

The title 'Audit Committee Charter' is centered within a large red diamond shape. The text is in a bold, white, sans-serif font. The background of the entire page is a dark purple color with a large, faint, light purple diamond shape behind the red one.

**Audit Committee
Charter**

Approval

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1 Introduction

- 1.1 The Audit Committee ("Committee") shall carry out the duties stated in this Charter according to Corporate Governance regulations issued by the Capital Market Authority, to ensure the Company's activities are aligned with the best practices in the field of Corporate Governance.
- 1.2 The Charter shall state the Committee's scope of work, structure, and mandate including implementation mechanisms.
- 1.3 To ensure Company's alignment with best practices in corporate governance, the Committee shall periodically review this charter, and submit its recommendations to the Board of Directors "Board" to approve any necessary amendments in preparation for the adoption by the General Assembly, in accordance with the applicable rules and regulations.
- 1.4 The Board shall assess the Committee performance on a regular basis, and submit any recommendation for improving the Committee's performance.

2 Committee Authority

The Audit Committee is authorized to:

- 2.1 Review the Company's records and documents.
- 2.2 Request any clarification or statement from the Board members or the Executive Management.
- 2.3 Request that the Board calls for a General Assembly Meeting if its activities have been impeded by the Board or if the Company has suffered significant losses and damages.

3 Committee Mandates

The Committee shall carry out all the assigned mandates, submit its recommendations to the Board, and shall maintain channels of direct communication with the Board and the Committee mandates in monitoring the Company's activities and to ensure the effectiveness and the efficiency of the internal control in the Company, as well as presenting the related opinions and recommendations, and the Committee mandates and tasks shall exclusively include:

3.1 Financial Reports:

- 3.1.1 The Committee shall study the interim and annual financial statements of the Company before presenting it to the Board and giving its opinion and recommendation, to ensure its integrity, objectivity, and transparency.

- 3.1.2 Give technical opinion – based on the Board’s request– weather the Board’s reports and the Company’s financial statements are fair, balanced, well understood, and includes the information that the financial position, performance, operating model, and strategy of the organization.
- 3.1.3 Studying of any important and uncommon cases included in the financial statement.
- 3.1.4 Searching accurately in any case issued by the financial director of the Company or whom he delegates or the compliance officer in the Company or the external auditor.
- 3.1.5 Validating of accounting estimates in substantial cases mentioned in the financial statements.
- 3.1.6 Studying the followed accounting policies in the Company and giving opinions and recommendations.

3.2 Internal Control System:

- 3.2.1 Monitoring the Company’s activities by supervision on the control entities and direct supervision on the Internal Audit Unit.
- 3.2.2 Ensure the effectiveness and efficiency of the internal controls and prepare a written report, which includes its recommendations and opinions on the effectiveness of such system and the activities done within its scope of competency. In addition, the Board shall submit a sufficient number of copies of the report to the Company’s headquarters within at least twenty-one days (21) before the General Assembly meeting; to provide the shareholders with a copy if needed, and it shall be read during the Assembly meeting.
- 3.2.3 Study assigned policies and authorities and give opinions on it before the board approval.
- 3.2.4 Ensure management exhibits the proper “tone at the top” and is committed to promoting a strong internal control environment.
- 3.2.5 Review the Internal Audit activity’s quality assurance and improvement program report, including results of internal assessments and external assessments shared by the CAO periodically (at least annually).
- 3.2.6 Review the Board’s Charters and its Committees and give opinions on the control matters before the approval of the Board.
- 3.2.7 Reviewing the Executive management reports on the internal control and its components and Provide opinion/comments to the board.
- 3.2.8 Study subjects/matters assigned by the Board for recommendation in light of the supervisory role of the Audit Committee, and supervise the development of a clear strategy for governance commensurate with the nature and size of the Company's activities, and verify its implementation, review and update it based on the internal and external variables of the Company.

