the authority to delegate	
	Extracting account statements	Board, with the authority to delegate	
	Requesting facilitation	Board, with the authority to delegate	
	Requesting Guarantees	Board, with the authority to delegate	
	Signing loan contracts	Board, with the authority to delegate	
	Signing commercial documents	Board, with the authority to delegate	
	Signing bonds	Board, with the authority to delegate	
	Submitting any request or service within the jurisdiction of the Communications and Information Technology Authority	Board, with the authority to delegate	

	The power to authorize any person—in accordance with the relevant regulations—to submit any requests or services that fall under the jurisdiction of the Communications and Information Technology Authority	Board, with the authority to delegate		
	Drafting Commercial Documents (Electronically)	Board, with the authority to delegate		
	Signing Commercial Documents (Electronically)	Board, with the authority to delegate		
	Drafting Executory Contracts (Electronically)	Board, with the authority to delegate		
	Signing Executory Contracts (Electronically)	Board, with the authority to delegate		
	Signing Electronic Guarantees and Letters of Credit	Board, with the authority to delegate		
Management of Property	Purchase, sale, and transfer of properties	Property	Purchase	Board, with the authority to delegate
			Sale	
			Transfer	
		Lands	Purchase	
			Sale	
			Transfer	
		Stocks	Purchase	
			Sale	
	Mortgage of properties	Right of mortgage	Board, with the authority to delegate	
		Release of Mortgage		
Receive of money				
Drafting Commercial Documents	Approval and Signing of Commercial Documents	Board, with the authority to delegate		
	Creation of Commercial Documents	Board, with the authority to delegate		
	Cancelation of Commercial Documents	Board, with the authority to delegate		
	Closure of Commercial Documents	Board, with the authority to delegate		
Amendment of Companies Contracts in which the Company enters as a Shareholder	Approval of Shareholders’ Resolutions	Changing legal entity of the Company	Board, with the authority to delegate	
		Increasing or Reducing the Share Capital		
		Approval of assignment of shares and Purchase of Shares		
		Entry and exit of Shareholders		
		Signing Shareholder’s resolutions to merge		
		Amendment of the remaining articles in the Articles of Association		
	Liquidation of the Company	Board, with the authority to delegate		

		Transfer the Company to an establishment	Board, with the authority to delegate	
Legal Proceedings	Representation before the Courts	Hearing claims and responding to them	Board, with the authority to delegate	
		Reconciliation		
		Refusal and approval of arbitration		
		Rejection and approval of reconciliation		
		Acknowledgment and denial		
		Assignment		
		Pleading		
		Defence		
		Appeal		
		Dispute		
		Appointment of Arbitrators		Board, with the authority to delegate
	Appointment of Lawyers	Board, with the authority to delegate		
	Representation before Notary Public	Board, with the authority to delegate		
	Using and implementing all services of the Ministry of Justice (Electronically)	Board, with the authority to delegate		
	Authorization / power of attorney to implement the electronic services of the Ministry of Justice (Electronically)	Board, with the authority to delegate		
	Signing of loan contract agreement, their amendments, appendices, and all related documents; signing of all follow-up agreements; signing of advice agreements; signing before the notary public with regard to the industrial mortgage of mortgaging all the Company's property; receiving the loan; Waiver of the loan; requesting loan exemption; loan repayment; signing letter of credit agreement	Board, with the authority to delegate		
	Signing legal guarantees	Board, with the authority to delegate		
	Signing transfer of liabilities agreement and amending loan contracts	Board, with the authority to delegate		
	Signing debt arrangement agreement for the Company and Shareholders)	Board, with the authority to delegate		
	Issuing, amending and cancelling notices of assignment	Board, with the authority to delegate		

Services of the National Center for Non-Profit Sector Development	Services of Collection, Exchange, Marketing Intermediaries, and Other Brokerage Services in the Non-Profit Sector	Board, with the authority to delegate
	Volunteer Services	Board, with the authority to delegate
	Services for the establishment and management of non-profit entities	Board, with the authority to delegate
	Providing Goods and Services to Non-Profit Entities	Board, with the authority to delegate
Using and implementing all services on Etimad Platform	Board, with the authority to delegate	
Using and implementing all services of the Ministry of Human Recourses and Social Development (Electronically)	Board, with the authority to delegate	
Purchase of Company	Board, with the authority to delegate	
Signing of documents at the Chamber of Commerce (CoC)	Board, with the authority to delegate	
Sale of the Company	Board, with the authority to delegate	
Follow-up with records department	Board, with the authority to delegate	
Extraction of records	Board, with the authority to delegate	
Transferring Commercial Registrations (CR)	Board, with the authority to delegate	
Management of records	Board, with the authority to delegate	
Cancellation of records	Board, with the authority to delegate	
Supervision of records	Board, with the authority to delegate	
Subscription at the CoC	Board, with the authority to delegate	
Approval of the signature at the COC	Board, with the authority to delegate	
Cancellation of The Signature at the coc	Board, with the authority to delegate	
Entering Tenders and Receiving Forms	Board, with the authority to delegate	
Transfer of Company branch	Board, with the authority to delegate	
Follow-up with General Authority for Social Insurance (GOSI)	Board, with the authority to delegate	
Follow-up with Zakat Tax, and Customs Authority (ZATCA)	Board, with the authority to delegate	
Management of CR	Board, with the authority to delegate	
Cancellation of CR	Board, with the authority to delegate	
Follow-up with Civil Defense	Board, with the authority to delegate	
Modification of records	Board, with the authority to delegate	
Adding activity	Board, with the authority to delegate	
Reservation of commercial name	Board, with the authority to delegate	
Renewal of subscription at the CoC	Board, with the authority to delegate	
Amendment of CR	Board, with the authority to delegate	
Transfer of CR	Board, with the authority to delegate	
Obtaining of replacements for lost or damaged records	Board, with the authority to delegate	
Extraction of a replacement record for a damaged or lost one	Board, with the authority to delegate	
Registration of trademarks	Board, with the authority to delegate	

Assigning of Trademarks	Board, with the authority to delegate
Assigning of Trade Name	Board, with the authority to delegate
Licensing	Board, with the authority to delegate
Purchase of boats	Board, with the authority to delegate
Issuance of lost or damaged replacement for fishing permits	Board, with the authority to delegate
Importation of boats	Board, with the authority to delegate
Cancellation of boat licenses	Board, with the authority to delegate
Renewal of Licenses	Board, with the authority to delegate
Amendment of Licenses	Board, with the authority to delegate
Addition of ISIC activities	Board, with the authority to delegate
Reservation of names	Board, with the authority to delegate
Cancellation of licenses	Board, with the authority to delegate
Renewal of Subscription at CoC	Board, with the authority to delegate
Opening of branches	Board, with the authority to delegate
Follow-up with GOSI	Board, with the authority to delegate
Follow-up with Civil defense	Board, with the authority to delegate
Follow-up with ZATCA	Board, with the authority to delegate
Issuance of fishing permit	Board, with the authority to delegate
Issuance of boat license	Board, with the authority to delegate
Renewal of boat license	Board, with the authority to delegate
Transfer of boat license	Board, with the authority to delegate
Sale of boats	Board, with the authority to delegate
Renewal of fishing permit	
Cancellation of fishing permit	Board, with the authority to delegate
Extraction of a replacement boat license for a damaged or lost one	Board, with the authority to delegate
Opening of branches for licensing	Board, with the authority to delegate
Transfer of licenses	Board, with the authority to delegate
Establishment of Companies	Board, with the authority to delegate
Signing Articles of Association and amendments	Board, with the authority to delegate
Cancellation of Articles of Association and amendments	Board, with the authority to delegate
Signing of Shareholders resolutions	Board, with the authority to delegate
Appointment and removal of Directors	Board, with the authority to delegate
Amendment of Company's ISIC activities	Board, with the authority to delegate
Liquidation of the Company	Board, with the authority to delegate
Converting the Company from joint stock company (JSC) to a limited liability company (LLC)	Board, with the authority to delegate
Converting the Company from an LLC to a JSC	Board, with the authority to delegate
Converting the Company from joint venture to an LLC	Board, with the authority to delegate
Increase of the Company's capital	Board, with the authority to delegate

