

BOARD GOVERNANCE

The Board of Directors consists of ten members, elected at the Extraordinary General Assembly Meeting held on 11/04/2022, for a period of three years starting on 7/04/2022 and ending on 16/04/2025:

A. MEMBERS OF THE BOARD OF DIRECTORS FOR THE YEAR 2022

M	NAME	POST	CLASSIFICATION
1	Mr. Nasser Mohammed Al-Subaie*	Chairman of the Board of Directors	Non-Executive
2	Mr. Fahad bin Abdullah bin Dakheel**	Vice Chairman	Non-Executive
3	Mr. Samir Omar Baissa**	Member	Independent
4	Mr. Khalid bin Abdulaziz Al-Muqairen ***	Member	Non-Executive
5	Mr. Ahmed bin Abdulrahman Al-Hussan**	Member	Independent
6	Dr. Ziad Othman Al-Hogail*	Member	Independent
7	Mr. Abdulaziz Mohammed Al-Onaizan*	Member - Chief Executive Officer	Executive
8	Mr. Adeb Abanmi*	Vice Chairman of the Board of Directors for the current session	Independent
9	Mr. Khalid bin Abdulrahman Al-Rajhi*	Member	Non-Executive
10	Mr. Nasser bin Sulaiman Al-Nasser*	Member	Independent
11	Mr. Mohammed Abdulrahman Al-Rajhi*	Member	Non-Executive
12	Mr. Haitham Mohammed Al-Fayez *	Member	Independent
13	Mr. Moaz Abdulrahman Al-Husseini *	Member	Independent
14	Mr. Haitham Sulaiman Al-Suhaimi*	Member	Non-Executive

* Members of the Board of Directors in the current term, whose membership began on 17 April 2022.

** Members of the Board of Directors in the previous term whose term ended on 16 April 2022.

*** Submitted his resignation from the membership of the Board of Directors on 17 April 2022.

B. QUALIFICATIONS, FUNCTIONS AND EXPERIENCE OF DIRECTORS

Mr. Nasser Mohammed Al-Subaie - Chairman - Non-Executive Member

Mr. Nasser bin Mohammed Al-Subaie has 40 years of experience in the financial, banking, investment and real estate fields, and holds a bachelor's degree in accounting from King Saud University.

Membership in the boards of directors of existing companies or of their directors	Inside the Kingdom / Outside the Kingdom	Legal entity	Membership in the boards of directors of former companies or their directors	Inside the Kingdom / Outside the Kingdom	Legal entity
Mohammed Ibrahim Al-Subaie and sons investment Company (MASIC)	Inside the Kingdom	Closed joint company			
Thakher Company	Inside the Kingdom	Closed joint company	Dur Hospitality Company	Inside the Kingdom	Listed joint company
ALARGAN Projects Company	Inside the Kingdom	Closed joint company			
Akwon Real Estate Company	Inside the Kingdom	Closed joint company			

Dr. Ziad Othman Alhekail - Independent Member

Dr. Ziad Othman Alhekail has long experience in many fields, and is currently a businessman, consultant, president and member of a number of boards and committees of several companies, including chairing the board of directors of both the Advanced Communications and Electronics Systems Company and the National Aquaculture Company (NAQUA). MR. Alhekail holds a PhD and Master's degree in Electrical Engineering from Ohio State University, USA, and a Bachelor's degree in Electrical Engineering from King Saud University.