3.3 Internal Audit:

- 3.3.1 Study and review the internal control, financial control, and the Risk Management in the Company.
- 3.3.2 Study Internal Audit reports and follow up on the execution of the action plan.
- 3.3.3 Review and approve the internal audit charter at least annually
- 3.3.4 Review the organization structure of the internal audit department and access of the CAO to senior management, the Audit Committee, and the Board.
- 3.3.5 Review and approve the internal audit budget and resource plan.
- 3.3.6 Review and approve the annual internal audit plan and any significant changes to the plan and assess whether the plan addresses significant business risks.
- 3.3.7 Safeguard Internal Audit independence ensuring there are no unjustified restrictions or limitations on the scope of Internal Audit.
- 3.3.8 Private meetings will be held between the Audit Committee members and CAO on a periodic basis.
- 3.3.9 Oversees and monitor the performance and activities of the CAE Chief Audit Executive and the Internal Audit Management in the Company-if existed- to ensure the availability of the necessary resources and its effectiveness on performing its assigned tasks and duties.
- 3.3.10 If the Company does not have a Chief Audit Officer, the Committee shall recommend to the Board to assign a Chief Audit Officer and propose his compensation.

3.4 Subsidiaries:

- 3.4.1 Ensuring the procedure effectiveness of forming and performance of Audit Committees in the Subsidiary Companies and according to the shareholder agreements.
- 3.4.2 Ensuring the efficiency of the Internal Audit in the subsidiaries through reviewing annual evaluation for quality of the Internal Audit of the fully owned Companies, or according to shareholder agreements, and submit to the Board of its opinion.
- 3.4.3 Ensure the mechanism to nominate and assign the external Audit for fully owned Companies, or according to the shareholder agreements, and to submit to the Board of its opinion.
- 3.4.4 Receive necessary and appropriate assurance from the Audit Committees in Subsidiary Companies on the effectiveness and safety of the internal control system in accordance to the followed regulations and partners' agreements.
- 3.4.5 Approve Audit general framework and protocol between Internal Audit management, Audit Committees, and Internal Audit management in fully owned or controlled Subsidiary Companies, or according to the partners' agreements.

- 3.4.6 Study suggested Audit engagements from the Internal Audit management to implement such engagements on the Subsidiary Companies and to coordinate with Audit Committees in fully owned or controlled subsidiaries or according to the shareholder agreements.

3.5 External Auditor:

- 3.5.1 Recommendation to the Board to nominate, isolate, determine the remuneration, and evaluate the performance of the External Audit after ensuring of their independence and review the scope of their work and terms of contract.
- 3.5.2 Ensure the independence of the External Audit and his objectivity and fairness and the effectiveness of the Audit's work, in accordance to the related rules and standards.
- 3.5.3 Review the scope and plan of the External Audit, and ensuring the non-existence of technical or managerial work out of the Audit scope of work, and give opinions on such matters.
- 3.5.4 Ensure the answer of the External Audit inquiries.
- 3.5.5 Study the External Audit reports and notes on the financial reports and follow up on it.

3.6 Compliance Assurance:

- 3.6.1 Reviewing the findings of the reports of supervisory authorities and ensuring that the solutions has taken the necessary actions in connection therewith
- 3.6.2 Ensuring the Company's compliance with the relevant laws, regulations, policies and instructions
- 3.6.3 Review the contracts and proposed related party transactions, including the review and monitoring of recurrent related party transactions for which shareholders' mandate has been granted
- 3.6.4 Reporting to the Board any issues in connection with what it deems necessary to take action on and providing recommendations as to the steps that should be taken.

3.7 Risk Management:

- 3.7.1 Supervision of clear strategic development for Risk Management in alignment with the nature and volume of the Company's activities before the Board's approval, and ensuring its execution, review, and update in accordance to the internal and external changes of the Company.
- 3.7.2 Review the level of risks appetite that the Company may encounter before the Board's approval, and ensuring that the Company does not exceed this level.

- 3.7.3 Supervision on Risk Management system in the Company and evaluate the effectiveness and mechanisms to determine the risks that the Company may encounter, in order to determine any shortages in it.
- 3.7.4 Periodic evaluation on the Company's capability to endure encountered risks through reviewing special tests executed by the Executive Management such as stress tests.
- 3.7.5 Ensure the independence of the Risk Management employees for the activities that may cause risks for the Company.
- 3.7.6 Ensure the successful continuity of the Company's activities, with determining the risks that may threaten it during the next twelve months.
- 3.7.7 Preparing reports on risk exposures and the suggested steps to manage such risks, and submit it to the Board.
- 3.7.8 Give recommendations to the Board on risk management cases.
- 3.7.9 Ensuring the awareness of Risk Management employees of the risks surrounding the Company, and working on increasing the awareness level.