Decrease of the Company's capital	Board, with the authority to delegate
Addition and removal of Shareholders	Board, with the authority to delegate
Entry into existing companies	Board, with the authority to delegate
Transfer of shares, stocks, and bonds	Board, with the authority to delegate
Determination of the Company's capital	Board, with the authority to delegate
Receipt of allocation surplus	Board, with the authority to delegate
Sale of shares and stocks and receipt of consideration	Board, with the authority to delegate
Assignment of shares and stocks of the capital	Board, with the authority to delegate
Sale of a Company branch	Board, with the authority to delegate
Modifying the nationality of one of the Shareholders in the Articles of Association	Board, with the authority to delegate
Approval of assignment of shares, stocks, and capital	Board, with the authority to delegate
Purchase of shares and stocks and paying their value	Board, with the authority to delegate
Closure of bank accounts in the name of the Company	Board, with the authority to delegate
Opening bank accounts in the name of the Company	Board, with the authority to delegate
Signing of agreements	Board, with the authority to delegate
Registration of the Company	Board, with the authority to delegate
Registration of powers of attorney (PoAs) and trademarks	Board, with the authority to delegate
Attending general assemblies	Board, with the authority to delegate
Opening branches of the Company	Board, with the authority to delegate
Opening files of the Company	Board, with the authority to delegate
Signing Articles of Association and amendments at the notary public	Board, with the authority to delegate
Extraction and renewal of the CR	Board, with the authority to delegate
Subscription and renewal of the CoC account	Board, with the authority to delegate
Follow-up and signing before the Ministry of Investment (MISA)	Board, with the authority to delegate
Follow-up with the Saudi Standards, Metrology, and Quality Organization (SASO)	Board, with the authority to delegate
Follow-up with the Capital Market Authority (CMA)	Board, with the authority to delegate
Issuance and renewal of licenses for the Company	Board, with the authority to delegate
Conversion of the Company branch into an establishment	Board, with the authority to delegate
Conversion of the Company branch into a company	Board, with the authority to delegate
Publication of the Articles of Association, amendments, summaries, and Articles of Association in Official Gazette.	Board, with the authority to delegate
Follow-up with telecommunications companies and establishing landlines and cell phones in the name of the Company	Board, with the authority to delegate

Entering tenders and receiving forms	Board, with the authority to delegate
Signing of Company contracts with a third parties	Board, with the authority to delegate
Assignment or cancelation of trademarks	Board, with the authority to delegate
Amendment of the Company's name	Board, with the authority to delegate
Extraction of visas	Board, with the authority to delegate
Conversion of the Company into an establishment	Board, with the authority to delegate
Receipt of visa fees	Board, with the authority to delegate
Update of workers data	Board, with the authority to delegate
Opening, renewal of, and cancelation of main and sub files	Board, with the authority to delegate
Termination and cancelation of employment	Board, with the authority to delegate
Reporting of employee escape	Board, with the authority to delegate
Cancelation of employee escape reports	Board, with the authority to delegate
Transfer of employee sponsorships	Board, with the authority to delegate
Modification of employee occupations	Board, with the authority to delegate
Transfer, liquidation, and cancelation of the Company's ownership	Board, with the authority to delegate
Follow-up with local recruitment agencies	Board, with the authority to delegate
Follow-up with IT department in the workforce	Board, with the authority to delegate
Issuance and renewal of work permits	Board, with the authority to delegate
Receipt of Saudization certificates	Board, with the authority to delegate
Issuance of data sheet	Board, with the authority to delegate
Adding and removing Saudis	Board, with the authority to delegate
Recruitment	Board, with the authority to delegate
Opening of labor files	Board, with the authority to delegate
Activation of Saudi portal	Board, with the authority to delegate
Recruitment of labor from abroad	Board, with the authority to delegate
Finalization of labor procedures with GOSI	Board, with the authority to delegate
Cancellation of visas	Board, with the authority to delegate
Receipt of visa refunds	Board, with the authority to delegate
Amendment of citizenships	Board, with the authority to delegate
Issuance of family visit visas	Board, with the authority to delegate
Issuance of family sponsorship visas	Board, with the authority to delegate
Follow-up with embassies	Board, with the authority to delegate
Extending exit and re-entry visas	Board, with the authority to delegate
Extension of visitor visas	Board, with the authority to delegate
Extraction of data sheets	Board, with the authority to delegate
Cancellation of visas	Board, with the authority to delegate
Receipt of visa refunds	Board, with the authority to delegate
Modification of arrival destination	Board, with the authority to delegate
Obtaining of residence permits	Board, with the authority to delegate

Renewal of residence permit	Board, with the authority to delegate
Issuance of exit and re-entry visas	Board, with the authority to delegate
Issuance of final exit visas	Board, with the authority to delegate
Transfer of sponsorships	Board, with the authority to delegate
Issuance of replacements in exchange for lost or damaged residence permits	Board, with the authority to delegate
Completion of deceased employment procedures	Board, with the authority to delegate
Transfer and update of employee information	Board, with the authority to delegate
Reconciliation and transfer of employee sponsorship	Board, with the authority to delegate
Follow-up with the Department of Deportation and Expatriates	Board, with the authority to delegate
Extraction of employee data sheets	Board, with the authority to delegate
Omission of employees	Board, with the authority to delegate
Management of business	Board, with the authority to delegate
Transfer of employees sponsorship to the Company	Board, with the authority to delegate
Adding newborns to employee files	Board, with the authority to delegate
Finalization of deceased employee process	Board, with the authority to delegate
Management of port affairs	Board, with the authority to delegate
Extraction of reinstatement certificates	Board, with the authority to delegate
Adding independents	Board, with the authority to delegate
Adding children to employee passports	Board, with the authority to delegate
Omitting children from employee passports	Board, with the authority to delegate
Cancellation of exit and re-entry visas	Board, with the authority to delegate
Cancellation of exit only visas	Board, with the authority to delegate
Replacement of damaged or lost travel visas	Board, with the authority to delegate
Issuance and extension of visitor visas	Board, with the authority to delegate
Modifying employee occupations	Board, with the authority to delegate
Obtaining Hajj permits	Board, with the authority to delegate
Follow-up with services affairs	Board, with the authority to delegate
Registration in the electronic service	Board, with the authority to delegate
Follow-up with the Ministry of Agriculture and the Directorate of Agriculture	Board, with the authority to delegate
Follow-up with the notary or the court for the approval of transfer	Board, with the authority to delegate
Assignment of the agricultural decision	Board, with the authority to delegate
Transfer of the agricultural decision	Board, with the authority to delegate
Receipt of salaries	Board, with the authority to delegate
Receipt of pension salaries	Board, with the authority to delegate
Receipt of end-of-service rewards and compensation for vacations	Board, with the authority to delegate
Transfer of salaries	Board, with the authority to delegate