Membership in the boards of directors of existing companies or of their directors	Inside the Kingdom / Outside the Kingdom	Legal entity	Membership in the boards of directors of former companies or their directors	Inside the Kingdom / Outside the Kingdom	Legal entity
National Aquaculture Company (Naquwa)	Inside the Kingdom	Closed Joint Company	Awqaf Sulaiman bin Abdulaziz Al-Rajhi Holding Company	Inside the Kingdom	Limited Liability
Advanced Communication and Electronics Systems Co.	Inside the Kingdom	Closed Joint Company	Saudi Grain & Feed Holding Company	Inside the Kingdom	Limited Liability
Knowledge Link Company	Inside the Kingdom	Limited Liability	-	-	-
Sulaiman Al Rajhi Real Estate Investment Company	Inside the Kingdom	Limited Liability	National Company for Information Systems	Inside the Kingdom	Limited Liability
Diyar Al Khuzami Company	Inside the Kingdom	Closed Joint Company	Sulaiman Al Rajhi Company for Education and Development	Inside the Kingdom	Limited Liability
Amlak Company	Inside the Kingdom	Limited Liability	Advanced Educational Company	Inside the Kingdom	Closed Joint Company
SEIDCO Holding Company	Inside the Kingdom	Closed Joint Company	National Agriculture Company	Inside the Kingdom	Limited Liability
			Central Cooling Company	Inside the Kingdom	Limited Liability
			Jabal Omar Company	Inside the Kingdom	Listed Joint Company
Osos Arak Investment Company	Inside the Kingdom	Limited Liability	-	-	-

Mr. Abdulaziz Mohammed Al-Onaizan – Executive Member – Chief Executive Officer

Mr. Abdulaziz bin Mohammed Al-Onaizan has a extensive banking experience of more than thirty years, during which he held leadership positions in several local banks such as SAMBA Financial Group, Arab National Bank and Alinma Bank, and is currently the CEO of Bank Albilad, Chairman of the Board of Directors of Bayan Credit Information Company and Chairman of the Board of Directors of Enjaz Payment Services and the Vice Chairman of Albilad Capital Company. Mr. AlOnaizan holds a bachelor's degree in quantitative methods from King Saud University and attended many advanced courses and programs from specialized international institutes.

Membership in the boards of directors of existing companies or of their directors	Inside the Kingdom / Outside the Kingdom	Legal entity	Membership in the boards of directors of former companies or their directors	Inside the Kingdom / Outside the Kingdom	Legal entity
			Alinma Investment Company	Inside the Kingdom	Closed joint company
Albilad Capital Company	Inside the Kingdom	Closed Joint Company	Alinma Bank	Inside the Kingdom	Listed joint company
			Arab National Bank	Inside the Kingdom	Listed joint company
Bayan Credit Bureau	Inside the Kingdom	Closed Joint Company	Samba Financial Group	Inside the Kingdom	Listed joint company
Enjaz Payment Services Company	Inside the Kingdom	Closed joint company	-	-	-

Mr. Adeb Abanmi - Vice Chairman - Independent Member

Mr. Adeb bin Mohammed Abanmi has a long functional and practical experience, as he previously worked as a second continuous disclosure consultant in the Capital Market Authority and a member of the Board of Directors of the Saudi Tunisian Bank, Al-Maather REIT Company and Jazan Energy and Development Company, and is currently a member of the Board of Directors of Bin Saedan Real Estate Company, National Poultry Company, Al-Maarefa University Company, and a member of a number of audit committees in a number of public and Closed joint company companies. Mr. Abanmi holds a master's degree in accounting from the University of Miami, USA and a bachelor's degree. in Accounting from King Saud University.

Membership in the boards of directors of existing companies or of their directors	Inside the Kingdom / Outside the Kingdom	Legal entity	Membership in the boards of directors of former companies or their directors	Inside the Kingdom / Outside the Kingdom	Legal entity
National Poultry Company	Inside the Kingdom	Closed joint company			
			Saudi Tunisian Bank	Outside the Kingdom	Government contribution equally Between the Arab Kingdom Saudi Arabia and the Republic Tunisian
Bin Saedan Real Estate Company	Inside the Kingdom	Closed joint company			
Almaathar Fund REIT	Inside the Kingdom	Real Estate Investment Traded Fund			
Jazan Energy and Development Company	Inside the Kingdom	Closed joint company	Jazan Energy and Development Company	Inside the Kingdom	Listed Joint Company