3.8 Anti-Fraud and Corruption

- 3.8.1 Supervision on the effectiveness of the Executive management, Internal Audit, and the External Audit in performing their responsibilities on anti-fraud and corruption.
- 3.8.2 Enquiry from the Internal Audit and the External Audit on their evaluation for the risks of having substantial errors on anti-fraud and corruption matters, in addition to the nature and repetition of such evaluations.
- 3.8.3 Enquiry from the Executive management, Internal Audit, and the External Audit about the awareness of any fraud or corruption, genuine, uncertain, or alleged cases effecting the Company, and the way that the Company responded to such cases, including the substantial changes that were introduced to the control environment of the Company.
- 3.8.4 Receive reports from the Internal Audit, and the External Audit on any fraud or corruption, substantial or unsubstantial, and includes the management or employees that have a fundamental role in the internal control system of the Company, and give appropriate recommendations to the Board.
- 3.8.5 Ensure the existence of a mechanism for reporting and independent investigations activities for fraud and corruption, as well as evaluating and monitoring the effectiveness of such mechanisms.

3.9 Submission of Notes Arrangements

The Committee shall set a mechanism for the Company's employees for presenting their notes on violations in the financial reports or others in secrecy and the Committee shall also ensure that an adequate mechanism is in place to report violations of the Company's internal

control systems, including the systems relating to financial statement preparation, and ensure that whistleblower's rights are not prejudiced.

3.10 Occurrence of conflict between the Committee and the Board:

If a conflict arises between the recommendations of the Audit Committee and the Board resolutions, or if the Board refuses to put the committee's recommendations into action as to appointing or dismissal the company's external auditor or determining its remuneration, assessing its performance, or appointing the internal auditor, the Board's report shall include the committee's recommendations with the justifications, and the reasons for not following such recommendations.

4 Committee Structure

4.1 Committee Formation:

- 4.1.1 An audit committee shall be formed by a resolution of the Company's Board, and the members of the audit committee shall be from the shareholders or others, provided that no Executive Director is among its members. The number of members of the audit committee shall not be less than three or more than five, provided that one of its members is specialized in finance and accounting.
- 4.1.2 The Company's General Assembly issues -according to a proposal from the Board- the Committees' Charter so that it shall include the Committee's procedures, regulations, and tasks, as well as choosing and nominating its members, and their membership period and remunerations, and the mechanism to appoint its members temporarily in case of a vacancy.
- 4.1.3 It is illegal for someone who works or used to work during the past two years in the Executive Management or the Financial Management of the Company or for the External Audit, to be a member in the Committee.
- 4.1.4 A member of the audit committee shall not be a member of the audit committees of more than five listed joint stock companies at the same time.

4.2 Committee Members Commitment:

- 4.2.1 Commitment to attending Committees' meetings and effectively participating in its activities, and notify the Committee Chairman in his absence of one of the meetings.
- 4.2.2 Attending of Committee's Chairman or his deputy (if the chairman is absent) or whom is delegated to answer Shareholder's questions."
- 4.2.3 Maintain Company's secrets, and the Committee's member may not disclose to the shareholders, in other than the General Assembly, or other, the secrets he discovered from doing his job or else he shall be relieved from duties, as well as the demand for compensation for any damages may have occurred.

- 4.2.4 The prohibition to do any Executive work in the Company.
- 4.2.5 To take required professional care to perform the assigned duties, and to keep up with the related updates in the Company's activities.
- 4.2.6 To be known for his fairness, integrity, honesty, objectivity, and independence, and to have no personal interest and shall not let his judgement gets affected by other's opinions.
- 4.2.7 Does not participate directly or indirectly in any activity that is considered dishonorable and dishonest.
- 4.2.8 Does not accept anything of value from any employee, affiliate, client, distributor, or any person who has a relation with the Company's work that can threaten the independence of the Committee member in any way or effects or should effect his decisions.
- 4.2.9 Disclose to the Board about the operations that was made between him and the Company and the nature of it, as well as disclosing the relationship that connects him with the Board and the Executive Managers in the Company in accordance to the Company's approved Code of Conduct Policy.