Receiving of rewards	Board, with the authority to delegate
Extraction of salary statements	Board, with the authority to delegate
Receiving Company entitlements	Board, with the authority to delegate
Opening accounts under Shari'a regulations	Board, with the authority to delegate
Closure and settlement of accounts	Board, with the authority to delegate
Withdrawal from accounts	Board, with the authority to delegate
Issuance of ATM cards	Board, with the authority to delegate
Issuance of Shari'a compliant credit cards	Board, with the authority to delegate
Receipt and disbursement of transfers	Board, with the authority to delegate
Cashing checks	Board, with the authority to delegate
Issuance of certified checks	Board, with the authority to delegate
Issuance of check books	Board, with the authority to delegate
Issuance of bank statements	Board, with the authority to delegate
Transfer from accounts	Board, with the authority to delegate
Requesting Shari'a compliant bank loans	Board, with the authority to delegate
Open of Shari'a compliant accounts	Board, with the authority to delegate
Depositing into accounts	Board, with the authority to delegate
Renewal of subscriptions in trust funds	Board, with the authority to delegate
Opening of trust funds	Board, with the authority to delegate
Subscription to trust funds	Board, with the authority to delegate
Exemption request of loans	Board, with the authority to delegate
Objections to checks	Board, with the authority to delegate
Update of data	Board, with the authority to delegate
Activating accounts	Board, with the authority to delegate
Receipt of checks	Board, with the authority to delegate
Refund of safety deposit units	Board, with the authority to delegate
Follow-up	Board, with the authority to delegate
Rescheduling of installments	Board, with the authority to delegate
Request of points of sale	Board, with the authority to delegate
Application of bank approval	Board, with the authority to delegate
Request for bank guarantees	Board, with the authority to delegate
Subscriptions in JSCs	Board, with the authority to delegate
Receipt of certificates of shares	Board, with the authority to delegate
Purchase of Shari'a compliant shares	Board, with the authority to delegate
Sale of Shari'a compliant shares	Board, with the authority to delegate
Receipt of value of shares	Board, with the authority to delegate
Receipt of earnings	Board, with the authority to delegate
Receiving surplus	Board, with the authority to delegate
Opening of Shari'a compliant investment ,portfolios Edit modification, and cancelation of orders	Board, with the authority to delegate
Subscription	Board, with the authority to delegate
Purchase of shares	Board, with the authority to delegate



Sale of shares	Board, with the authority to delegate
Redemption investment funds units	Board, with the authority to delegate
Transfer of shares from portfolios	Board, with the authority to delegate
Subscription of Shari'a compliant investment funds	Board, with the authority to delegate
Management of investment portfolios	Board, with the authority to delegate
Issuance of proofs of indebtedness	Board, with the authority to delegate
Closing investment portfolios	Board, with the authority to delegate
Opening of shops	Board, with the authority to delegate
Issuance of health cards	Board, with the authority to delegate
Converting agricultural land into residential	Board, with the authority to delegate
Follow-up with the General Administration of Urban Planning	Board, with the authority to delegate
Issuance of licenses	Board, with the authority to delegate
Renewal of licenses	Board, with the authority to delegate
Cancellation of licenses	Board, with the authority to delegate
Transfer of licenses	Board, with the authority to delegate
Extraction of building and renovation clearness	Board, with the authority to delegate
Planning of lands	Board, with the authority to delegate
Issuance of construction completion certificates	Board, with the authority to delegate
Issuance of fencing license	Board, with the authority to delegate
Issuance of demolition license	Board, with the authority to delegate
Signing rental contracts	Board, with the authority to delegate
Assignment of contracts	Board, with the authority to delegate
Planning owned land	Board, with the authority to delegate
Follow-up with municipalities	Board, with the authority to delegate
Conversion of agricultural land into residential land	Board, with the authority to delegate
Supervision of construction	Board, with the authority to delegate
Signing contracts with the construction establishments and contractors	Board, with the authority to delegate
Entering Tenders and Receiving Forms	Board, with the authority to delegate
Sale and transfer to buyers	Board, with the authority to delegate
Purchase, approval of transfer, and payment	Board, with the authority to delegate
Receipt of deeds	Board, with the authority to delegate
Leasing	Board, with the authority to delegate
Receipt of Rents	Board, with the authority to delegate
Signing rental contracts	Board, with the authority to delegate
Renewal of rental contracts	Board, with the authority to delegate
Cancelling and Terminating Lease contracts	Board, with the authority to delegate
Mortgage	Board, with the authority to delegate
Release of Mortgage	Board, with the authority to delegate
Segmentation and sorting	Board, with the authority to delegate

Modifying borders, lengths, area and numbers of plots, plans, deeds, dates, and names of neighborhoods	Board, with the authority to delegate
Sale	Board, with the authority to delegate
Approval of mortgage	Board, with the authority to delegate
Update of deeds and entering them into the system	Board, with the authority to delegate
Sale of the shares	Board, with the authority to delegate
Purchase	Board, with the authority to delegate
Purchase of shares	Board, with the authority to delegate
Rent	Board, with the authority to delegate
Amending Shareholder names and IDs	Board, with the authority to delegate
Grant and transfer	Board, with the authority to delegate
Approval of grant and transfer	Board, with the authority to delegate
Waiver of space shortage	Board, with the authority to delegate
Incorporation of deeds	Board, with the authority to delegate
Approval of assignment and transfer	Board, with the authority to delegate
Issuance a set of deeds to replace a lost one and its data as follows	Board, with the authority to delegate
Sale and transfer to heirs	Board, with the authority to delegate
Assignment of shares	Board, with the authority to delegate
Proof of building	Board, with the authority to delegate
Extracting a deed for the replacement of the damaged one	Board, with the authority to delegate
This is for real estate located in	Board, with the authority to delegate
Converting agricultural land into residential or industrial	Board, with the authority to delegate
Entering into real estate stocks	Board, with the authority to delegate
Buying real estate stocks	Board, with the authority to delegate
Sale of real estate stocks	Board, with the authority to delegate
Assignment of leased land	Board, with the authority to delegate
Updating deeds and entering them into the general system	Board, with the authority to delegate
Extraction of replacement for missing deed	Board, with the authority to delegate
Conversion of agricultural land into residential	Board, with the authority to delegate
Construction of lands	Board, with the authority to delegate
Lease of lands	Board, with the authority to delegate
Changing legal entity of the Company	Board, with the authority to delegate
Converting companies from limited partnership to a limited liability company	Board, with the authority to delegate
Divisions of stocks among the heirs and transfer to their portfolios	Board, with the authority to delegate

The Board of Directors must obtain the approval of the General Assembly when selling assets whose value exceeds fifty percent (%50) of the total value of the company's assets, whether the sale is carried out through a single transaction or multiple transactions. In this case, the transaction that causes the percentage



to exceed fifty percent (50%) of the value of the assets shall be the transaction requiring the approval of the General Assembly. This percentage shall be calculated from the date of the first transaction executed within the preceding twelve (12) months. Within the limits of its authority, the Board of Directors may delegate one or more of its members or third parties to perform a specific task or tasks.

Article (19): Remunerations of Board Members:

1. The remuneration of the Board of Directors shall consist of a fixed amount, provided that the determination of such remuneration complies with the provisions of the Companies Law and its Implementing Regulations.
2. The Board of Directors' report submitted to the Ordinary General Assembly at its annual meeting shall include a comprehensive statement of all remuneration, meeting attendance allowances, expense allowances, and other benefits received or entitled to be received by each member of the Board of Directors during the financial year. The report shall also include details of any amounts received by Board members in their capacity as employees or executives, or for technical, administrative, or consulting services rendered. In addition, the report shall specify the number of Board meetings held and the number of meetings attended by each member.

Article (20): Authorities of the Chairman, Vice Chairman, Managing Director, and Board Secretary

The Board of Directors shall appoint, at its first meeting, a Chairman from among its members. It may also appoint a Managing Director or a Vice Chairman from among its members.