Mr. Khalid bin Abdulrahman Al-Rajhi - Non-Executive Member

Mr. Khalid bin Abdulrahman Al-Rajhi has a long experience in a number of fields, having previously served as a member of the Board of Directors of the Saudi Telecom Company, Chairman of the Audit Committee, and a member of the Investment Committee, and is currently the Chairman of the Board of Directors of the Saudi Cement Company and a member of the Board of Directors of the Saudi Cement Company on the Board of Directors of Albilad Capital Company He also holds the position of Chairman and CEO of Abdulrahman Saleh Al-Rajhi & Co. Ltd. In addition, he is a board member of Tanami Arabia Company. Mr. Alrajhi holds a Bachelor's degree in Finance from King Fahd University of Petroleum and Minerals.

Membership in the boards of directors of existing companies or of their directors	Inside the Kingdom / Outside the Kingdom	Legal entity	Membership in the boards of directors of former companies or their directors	Inside the Kingdom / Outside the Kingdom	Legal entity
Saudi Cement Company	Inside the Kingdom	Listed joint company	Dana Gas Company	Outside the Kingdom	Listed joint company
			NAS Company	Outside the Kingdom	Listed joint company
Tanami Arabia Company	Inside the Kingdom	Closed joint company	Saudi Telecom Company	Inside the Kingdom	Listed joint company
Albilad Capital Company	Inside the Kingdom	Closed joint company	National Shipping Company of Saudi Arabia	Inside the Kingdom	Listed joint company
Abdul Rahman Saleh Al Rajhi & Partners Co. Ltd.	Inside the Kingdom	Limited Liability	Saudi United Cooperative Insurance Company (Walaa)	Inside the Kingdom	Listed joint company
			Takween Advanced Industries	Inside the Kingdom	Listed joint company

Mr. Nasser bin Sulaiman Al-Nasser - Independent Member

Mr. Nasser has several experience in operations and technology management through several previous senior positions as CEO of Saudi Telecom Group (STC), Chief Technology and Operations Officer at Mobily, Chairman of the Board of Directors of the Arab Internet and Communications Services Company (Solutions). Mr. Alnasser holds a Bachelor's degree in Electrical Engineering from King Saud University.

Membership in the boards of directors of existing companies or of their directors	Inside the Kingdom / Outside the Kingdom	Legal entity	Membership in the boards of directors of former companies or their directors	Inside the Kingdom / Outside the Kingdom	Legal entity
Leading Medical Solutions	Inside the Kingdom	one person	Saudi Telecom Group	Inside the Kingdom	Listed joint company
-	-	-	Arabian Internet & Telecommunications Services Co.	Inside the Kingdom	Listed joint company
-	-	-	Etiihad Telecom Company	Inside the Kingdom	Listed joint company

Mr. Mohammed Abdulrahman Al-Rajhi - Non-Executive Member

Mr. Mohammed bin Abdulrahman bin Abdulaziz Al-Rajhi has many experiences for more than 30 years in several investment fields such as the banking sector and the real estate sector through his previous work as a sector manager at Bank Al-Jazira and Al-Rajhi Real Estate Investment Company and as CEO in charge of Al-Rajhi Trading Establishment for Exchange. Mr. Alrajhi holds a bachelor's degree in business administration from King Abdulaziz University.

Membership in the boards of directors of existing companies or of their directors	Inside the Kingdom / Outside the Kingdom	Legal entity	Membership in the boards of directors of former companies or their directors	Inside the Kingdom / Outside the Kingdom	Legal entity
Al Rajhi Real Estate Investment Company	Inside the Kingdom	Limited Liability	Bank AlJazira	Inside the Kingdom	Listed joint company

Mr. Haitham Mohammed Al-Fayez - Independent Member

Mr. Haitham has more than 15 years of experience as a former Chief Executive Officer of Local Investments at Kingdom Holding Company (KHC), Head of Direct Investments at Saudi Aramco, Jadwa Investment Company as Head of Capital Investments, and is currently the CEO of Awqaf Investment Company.