4.3 Committee Chairman:

The Committee members chooses from among them a Chairman for the Committee's membership period, and the Committee Chairman shall undertake the supervision on the Committees' task accomplishments in particular the following:

- a. Organize the Committees meetings and determine the time, date, and place for each meeting as well as specify the agenda of its meetings after the coordination with the Committee members.
- b. The chairman of the audit committee shall be an Independent Director.
- c. Leading the Committee meetings, and submit its activities' results and recommendations to the Board.
- d. The supervision on preparing periodic reports for the Committee's activities in coordination with the Committee's Secretary and presenting of such reports to the Committee before submitting it to the Board, after the approval of the Committee, and attached to these reports are copies of the Committees' minutes of meetings.
- e. The Committee Chairman or whom in his place from the Committee members shall attend the General Assembly meetings to answering shareholder questions.
- f. Represent the Committee in front of the Board or any other side that is needed

4.4 Committee Secretary

- 4.4.1 The Committee may appoint a Secretary from among its members or others, provided that he/she meets the appropriate requirements for the position and who

shall be responsible for documenting the Committee meeting minutes, which shall include the discussions and deliberations carried during meetings, as well as the place, date, times on which the meetings commenced and concluded; and record the decisions of the Committee and voting results and retaining them in a special and organized register, and including the names of the attendees and the reservations they expressed (if any). Such minutes shall be signed by all of the attending members.

- 4.4.2 The Committee Secretary shall provide the Committee members with the agenda of the Committee meeting and related worksheets, documents and information and any additional information, related to the topics included in the agenda items, requested by any Committee member before at least five calendar days of the date specified for the meeting.
- 4.4.3 The Committee Secretary shall notify the Committee members of the dates of the Committee's meetings within a sufficient period.
- 4.4.4 The Committee Secretary shall submit regular reports on the Committee's activities and works to the Board. The Committee Secretary shall also carry out any and all other duties assigned to him by the Committee.
- 4.4.5 The Secretary of the Board may not participate in any of the Board decisions or in voting thereon if he is not a current member of the committee.
- 4.4.6 Circulating the Committee resolutions to the concerned parties and establishing a mechanism for tracking and following-up on them.

4.5 Invitees

- 4.5.1 Only Committee members can attend its meetings. The Committee however, may invite other persons to attend any of its meetings or a part thereof as necessary, and those invitees shall not be entitled to vote at such meetings on any decision the Committee takes thereon.
- 4.5.2 Invitees may not take part in any discussion related to their appointment, benefits, terminating their services or any other matter related to them unless the Committee has invited them to discuss such matters specifically with them.
- 4.5.3 Committee members and other persons invited to the Committee meetings shall maintain the confidentiality of such meetings, the documents and information that is shared with them, the contents of its discussions, and reviewing of documents of which the attendees have become aware of.

4.6 Committee Term

The enactment date of the Committee is the formation date and shall end either on the expiry of the Board's term or the formal termination of the Committee by the Board. The Committee's term must be consistent with the duration of the Board tenure.

4.7 Termination of Committee Services

- 4.7.1 The Board can terminate all/any Committee's members when the member(s) abuse their position in the Committee or the Board deems their conduct as damaging to the Company's goals and reputation.
- 4.7.2 A Committee member may resign by delivering a written notice to the Board Committee Chairman. Such resignation shall become effective as of the date of delivering the said notice, unless the notice specifies a later time for the resignation to be effective.
- 4.7.3 A member loses his membership if he/she misses three consecutive meetings without prior permission from the Committee chairman or is unable to provide a legitimate excuse of absence acceptable to the majority of the attending Committee members.
- 4.7.4 The Committee may nominate a replacement member from among the Board members to be approved by the Board for a vacant position in the Committee. The new member shall complete the remaining duration of the replaced member's term taking into consideration the requirements that should be fulfilled by the Committee member.

4.8 Remunerations and Compensation of Committee Members

- 4.8.1 Each Committee member shall be given annual rewards, attendance allowance, and other allowances as provided for in the policy of "Nomination & Remuneration Policy for Member of the Board ,Committees Members, and Executive Management".
- 4.8.2 The Committee members shall be eligible for a compensation for the expenses they experience to attend Committee meetings from their places of residence to the Company head office, or to the place where the meetings are held, in addition to any other costs related to accommodation and transportation in accordance with the Company related policy.

4.9 The Committee Meetings

4.9.1 Meeting Invitation:

- 4.9.1.1 The Committee shall meet as per Committee chairman request or upon a written request from two of its members to the Committee Chairman.