1. The Board of Directors shall appoint a CEO from among its members or from outside the Board.

The Chairman of the Board shall have the following authorities

Commercial Registrations	Main	Annual Confirmation	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
		Cancellation	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Branch	Issuance	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
		Annual Confirmation	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
		Cancellation	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
The Companies in which the Company enters as a Shareholder	Signing corporate contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Purchase of Shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Liquidation of the company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Sale of Shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Representation of the company in the Company in which it is a Shareholder	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Commercial Registrations	Issuance	



Incorporation of Companies in the Name of the Company		Annual Confirmation	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
		Deregistration	
	Registration with the Ministry of Commerce	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Representation before a notary public	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Signing the Company's Articles of Association	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Signing Shareholders resolutions	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Banking Matters	Opening of Accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Opening of Credit	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Making Deposits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Making Withdrawals	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Issuing of Checks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Updating Accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Extracting account statements	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Requesting facilitation	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Requesting Guarantees	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Signing loan contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Signing commercial documents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Signing bonds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	

	Submitting any request or service within the jurisdiction of the Communications and Information Technology Authority	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	The power to authorize any person—in accordance with the relevant regulations—to submit any requests or services that fall under the jurisdiction of the Communications and Information Technology Authority	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Drafting Commercial Documents (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Signing Commercial Documents (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Drafting Executory Contracts (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Signing Executory Contracts (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Signing Electronic Guarantees and Letters of Credit	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Management of Property	Purchase, sale, and transfer of properties	Property	Purchase	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
			Sale	
			Transfer	
		Lands	Purchase	
			Sale	
			Transfer	
		Stocks	Purchase	
			Sale	
		Mortgage of properties	Right of mortgage	
	Release of Mortgage			
Receive of money				
Drafting Commercial Documents	Approval and Signing of Commercial Documents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Creation of Commercial Documents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Cancelation od Commercial Documents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Closure of Commercial Documents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		

Amendment of Companies Contracts in which the Company enters as a Shareholder	Approval of Shareholders' Resolutions	Changing legal entity of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
		Increasing or Reducing the Share Capital	
		Approval of assignment of shares and Purchase of Shares	
		Entry and exit of Shareholders	
		Signing Shareholder's resolutions to merge	
		Amendment of the remaining articles in the Articles of Association	
Legal Proceedings	Liquidation of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Transfer the Company to an establishment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Representation before the Courts	Hearing claims and responding to them	
		Reconciliation	
		Refusal and approval of arbitration	
		Rejection and approval of reconciliation	
		Acknowledgment and denial	
		Assignment	
		Pleading	
		Defence	
		Appeal	
		Dispute	
	Appointment of Arbitrators	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Appointment of Lawyers	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Representation before Notary Public	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Using and implementing all services of the Ministry of Justice (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Authorization / power of attorney to implement the electronic services of the Ministry of Justice (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	

	Signing of loan contract agreement, their amendments, appendices, and all related documents; signing of all follow-up agreements; signing of advice agreements; signing before the notary public with regard to the industrial mortgage of mortgaging all the Company's property; receiving the loan; Waiver of the loan; requesting loan exemption; loan repayment; signing letter of credit agreement	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Signing legal guarantees	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Signing transfer of liabilities agreement and amending loan contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Signing debt arrangement agreement for the Company and Shareholders)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Issuing, amending and cancelling waiver declaration	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Services of the National Center for Non-Profit Sector Development	Services of Collection, Exchange, Marketing Intermediaries, and Other Brokerage Services in the Non-Profit Sector	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Volunteer Services	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Services for the establishment and management of non-profit entities	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Providing Goods and Services to Non-Profit Entities	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Using and implementing all services on Etimad Platform	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Using and implementing all services of the Ministry of Human Recourses and Social Development (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Purchase of Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	



Signing of documents at the Chamber of Commerce (CoC)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with records department	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transferring Commercial Registrations (CR)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Management of records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Supervision of records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Subscription at the CoC	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Approval of the signature at the COC	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of The Signature at the coc	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Entering Tenders and Receiving Forms	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with General Authority for Social Insurance (GOSI)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with Zakat, Tax, and Customs Authority (ZATCA)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Management of CR	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of CR	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with Civil Defense	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Modification of records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Adding activity	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Reservation of commercial name	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of subscription at the CoC	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Amendment of CR	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of CR	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Obtaining of replacements for lost or damaged records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of a replacement record for a damaged or lost one	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Registration of trademarks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment of Trademarks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assigning of Trade Name	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Licensing	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase of boats	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of lost or damaged replacement for fishing permits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Importation of boats	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of boat licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of Licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Amendment of Licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Addition of ISIC activities	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Reserving Names	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of Subscription at the CoC	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening of branches	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with GOSI	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with Civil defense	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with ZATCA	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of fishing permit	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of boat license	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of boat license	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of boat license	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of boats	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of fishing permit	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of fishing permit	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of a replacement boat license for a damaged or lost one	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

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Determination of the Company's capital	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of allocation surplus	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of shares and stocks and receipt of consideration	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment of shares and stocks of the capital	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of a Company branch	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Modifying the nationality of one of the Shareholders in the Articles of Association	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Approval of assignment of shares, stocks, and capital	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase of shares and stocks and paying their value	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Closure of bank accounts in the name of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening bank accounts in the name of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing of agreements	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Registration of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Registration of powers of attorney (PoAs) and trademarks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Attending general assemblies	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening branches of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening files of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing Articles of Association and amendments at the notary public	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Extraction and renewal of the CR	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Subscription and renewal of the CoC account	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up and signing before the Ministry of Investment (MISA)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the Saudi Standards, Metrology, and Quality Organization (SASO)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the Capital Market Authority (CMA)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance and renewal of licenses for the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Conversion of the Company branch into an establishment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Conversion of the Company branch into a company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Publication of the Articles of Association, amendments, summaries, and Articles of Association in Official Gazette.	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with telecommunications companies and establishing landlines and cell phones in the name of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Entering tenders and receiving forms	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing of Company contracts with a third parties	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment or cancelation of trademarks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Amendment of the Company's name	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Conversion of the Company into an establishment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of visa fees	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Update of workers data	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening, renewal of, and cancelation of main and sub files	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Termination and cancelation of employment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Reporting of employee escape	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancelation of employee escape reports	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of employee sponsorships	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Modification of employee occupations	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer, liquidation, and cancelation of the Company's ownership	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with local recruitment agencies	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with IT department in the workforce	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance and renewal of work permits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of Saudization certificates	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of data sheet	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Adding and removing Saudis	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Recruitment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening of labor files	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Activation of Saudi portal	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Recruitment of labor from abroad	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Finalization of labor procedures with GOSI	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of visa refunds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Amendment of citizenships	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of family visit visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of family sponsorship visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with embassies	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extending exit and re-entry visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extension of visitor visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of data sheets	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of visa refunds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Modification of arrival destination	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Obtaining of residence permits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of residence permit	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of exit and re-entry visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Issuance of final exit visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of sponsorships	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of replacements in exchange for lost or damaged residence permits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Completion of deceased employment procedures	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Reporting of employee escape	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of employee escape reports	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer and update of employee information	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Reconciliation and transfer of employee sponsorship	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the Department of Deportation and Expatriates	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of employee data sheets	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Omission of employees	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Management of business	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of employees sponsorship to the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Adding newborns to employee files	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Finalization of deceased employee process	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Management of port affairs	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of reinstatement certificates	Has the authority to delegate and to implement with the approval of an individual vested with the same authority