Membership in the boards of directors of existing companies or of their directors	Inside the Kingdom / Outside the Kingdom	Legal entity	Membership in the boards of directors of former companies or their directors	Inside the Kingdom / Outside the Kingdom	Legal entity
Awqaf Investment Company	Inside the Kingdom	Closed Joint Company	Kingdom Holding Company	Inside the Kingdom	Listed Joint Company
Kadana Development & Development Company	Inside the Kingdom	Closed Joint Company	Saudi Aramco Company	Inside the Kingdom	Listed Joint Company
um Al-Qura Company for Development and Construction	Inside the Kingdom	Closed Joint Company	Jadwa Company	Inside the Kingdom	Listed Joint Company

Mr. Haitham Sulaiman Al-Suhaimi - Non-Executive Member

Mr. Haitham bin Sulaiman Al-Suhaimi has experience in wealth and investment management through holding several positions in Albilad Capital Company, he is the Head of Business Development Department since March 2020, Head of Wealth Management between 2018 and 2020, Financial Analyst for Investment Banking and Private Equity between 2016 and 2018, Head of Marketing and Sales at SAPEN UAE between 2012 and 2014, and is currently a member of the Board of Directors of several owned funds of Albilad Capital. Mr. Alsuheimi holds a Master's degree in Investment and Financial Risk from the University of Westminster in UK and a Bachelor's degree in Business Administration from Al Ghurair University in the UAE.

Membership in the boards of directors of existing companies or of their directors	Inside the Kingdom / Outside the Kingdom	Legal entity	Membership in the boards of directors of former companies or their directors	Inside the Kingdom / Outside the Kingdom	Legal entity
Member of the Board of Directors of Albilad Gold ETF	Inside the Kingdom	Fund licensed by the Capital Market Authority	-	-	-
Member of the Board of Directors of Albilad Fund REIT Holding	Inside the Kingdom	Fund licensed by the Capital Market Authority	-	-	-
Member of the Board of Directors of Albilad Government Sukuk ETF	Inside the Kingdom	Fund licensed by the Capital Market Authority	-	-	-
Member of the Board of Directors of Albilad Saudi Riyal Murabaha Fund	Inside the Kingdom	Fund licensed by the Capital Market Authority	-	-	-
Member of the Board of Directors of Nusaned Fund	Inside the Kingdom	Fund licensed by the Capital Market Authority	-	-	-
Member of the Board of Directors of Participation Solutions for Information Technology	Inside the Kingdom	Limited Liability	-	-	-
Member of the Board of Directors of Telad Investment Company	Inside the Kingdom	Closed joint company	-	-	-
Member of the Board of Directors of Wasm Business Company for Information Technology	Inside the Kingdom	Closed joint company	-	-	-

Mr. Muath Abdulrahman Al-Husseini - Independent Member

Mr. Muath bin Abdulrahman Al-Husseini has many experiences through his previous work at Deutsche Bank as Head of Financial Solutions and Risk Management in the Middle East and North Africa, as well as he worked at SABB Bank in the Treasury Department as a Senior Treasury Advisor, and he is the co-founder and CEO of Ehata Capital. Mr. Alhusseini holds a Bachelor's degree in Management Information Systems with honors from King Fahd University of Petroleum and Minerals, he also holds the Chartered Financial Analyst (CFA) and the Financial Risk Manager Certificate. FRM certified.