- 4.9.1.2 The Committee shall meet at minimum Four times per year, or as necessary.
- 4.9.1.3 The committee shall convene periodically with the Company's external auditor and internal auditor, if any.
- 4.9.1.4 The internal auditor and the external auditor may call for a meeting with the committee at any time as may be necessary.
- 4.9.1.5 In a Committee meeting, if a member cannot attend in person, he may take part in its deliberations and vote on proposed resolutions using one of the modern technological means subject.
- 4.9.1.6 The invitations to the meeting shall be sent to each Committee member with sufficient notice time. Such an invitation shall be accompanied with the agenda and documents to be discussed at the meeting, and shall specify the time, date and place of the meeting.
- 4.9.1.7 Committee meetings shall be held at the Company head office or at any other place the Committee members select.

4.9.2 Meeting Agenda:

The Committee Secretary shall, in coordination with the Committee chairman and the Executive Management and the Internal Audit, prepare the agenda of the Committee meeting and schedule the topics to be discussed according to their significance and priority, which shall be revised and approved by the Committee chairman before being distributed to Committee members.

4.9.3 Quorum and Voting:

- 4.9.3.1 A Committee meeting shall not be a valid meeting unless attended by the majority of the Committee members.
 - 4.9.3.2 A Committee member cannot assign another member to attend a Committee meeting on his behalf or to vote on his behalf.
 - 4.9.3.3 Committee decisions shall be approved by majority of the members present at the meeting. In case of equal votes, the decision voted by the Chairman shall be final or he may postpone the decision for further study.
- 4.9.4 The Committee cannot issue its decisions by offering them to its members separately except in cases of urgent matters. Such decisions shall be considered valid and effective in case of the consent of at least two-thirds of the members unless for the request of one of the members for a meeting to review them. The decisions shall be put forward to the Committee's next first meeting for recording it in the minutes of the meeting.

Minutes of Meeting:

- a. The Committee Secretary shall prepare and send to the Committee members the first draft of the Minutes of meeting within five business days.

- b. The Committee members shall submit their feedback and remarks on the minutes within a sufficient time from receiving the first draft of such minutes by the Committee Secretary.
- c. Each member would have the right to object towards any decision issued by the Committee through declaring the reasons of objection. If any member leaves before the meeting is declared adjourned, the objection of the member, if any, would be limited to decisions on articles discussed while the member was present. Provided the minutes should refer clearly to non-attended discussed articles, in case the member expresses his interest in doing so in writing.
- d. The Committee Secretary shall amend the first draft minutes of meeting according to the committee members' feedback to finalize the minutes.
- e. The Committee members shall submit their feedback and remarks on the minutes within two business days of receiving the second draft by the Committee Secretary.
- f. The Committee Secretary shall prepare the final version of the minutes, which shall be considered official once signed by all attending members and the Committee Secretary.
- g. The Committee Secretary shall send the approved minutes to the Committee members.
- h. In case a Committee member wishes to add his/her feedback into the minutes of the meeting following the present meeting as one of the main topics, he/she would have to coordinate with the Committee chairman to schedule it in the meeting agenda.
- i. The Committee shall follow up the implementation of the decisions it made and on any other topics discussed in previous meetings.

5 Reports

- 5.1 Once approved, the minutes of the Committee meeting shall be accessible to any Board member along with the related documents.
- 5.2 The Committee shall provide recommendations to the Board regarding matters within the mandate of the Board of Directors, which affect the Committee duties.

6 Resources and Sources of Information

- 6.1 The Committee shall have access to any and all resources and information necessary for properly carrying out its functions, duties, and responsibilities.

- 6.2 The Committee shall be entitled to approve a consulting project contracts, directly, or direct Executive Management to award a consulting projects contract to a consulting firm that the Committee has chosen as the most suitable and fitting the nature of duties and responsibilities assigned to the Committee, in alignment with the company's Procurement Policy.

7 General Provisions

- 7.1 This Charter shall be effective as of the date of its approval by the General Assembly. No articles of this Charter shall be amended, omitted, or added thereto except upon the General Assembly's approval.
- 7.2 This Charter shall be complementary to Solutions bylaws, Solutions Governance Manual, Board of Directors Charter, Board Committees Charters, and other related documents.
- 7.3 This Charter shall supersede and replace any decisions not consistent with it.
- 7.4 Any topics not covered in this Charter, must follow the related regulations issued by the competent authorities.