Adding independents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Adding children to employee passports	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Omitting children from employee passports	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of exit and re-entry visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of exit only visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Replacement of damaged or lost travel visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance and extension of visitor visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Modifying employee occupations	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Obtaining Hajj permits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with services affairs	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Registration in the electronic service	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the Ministry of Agriculture and the Directorate of Agriculture	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the notary or the court for the approval of transfer	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment of the agricultural decision	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of the agricultural decision	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of salaries	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of pension salaries	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Receipt of end-of-service rewards and compensation for vacations	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of salaries	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receiving of rewards	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of salary statements	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receiving Company entitlements	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening accounts under Shari'a regulations	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Closure and settlement of accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Withdrawal from accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of ATM cards	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of Shari'a compliant credit cards	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt and disbursement of transfers	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cashing checks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of certified checks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of check books	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of bank statements	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer from accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Requesting Shari'a compliant bank loans	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Open of Shari'a compliant accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Depositing into accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of subscriptions in trust funds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening of trust funds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Subscription to trust funds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Exemption request of loans	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Objections to checks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Update of data	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Activating accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of checks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Refund of safety deposit units	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Rescheduling of installments	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Request of points of sale	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Application of bank approval	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Request for bank guarantees	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Subscriptions in JSCs	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Receipt of certificates of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase of Shari'a compliant shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of Shari'a compliant shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of value of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of earnings	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receiving surplus	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening of Shari'a compliant investment ,portfolios Edit modification, and cancelation of orders	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Subscription	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Redemption investment funds units	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of shares from portfolios	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Subscription of Shari'a compliant investment funds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Management of investment portfolios	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of proofs of indebtedness	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Closing investment portfolios	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening of shops	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Issuance of health cards	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Converting agricultural land into residential	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the General Administration of Urban Planning	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of building and renovation clearness	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Planning of lands	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of construction completion certificates	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of fencing license	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of demolition license	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing rental contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment of contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Planning owned land	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with municipalities	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Conversion of agricultural land into residential land	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Supervision of construction	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing contracts with the construction establishments and contractors	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Entering Tenders and Receiving Forms	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale and transfer to buyers	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase, approval of transfer, and payment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of deeds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Leasing	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of Rents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing rental contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of rental contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation and termination of Lease contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Mortgage	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Release of Mortgage	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Segmentation and sorting	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Modifying borders, lengths, area and numbers of plots, plans, deeds, dates, and names of neighborhoods	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Approval of mortgage	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Update of deeds and entering them into the system	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of the shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Rent	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Amending Shareholder names and IDs	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Grant and transfer	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Approval of grant and transfer	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Waiver of space shortage	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Incorporation of deeds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Approval of assignment and transfer	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance a set of deeds to replace a lost one and its data as follows	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale and transfer to heirs	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Proof of building	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extracting a deed for the replacement of the damaged one	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
This is for real estate located in	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Converting agricultural land into residential or industrial	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Entering into real estate stocks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Buying real estate stocks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Sale of real estate stocks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Assignment of leased land	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Updating deeds and entering them into the general system	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Extraction of replacement for missing deed	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Conversion of agricultural land into residential	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Construction of lands	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Lease of lands	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Changing legal entity of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Converting companies from limited partnership to a limited liability company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Divisions of stocks among the heirs and transfer to their portfolios	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	

The Chief Executive Officer shall have the following authorities:

Commercial Registrations	Main	Annual Confirmation	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
		Cancellation	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Branch	Issuance	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

		Annual Confirmation	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
		Cancellation	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
The Companies in which the Company enters as a Shareholder	Signing corporate contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Purchase of Shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Liquidation of the company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Sale of Shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Representation of the company in the Company in which it is a Shareholder	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Incorporation of Companies in the Name of the Company	Commercial Registrations	Issuance	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
		Annual Confirmation	
		Deregistration	
	Registration with the Ministry of Commerce	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Representation before a notary public	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Signing the Company's Articles of Association	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Signing Shareholders resolutions	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Banking Matters	Opening of Accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Opening of Credit	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Making Deposits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Making Withdrawals	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Issuing OF Checks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	

	Updating Accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Extracting account statements	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Requesting facilitation	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Requesting Guarantees	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Signing loan contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Signing commercial documents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Signing bonds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Submitting any request or service within the jurisdiction of the Communications and Information Technology Authority	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	The power to authorize any person—in accordance with the relevant regulations—to submit any requests or services that fall under the jurisdiction of the Communications and Information Technology Authority	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Drafting Commercial Documents (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Signing Commercial Documents (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Drafting Executory Contracts (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Signing Executory Contracts (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Signing Electronic Guarantees and Letters of Credit	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Management of Property	Purchase, sale, and transfer of properties	Property	Purchase	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
			Sale	
			Transfer	



		Lands	Purchase	
			Sale	
			Transfer	
		Stocks	Purchase	
			Sale	
		Mortgage of properties	Right of mortgage	
	Release of Mortgage			
Receive of money				
Drafting Commercial Documents	Approval and Signing of Commercial Documents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Creation of Commercial Documents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Cancellation od Commercial Documents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Closure of Commercial Documents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Amendment of Companies Contracts in which the Company enters as a Shareholder	Approval of Shareholders' Resolutions	Changing legal entity of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
		Increasing or Reducing the Share Capital		
		Approval of assignment of shares and Purchase of Shares		
		Entry and exit of Shareholders		
		Signing Shareholder's resolutions to merge		
		Amendment of the remaining articles in the Articles of Association		
	Liquidation of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
	Transfer the Company to an establishment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Legal Proceedings	Representation before the Courts	Hearing claims and responding to them	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
		Reconciliation		
		Refusal and approval of arbitration		
		Rejection and approval of reconciliation		
		Acknowledgment and denial		
		Assignment		
		Pleading		
		Defence		
		Appeal		
		Dispute		
	Appointment of Arbitrators	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		

	Appointment of Lawyers	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Representation before Notary Public	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Using and implementing all services of the Ministry of Justice (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Authorization / power of attorney to implement the electronic services of the Ministry of Justice (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Signing of loan contract agreement, their amendments, appendices, and all related documents; signing of all follow-up agreements; signing of advice agreements; signing before the notary public with regard to the industrial mortgage of mortgaging all the Company's property; receiving the loan; Waiver of the loan; requesting loan exemption; loan repayment; signing letter of credit agreement	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Signing legal guarantees	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Signing transfer of liabilities agreement and amending loan contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Signing debt arrangement agreement for the Company and Shareholders)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Issuing, amending and cancelling waiver declaration	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
	Services of Collection, Exchange, Marketing Intermediaries, and Other Brokerage Services in the Non-Profit Sector	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Services of the National Center for Non-Profit Sector Development	Volunteer Services	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

	Services for the establishment and management of non-profit entities	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
	Providing Goods and Services to Non-Profit Entities	Has the authority to delegate and to implement with the approval of an individual vested with the same authority	
Using and implementing all services on Etimad Platform	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Using and implementing all services of the Ministry of Human Recourses and Social Development (Electronically)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Purchase of Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Signing of documents at the Chamber of Commerce (CoC)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Sale of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Follow-up with records department	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Extraction of records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Transferring Commercial Registrations (CR)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Management of records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Cancellation of records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Supervision of records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Subscription at the CoC	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Approval of the signature at the COC	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Cancellation of The Signature at the coc	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		
Entering Tenders and Receiving Forms	Has the authority to delegate and to implement with the approval of an individual vested with the same authority		