Membership in the boards of directors of existing companies or of their directors	Inside the Kingdom / Outside the Kingdom	Legal entity	Membership in the boards of directors of former companies or their directors	Inside the Kingdom / Outside the Kingdom	Legal entity
Ehata Financial Company	Inside the Kingdom	Limited Liability	-	-	-
Saudi Lendo Company	Inside the Kingdom	Closed Joint Company	-	-	-
Saudi Mining Services Co.	Inside the Kingdom	One Person Closed Joint Company	-	-	-
Dan Company	Inside the Kingdom	Closed Joint Company	-	-	-

C. RECORD OF ATTENDANCE AT 2022 BOARD MEETINGS

In order to enhance its role, the Board of Directors held (9) meetings during the year 2022.

Board of Directors Meetings Held During the Year 2022 and Attendance Record:

#	Name	Position	Meeting Date and number								
			24/01/2022	14/03/2022	17/04/2022	13/05/2022	13/05/2022	23/08/2022	10/09/2022	12/12/2022	29/12/2022
			01/22	02/22	03/22	04/22	05/22	06/22	07/22	08/22	09/22
1	Mr. Nasser Mohammed Al-Subaie	Chairman of the Board of Directors	√	√	√	√	√	√	√	√	√
2	Mr. Adeeb Abanmi	Vice Chairman	√	√	√	√	√	√	√	√	√
3	Dr. Ziad Othman Alhogail	Member	√	√	√	√	√	√	√	√	√
4	Mr. Abdulaziz Mohammed Al-Onaizan	Member	√	√	√	√	√	√	√	√	√
5	Mr. Khalid Abdulrahman Al-Rajhi	Member	√	√	√	√	√	√	√	√	√
6	Mr. Haitham Sulaiman Al-Suhaimi	Member	√	√	√	√	√	√	√	√	√
7	Mr. Nasser bin Sulaiman Al-Nasser	Member	-	-	√	√	√	√	√	√	√
	1 Mr. Mohammed Abdulrahman Al-Rajhi	Member	-	-	√	√	√	√	√	√	√
8	Mr. Haitham Mohammed Al-Fayez	Member	-	-	√	√	√	√	√	√	√
	Mr. Moaz Abdulrahman Al-Husseini	Member	-	-	√	√	√	√	√	√	√
9	Mr. Fahad bin Abdullah bin Dakheel	Vice Chairman	√	√	-	-	-	-	-	-	-
	Mr. Samir Omar Baissa	Member	√	√	-	-	-	-	-	-	-
10	Mr. Khalid bin Abdulaziz Al-Muqairen	Member	√	√	-	-	-	-	-	-	-
	Mr. Ahmed bin Abdulrahman Al-Hussan	Member	√	√	-	-	-	-	-	-	-

(1) The new members of the current term of the Board, which began on 17/04/2022. **(√) Attended - (X) apologize**

(2) Members whose membership expired at the end of the previous term of the Board on 16/04/2022.

A. BALANCE OF SHARES OWNED BY MEMBERS OF THE BOARD OF DIRECTORS, THEIR SPOUSES AND MINOR CHILDREN

The number of shares owned by Members of the Board of Directors, their spouses and minor children at the beginning and end of fiscal year 2022:

No.	Stakeholder name	Number of shares at the beginning of 2022	Number of shares at the end of 2022	Net change	Change %
1	Mr. Nasser Mohammed AlSubeaei	2,742,563	3,006,676	264,113	%10
2	Dr. Zeyad Othman Alhekail	-	-	-	-
3	Mr. Abdulaziz Mohammed AlOnaizan	385,185	87,448	(297,737)	%(77)
4	Mr. Adeeb Mohammed Abanumai	-	-	-	-
5	Mr. Haytham Sulaiman AlSuhaimi	-	-	-	-
6	Mr. Khalid bin Abdulrahman AlRajhi	68,387,386	91,260,056	22,872,670	%33
7	Mr. Mohammed bin Abdulrahman AlRajhi	3,000	20,869	17,869	%596
8	Mr. Nasser Sulaiman Alnasser	-	-	-	-
9	Mr. Muadh Abdulrahman Alhussaini	-	-	-	-
10	Mr. Haitham Mohammed Alfayez	-	-	-	-