Follow-up with General Authority for Social Insurance (GOSI)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
,Follow-up with Zakat Tax, and Customs Authority (ZATCA)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Management of CR	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of CR	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with Civil Defense	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Modification of records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Adding activity	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Reservation of commercial name	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of subscription at the CoC	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Amendment of CR	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of CR	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Obtaining of replacements for lost or damaged records	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of a replacement record for a damaged or lost one	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Registration of trademarks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment of Trademarks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assigning of Trade Name	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Licensing	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Purchase of boats	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of lost or damaged replacement for fishing permits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Importation of boats	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of boat licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of Licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Amendment of Licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Addition of ISIC activities	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Reserving Names	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of Subscription at CoC	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening of branches	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with GOSI	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with Civil defense	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with ZATCA	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of fishing permit	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of boat license	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of boat license	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

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Increase of the Company's capital	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Decrease of the Company's capital	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Addition and removal of Shareholders	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Entry into existing companies	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
,Transfer of shares stocks, and bonds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Determination of the Company's capital	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of allocation surplus	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of shares and stocks and receipt of consideration	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment of shares and stocks of the capital	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of a Company branch	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Modifying the nationality of one of the Shareholders in the Articles of Association	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Approval of assignment of shares, stocks, and capital	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase of shares and stocks and paying their value	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Closure of bank accounts in the name of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening bank accounts in the name of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing of agreements	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Registration of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Registration of powers of attorney (PoAs) and trademarks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Attending general assemblies	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening branches of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening files of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing Articles of Association and amendments at the notary public	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction and renewal of the CR	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Subscription and renewal of the CoC account	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up and signing before the Ministry of Investment (MISA)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the Saudi Standards, Metrology, and Quality Organization (SASO)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the Capital Market Authority (CMA)	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance and renewal of licenses for the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Conversion of the Company branch into an establishment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Conversion of the Company branch into a company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Publication of the Articles ,of Association ,amendments summaries, and Articles of Association in Official .Gazette	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with telecommunications companies and establishing landlines and cell phones in the name of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Entering tenders and receiving forms	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing of Company contracts with a third parties	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Assignment or cancelation of trademarks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Amendment of the Company's name	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Conversion of the Company into an establishment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of visa fees	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Update of workers data	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening, renewal of, and cancelation of main and sub files	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Termination and cancelation of employment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Reporting of employee escape	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancelation of employee escape reports	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of employee sponsorships	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Modification of employee occupations	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer, liquidation, and cancelation of the Company's ownership	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with local recruitment agencies	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with IT department in the workforce	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance and renewal of work permits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of Saudization certificates	Has the authority to delegate and to implement with the approval of an individual vested with the same authority



Issuance of data sheet	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Adding and removing Saudis	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Recruitment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening of labor files	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Activation of Saudi portal	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Recruitment of labor from abroad	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Finalization of labor procedures with GOSI	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of visa refunds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Amendment of citizenships	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of family visit visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of family sponsorship visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with embassies	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extending exit and re-entry visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of data sheets	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of visa refunds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Modification of arrival destination	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Obtaining of residence permits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of residence permit	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of exit and re-entry visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of final exit visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of sponsorships	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of replacements in exchange for lost or damaged residence permits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Completion of deceased employment procedures	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer and update of employee information	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Reconciliation and transfer of employee sponsorship	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the Department of Deportation and Expatriates	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of employee data sheets	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Omission of employees	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Management of business	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of employees sponsorship to the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Adding newborns to employee files	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Finalization of deceased employee process	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Management of port affairs	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of reinstatement certificates	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Adding independents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Adding children to employee passports	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Omitting children from employee passports	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of exit and re-entry visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of exit only visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Replacement of damaged or lost travel visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance and extension of visitor visas	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Modifying employee occupations	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Obtaining Hajj permits	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with services affairs	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Registration in the electronic service	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the Ministry of Agriculture and the Directorate of Agriculture	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the notary or the court for the approval of transfer	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment of the agricultural decision	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of the agricultural decision	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Receipt of salaries	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of pension salaries	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of end-of-service rewards and compensation for vacations	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of salaries	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receiving of rewards	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of salary statements	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receiving Company entitlements	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening accounts under Shari'a regulations	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Closure and settlement of accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Withdrawal from accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of ATM cards	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of Shari'a compliant credit cards	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt and disbursement of transfers	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cashing checks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of certified checks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of check books	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of bank statements	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Transfer from accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Requesting Shari'a compliant bank loans	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Open of Shari'a compliant accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Depositing into accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of subscriptions in trust funds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening of trust funds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Subscription to trust funds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Exemption request of loans	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Objections to checks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Update of data	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Activating accounts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of checks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Refund of safety deposit units	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Rescheduling of installments	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Request of points of sale	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Application of bank approval	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Request for bank guarantees	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Subscriptions in JSCs	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of certificates of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase of Shari'a compliant shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of Shari'a compliant shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of value of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of earnings	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receiving surplus	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening of Shari'a compliant investment ,portfolios Edit modification, and cancelation of orders	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Subscription	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Redemption investment funds units	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of shares from portfolios	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Subscription of Shari'a compliant investment funds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Management of investment portfolios	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of proofs of indebtedness	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Closing investment portfolios	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Opening of shops	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of health cards	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Converting agricultural land into residential	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Follow-up with the General Administration of Urban Planning	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation of licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Transfer of licenses	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of building and renovation clearness	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Planning of lands	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of construction completion certificates	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of fencing license	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance of demolition license	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing rental contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment of contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Planning owned land	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Follow-up with municipalities	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Conversion of agricultural land into residential land	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Supervision of construction	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing contracts with the construction establishments and contractors	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Entering Tenders and Receiving Forms	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale and transfer to buyers	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase, approval of transfer, and payment	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of deeds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Leasing	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Receipt of Rents	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Signing rental contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Renewal of rental contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Cancellation and termination of Lease contracts	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Mortgage	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Release of Mortgage	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Segmentation and sorting	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
,Modifying borders lengths, area and ,numbers of plots, plans deeds, dates, and names of neighborhoods	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Sale	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Approval of mortgage	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Update of deeds and entering them into the system	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of the shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Purchase of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Rent	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Amending Shareholder names and IDs	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Grant and transfer	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Approval of grant and transfer	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Waiver of space shortage	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Incorporation of deeds	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Approval of assignment and transfer	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Issuance a set of deeds to replace a lost one and its data as follows	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale and transfer to heirs	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment of shares	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Proof of building	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

Extracting a deed for the replacement of the damaged one	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
This is for real estate located in	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Converting agricultural land into residential or industrial	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Entering into real estate stocks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Buying real estate stocks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Sale of real estate stocks	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Assignment of leased land	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Updating deeds and entering them into the general system	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Extraction of replacement for missing deed	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Conversion of agricultural land into residential	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Construction of lands	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Lease of lands	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Changing legal entity of the Company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Converting companies from limited partnership to a limited liability company	Has the authority to delegate and to implement with the approval of an individual vested with the same authority
Divisions of stocks among the heirs and transfer to their portfolios	Has the authority to delegate and to implement with the approval of an individual vested with the same authority

The Board of Directors shall appoint a Secretary, selected from among its members or from others. The Chairman of the Board may delegate, by written resolution, some of his powers to other Board members or to others to carry out certain task(s) or act(s). In the Chairman's absence, the Vice-Chairman shall replace him in cases where the Board has a Vice-Chairman.

Article (21): Board Meetings



The Board of Directors shall meet at least four (4) times each year upon the call of its Chairman. The Chairman shall call a meeting of the Board whenever any member requests in writing that a meeting be convened to consider one or more matters.

The Board of Directors shall determine the place of its meetings, and meetings may be held through modern technological means.

Article (22): Board Meetings and Resolutions

1. A meeting of the Board of Directors shall not be valid unless attended, in person or by proxy, by at least fifty percent (50%) of the Board members.
2. Resolutions of the Board of Directors shall be adopted by the majority vote of the members present, in person or by proxy. In the event of a tie, the side for which the Chairman of the meeting has voted shall prevail.
3. A resolution of the Board of Directors shall become effective as of the date of its issuance, unless the resolution provides for a different effective date or makes its effectiveness subject to the fulfilment of certain conditions.

Article (23): Issuing Board Resolutions on Urgent Matters

The Board of Directors may issue its resolutions on urgent matters by circulation to all members, unless one of the members requests, in writing, to hold a Board meeting to deliberate on such matters. Resolutions shall be issued with the approval of many of the votes of the members, provided that such resolutions shall be presented to the Board at its first subsequent meeting to be recorded in the minutes thereof.

Article (24): Board Deliberations

1. The deliberations and resolutions of the Board of Directors shall be recorded in minutes signed by the Chairman of the Board, its members, and the Secretary .
2. Minutes of the meeting shall be recorded in a special register signed by the Chairman of the Board of Directors and the Secretary.
3. It is permissible to use contemporary technological means to sign and record deliberations, resolutions and record minutes.

Article (25): Quorum for Board Meetings

A meeting of the Board of Directors shall not be valid unless attended in person by at least five (5) members. If the required quorum is not met, the meeting shall be adjourned and reconvened within a period not exceeding one (1) business day from the date of the previous meeting that failed to achieve the quorum.

Notice of any meeting shall be given by e-mail, registered express mail, text messages, any modern technological means, or any other method agreed upon in writing by all Board members, not less than five (5) days prior to the date of the meeting. However, where circumstances require an urgent meeting, the notice may be sent less than five (5) days before the meeting date, if it is accompanied by the meeting agenda and the relevant documents and information.

A member of the Board of Directors may authorize another Board member to attend a Board meeting on his behalf, subject to the following conditions:

- (a) A Board member may not authorize any person who is not a member of the Board of Directors.
- (b) A Board member may not represent more than one member at the same meeting
- (c) The authorization shall be made in writing and shall specify the voting rights of the authorizing member.
- (d) The proxy holder may not vote on resolutions in respect of which the law prohibits the represented member from voting.

A member of the Board of Directors may attend Board meetings through modern technological means, including teleconference or videoconference facilities.

Board resolutions shall be adopted by a majority of the votes of the members present, whether in person or by proxy. In the event of a tie, the side for which the Chairman of the meeting has voted shall prevail.

Chapter (4): Shareholders' Assemblies

Article (26): General Assembly of Shareholders Meeting

1. The General Assembly of Shareholders shall be chaired by the Chairman of the Board of Directors, or by the Vice Chairman in his absence, or by a Board member designated by the Board from among its members in the absence of both. If this is not possible, the General Assembly shall be chaired by a person elected by the shareholders, whether from among the Board members or others, through voting.
2. Each shareholder shall have the right to attend the General Assembly meeting and may appoint another person, other than a member of the Board of Directors, to attend on his behalf.
3. General Assembly meetings may be held, and shareholders may participate in deliberations and vote on resolutions, through modern technological means.

Article (27): Convening General Assemblies



1 -The General and Special Assemblies shall be convened by the Board of Directors. The Board of Directors shall convene a meeting of the General Assembly within (thirty) days from the date of a request by the Auditor, or by one or more shareholders representing at least ten percent (10%) of the Company's voting shares. The Auditor may invite the General Assembly to convene if the Board does not invite it within thirty (30) days of the date the Auditor's request.

2 -The request referred to in paragraph (1) of this Article shall specify the matters on which the shareholders are requested to vote

3 -The invitation to convening the Assembly shall be sent at least twenty-one (21) days prior to the date scheduled for the meeting, subject to the following: a. Notifying shareholders by registered mail sent to their addresses recorded in the shareholder register, or publishing the invitation through modern technological means.

b. Sending a copy of the invitation and the agenda to the Commercial Register, as well as to the Capital Market Authority if the company is listed on the stock market, on the same day the invitation is published.

4 -The invitation to attend the Assembly meeting shall, at a minimum, include the following:

a. A statement of the shareholder's right to attend the Assembly meeting in person or to authorize, in writing, any person other than a member of the Board of Directors to attend on the shareholder's behalf, as well as the shareholder's right to discuss the matters included in the agenda, direct questions, and exercise voting rights.

b. The venue, date, and time of the meeting.

c. The type of Assembly, whether it is Ordinary or Special.

d. The meeting agenda, including the items requiring shareholder voting.

Article (28): Quorum for the Ordinary General Assembly

The Ordinary General Assembly meeting shall not be valid unless it is attended by shareholders representing at least a quarter of the Company's capital. If the quorum is not met, an invitation shall be sent for a second meeting to be held within thirty days following the previous meeting. The invitation shall be published in the manner stipulated in Article (28) of this Bylaws. However, the second meeting may be held one hour after the end of the period specified for holding the first meeting, provided that the invitation to hold the first meeting states the possibility to hold a second meeting in such manner. In all cases, the second meeting shall be valid, regardless of the number of shares represented therein.

Article (29): Quorum for the Extraordinary General Assembly

The Extraordinary General Assembly meeting shall not be valid unless attended by shareholders representing at least half of the capital. If such quorum is not present at the first meeting, a call shall be made for a second meeting to be held according to the same conditions stipulated in Article (28) of this Bylaws. However, the second meeting may be held one hour after the end of the period specified for holding the first meeting, provided that the invitation to hold the first meeting states the possibility to hold a second meeting in such manner. In all cases, the second meeting shall be valid, if attended by several shareholders representing at least a quarter of the capital.

If the quorum required in the second meeting is not present, an invitation for a third meeting shall be sent and the meeting shall be held according to the same conditions stipulated in Article (28) of this Bylaws. The third meeting shall be valid, regardless of the number of shares represented therein, upon obtaining the approval of the competent authority.

Article (30): Voting in Assemblies

The election of the Board of Directors' members shall be conducted through cumulative voting. Members of the Board of Directors are prohibited from participating in voting on Assembly resolutions related to transactions and contracts in which they have a direct or indirect interest or that involve a conflict of interest.

Article (31): Assemblies' Resolutions

1.The resolutions of the Ordinary General Assembly shall be issued by an absolute majority of the shares represented therein.

2.The resolutions of the Extraordinary General Assembly shall also be issued by a two-thirds majority of the shares represented therein, unless the resolution is related to increase or decrease the capital, extending the term of the Company, dissolving the Company prior to its expiry as stipulated in the Bylaws, merging



the Company into another Company or institution, as in such case, the resolution shall only be valid if issued by a three-quarters majority of the shares represented therein.

Article (32): Discussion in Assemblies:

Every shareholder has the right to discuss the topics stated in the agenda of the meeting and direct questions in this regard to members of the Board of Directors and the auditor. The Board of Directors or the auditor shall answer shareholders' inquiries to the extent that do not jeopardize the Company's interests. If the shareholder finds that the answer to its question or inquiry is not convincing, the shareholder may refer to the Assembly, in which case, the latter's resolution shall be enforceable.

Article (33): Preparing the Minutes of the General Assemblies

Preparing the Minutes of the General Assemblies Minutes shall be written for the meeting showing the number of the Shareholders present in person or represented by proxy, the number of the shares held by each, whether of the principal or the agent, the number of votes attached to such shares, the resolutions adopted at the meeting, the number of votes assenting or dissenting to such resolutions and a comprehensive summary of the discussions that took place at the meeting. Such minutes shall be regularly recorded after each meeting in a special register to be signed by the chairman of the Assembly, the Secretary and the canvasser.