B. SENIOR EXECUTIVES CURRENT AND PREVIOUS POSITIONS, QUALIFICATIONS AND EXPERIENCE

Name	Current position	Previous positions	Qualifications	Experience	Specialty
Mr. Abdulaziz Mohammed AlOnaizan	Chief Executive Officer	Chief Business Officer at Bank Albilad	Bachelor	35 years	Quantitative Methods
Mr. Bashaar Yahya B Al Qunaibit	Senior Executive Vice President Businesses	Chief Business Officer – SABB Takaful	Bachelor	20 years	Business Administration
Mr. Saleh Suliman AlHabib	Executive Vice President Shared Services	General Manager of Corporate at Bank Albilad	Bachelor	28 years	Accounting
Mr. Abdullah Mohammed Alarifi	Executive Vice President of Risk	General Director of Credit Policy at Bank Albilad	Bachelor	26 years	Accounting
Mr. Hisham Ali AlAkil	Executive Vice President of Finance	Chief Financial Officer – Al Rajhi Capital	Master	21 years	Accounting
Mr. Samer Mohammed Farhoud	Executive Vice President of Treasury	Chief Executive Officer – Deutsche Gulf Finance	Bachelor	35 years	Computer Engineering
Mr. Abdullah Saad Salem Al Ruwais	Executive Vice President of Retail Banking	CEO- Saudi Financial lease contract registry company	Bachelor	22 years	Computer Science
Mr. Jameel Nayef Alhamdan*	Executive Vice President of Corporate Banking	General Director of Corporate – Bank Albilad	Bachelor	17 years	International Business Administration
Mr. Haitham Medainy AlMedainy	Executive Vice President of Human Resources	Head of Recruitment at the Saudi British Bank (SABB)	Bachelor	26 years	Computer Engineering
Mr. Saad Ibrahim Aldrees	Executive Vice President, Corporate Banking	Head of FI & Global Transaction Services	Master	17 years experience	Business Administration
Abdulaziz Saleh Mohammad Alghufaili	Chief Technology Officer	CTO - Saudi Industrial Development Fund	Master	21 years experience	Computer Info Systems

* Resigned in December 2022

C. BALANCE OF SHARES OWNED SENIOR EXECUTIVES, THEIR SPOUSES AND MINOR CHILDREN:

The number of shares owned by Senior Executives, their spouses and minor children at the beginning and end of fiscal year 2022:

No.	Stakeholder name	Position	Number of shares at the beginning of 2022	Number of shares at the end of 2022	Net change	Change %
1	Mr. Abdulaziz Mohammed AlOnaizan	Chief Executive Officer	385,185	87,448	(297,737)	-77%
2	Mr. Saleh Suliman AlHabib	Executive Vice President of Shared Services	183,918	245,224	61,306	33%
3	Mr. Abdullah Mohammed Alarifi	Executive Vice President of Risk	106,925	142,566	35,641	33%
4	Mr. Samer Mohammed Farhoud	Executive Vice President of Treasury	33,873	-	(33,873)	-100%
5	Mr. Haitham Medainy AlMedainy	Executive Vice President of Human Resources	28,629	21,838	(6,791)	-24%
6	Mr. Hisham Ali AlAkil	Executive Vice President of Finance	48,432	64,575	16,143	33%
7	Mr. Abdulaziz Saleh Alghufaili	Chief Technology Officer	-	-	-	-
8	Mr. Bashar Yahya Alqunaibit	Senior Executive Vice President Businesses	-	-	-	-
9	Mr. Saad Ibrahim Alderees	Executive Vice President of Corporate Banking	4,541	-	(4,541)	-100%
10	Mr. Abdullah Saad AlRuweis	Executive Vice President of Retail Banking	-	-	-	-
11	Mr. Jameel Naif Alhamdan*	Executive Vice President of Corporate Banking	21,883	29,177	7,294	33%

* Resigned in December 2022