Article (34): Assemblies Attendance Register

Shareholders wishing to attend the Ordinary General Assembly or the Special Assembly shall register their names at the Company's head office prior to the time specified for convening the Assembly.

Article (35): Chairing the General Assemblies

The meetings of the General Assemblies of Shareholders shall be chaired by the Chairman of the Board of Directors, or by the Vice Chairman in the Chairman's absence, or by a member of the Board designated by the Chairman. In the absence of both the Chairman and the Vice Chairman, or if neither can preside over the meeting, the General Assembly shall be chaired by a person elected by the shareholders, whether from among the members of the Board or otherwise, through voting.

Chapter (5): Audit Committee

Article (36): Formation of the Committee:

An audit committee shall be formed by resolution of the Company's Board of Directors, of at least (3) three members and not more than (5) five members from shareholders or others, provided that at least one of them is an independent member and that it does not include any of the executive members of the Board of Directors. Members shall also include a specialist in financial and accounting affairs. The Company's Ordinary General Assembly shall approve the audit committee regulations, based on the recommendation of the Board of Directors, as well as determining its duties and its obligations, the remuneration of its members, and the mechanism for appointing its members temporarily if one of the committee seats becomes vacant

Article (37): Quorum for the Committee Meetings

The committee meetings shall only be valid if attended by most of its members, and its resolutions shall be issued by most of the votes of attending members. In the event of a tie, the resolution for which the committee chairman voted shall prevail.

Article (38): Powers of the Committee

The Audit Committee shall monitor the Company's business, and for such purposes, the Committee is entitled to review the Company's records and documents and request any clarification or statement from members of the Board of Directors or the Executive Management. The Committee may also request the Board of Directors to call the Company's General Assembly to see if the Board of Directors obstructs its work or if the Company suffered serious damage or losses.

Article (39): Audit Committee Reports

The report of the Audit Committee must include details of its performance of the duties and responsibilities specified in the Corporate Governance Regulations issued by the Capital Market Authority, including its recommendations and opinions regarding the sufficiency of the Company's internal control system, financial controls, and risk management. The Board of Directors must deposit sufficient copies of the Audit Committee's report at the Company's headquarters



and publish it on the Company's website and the Saudi Stock Exchange (Tadawul) website when publishing the invitation for the General Assembly, enabling shareholders to obtain a copy thereof. A summary of the report shall be read during the General Assembly meeting.

Chapter (6): Company Accounts and Dividends

Article (40): The Financial Year

The financial year of the Company shall be twelve (12) calendar months, commencing on 1 January and ending on 31 December of each calendar year.

2. Separate financial statements shall be prepared for any transitional period resulting from the amendment of the Company's financial year.

Show more lines

Article (41): Financial Statements

1. At the end of each financial year, the Board of Directors shall prepare the Company's financial statements and a report on the Company's activities and financial position for the preceding financial year. Such report shall include the proposed method for the distribution of profits. The Board shall place these documents at the disposal of the auditor, if any, at least forty-five (45) days prior to the date scheduled for the Annual Ordinary General Assembly meeting.

2. The Chairman of the Board of Directors, the Chief Executive Officer, and the Chief Financial Officer, if any, shall sign the documents referred to in Paragraph (1) of this Article. Copies thereof shall be deposited at the Company's head office and made available to shareholders.

3. The Chairman of the Board of Directors shall provide shareholders with the Company's financial statements, the Board of Directors' report, after signing thereof, and the auditor's report, if any, unless such documents are published through any modern technological means, at least twenty-one (21) days prior to the date scheduled for the Annual Ordinary General Assembly meeting. The Chairman shall also file and deposit such documents in accordance with the requirements set forth in the Implementing Regulations of the Companies Law.

Article (42): Eligibility for Dividends

The shareholder is entitled to its share in the profits in accordance with the General Assembly's resolution issued in this regard. The resolution shall indicate the entitlement date and the date of distribution. Entitlement to dividends is granted to shareholders registered in the shareholders' register at the end of the day determined for entitlement

Article (43): Formation of Reserves

1. The Ordinary General Assembly may, when determining the portion of the net profits attributable to the shares, resolve to establish other reserves to the extent that serves the interests of the Company or ensures, as far as possible, the distribution of stable dividends to shareholders. The Ordinary General Assembly may also appropriate amounts from the net profits for social purposes benefiting the Company's employees.

2. The Ordinary General Assembly may, upon the recommendation of the Board of Directors, resolve to utilize such reserves or any reserves previously set aside by the shareholders under this Bylaws in a manner that serves the interests of the Company or its shareholders. The Competent Authority may establish rules and regulations governing the use of such reserves.

3. Reserves allocated for specific purposes may be utilized pursuant to a resolution of the Extraordinary General Assembly.

Article (44): Distribution of Profit

The Company's profits shall be distributed as follows:

1. The Company's General Assembly shall determine the percentages of profits that shall be distributed to shareholders after deducting all amounts allocated to the reserves formed by the General Assembly for specific purposes, retained profits, and distributable reserves formed from profits (if any).

2. The General Assembly may authorize the Board of Directors to distribute interim dividends pursuant to a resolution issued by the Assembly. Such resolution shall be renewed annually.

Article (45): Company Losses

If the joint stock Company's losses amount to (half) of the issued capital, the Board of Directors shall disclose such losses and the recommendations it has reached in this regard within (sixty) days from the date of it becoming aware of the loss amount. The Board of Directors shall call the Extraordinary General Assembly within (one hundred and eighty) days from the date of it being aware of the loss to consider the continuation of the Company and to take any necessary measures to address or resolve the losses.



Article (46): Liability Claim

Every shareholder is entitled to file a liability claim against the members of the Board of Directors if their subject error resulted in personal damage to the shareholder. The shareholder may not file the claim unless the Company's right to file it still stands. The shareholder shall inform the Company of its intention to file the case (claim).

Chapter (7): Dissolution and Liquidation of the Company**Article (47): Dissolution of the Company**

The Company shall be dissolved upon the occurrence of any of the grounds for dissolution set out in Article (243) of Companies Law. Upon its dissolution, the Company shall enter the liquidation phase in accordance with the provisions of Chapter Twelve of the Companies Law. If, upon dissolution, the Company's assets are insufficient to satisfy its liabilities, or if the Company is insolvent in accordance with the Bankruptcy Law, it shall apply to the competent judicial authority for the commencement of any liquidation procedure under the Bankruptcy Law.

Chapter (8): Final Provisions**Article: (48)**

1. The Company shall be subject to the applicable laws and regulations in the Kingdom of Saudi Arabia.

2. Any provision in these Bylaws that contradicts the provisions of the Companies Law shall be disregarded, and the relevant provisions of the Companies Law shall apply. Any matter not provided for in these Bylaws shall be governed by Companies Law and its Implementing Regulations.

3. The founders acknowledge the accuracy of the information and provisions set forth in these Bylaws and confirm their compliance with the Companies Law issued by Royal Decree No. (M/132) dated 01/12/1443H and its Implementing Regulations, as well as their fulfillment of all requirements and instructions issued by the Ministry of Commerce pursuant to the provisions of the Law. The founders shall bear all legal and financial responsibilities and consequences that may arise therefrom. The founders are also aware of the Ministry's right to take the necessary legal measures in the event of any violation or inconsistency in the provisions contained in these Bylaws.

Article: (49)

This Bylaws shall be filed and published in accordance with the provisions of the Companies Law and its Implementing Regulations.

