07

Diversity and Inclusion

At **Ali Alghanim Sons Automotive Company K.S.C.P.**, we are deeply committed to fostering a workplace environment that values and celebrates diversity and inclusion. Through forward-thinking human resource policies and impactful programs, we strive to create a culture that champions innovation, creativity, and equality. We firmly believe that a diverse workforce is not only a cornerstone of our success but also a reflection of our responsibility to the communities we serve.

Our commitment to a progressive workplace culture is reflected in our efforts to ensure gender balance and equal opportunities for all employees. In 2024, we continued to prioritize the recruitment, retention, and professional development of women, achieving a significant increase in their representation across various roles in the company. These efforts highlight our dedication to building a workforce that is inclusive and representative of diverse perspectives.

Recognizing the transformative potential of young professionals, we have intensified our focus on empowering ambitious and talented individuals through comprehensive training programs. These initiatives are designed to develop critical skills, encourage innovation, and create pathways for career advancement. By investing in the growth of young professionals, we are nurturing a workforce that is not only diverse but also equipped to drive our organization toward greater success.

In 2024, Ali Alghanim Sons Automotive Company K.S.C.P. introduced several impactful initiatives under the Diversity and Inclusion pillar. Notably, the company offered training and certifications to:

31 Service Advisors

Equipping them with advanced skills to enhance customer interactions and technical expertise.

31 Sales Executives

Ensuring they are well-prepared to navigate dynamic market conditions and deliver exceptional customer service.

17 Managers

Fostering leadership development and strategic decision-making to drive organizational success.

These efforts underscore our unwavering commitment to creating an inclusive workplace where everyone has the opportunity to thrive and contribute meaningfully to the company's growth and vision.





Talentism and Kuwaitization

At Ali Alghanim Sons Automotive Company, we believe our people are our greatest asset, driving every achievement, from market expansion to customer satisfaction. In 2024, we remained committed to cultivating a supportive and inclusive work environment, providing opportunities for professional growth and career development to empower our workforce.

Our approach prioritizes recognizing employees as strategic partners, fostering a culture of collaboration and innovation. By offering programs and resources to enhance skills and career progression, we continue to attract and retain top talent, ensuring a high-performing and motivated team.

Kuwaitization remains central to our human capital strategy. As a proud Kuwaiti company, we are dedicated to developing a strong local talent pool to contribute to the nation's ambitious goals. This year, we actively expanded our recruitment and development efforts for Kuwaiti nationals, offering promising opportunities within an attractive work environment where they can thrive.

By investing in talent development and prioritizing national workforce participation, Ali Alghanim Sons Automotive Company is not only driving its organizational success but also contributing to Kuwait's long-term growth and sustainability.



09

Digital Capabilities



At Ali Alghanim Sons Automotive Company, we recognize that digital transformation is no longer a choice but a necessity in today's fast-evolving business environment. As part of our strategic vision, we have embraced technology as a key enabler for operational excellence, customer satisfaction, and sustainable growth. Our focus remains on integrating advanced digital solutions to enhance efficiency, empower our workforce, and elevate our customer experience.

In 2024, we made substantial progress in our digital journey by expanding our capabilities across key operational and customer-focused areas. Building on our commitment to delivering superior experiences, we enhanced our use of advanced data analytics to deepen our understanding of customer preferences. This data-driven approach allows us to craft personalized marketing strategies, ensuring our offerings are both relevant and impactful. Additionally, our continued investment in marketing automation tools has enabled us to improve customer retention by streamlining communication and creating seamless, personalized customer journeys.

In the service domain, we remain committed to leveraging innovative technologies that prioritize transparency and customer convenience. The integration of tools like CitNow, which connects customers with service advisors through video-sharing capabilities, has been pivotal in building trust. This tool empowers customers with detailed, visual insights into required repairs, along with the convenience of providing digital approvals. Such advancements reflect our focus on enhancing transparency, simplifying processes, and fostering stronger relationships with our customers.

Looking ahead, we view digital transformation as the cornerstone of our long-term growth strategy. In line with this vision, we continue to prioritize investments in cutting-edge technologies and digital innovations that will enable us to navigate industry challenges, unlock new opportunities, and strengthen our competitive edge. By embedding digital capabilities into the core of our operations, Ali Alghanim Sons Automotive Company is well-positioned to lead the industry into a future defined by agility, innovation, and excellence.

Governance Report

Annual Report 2024

Preface

Stemming from Ali Alghanim Sons Automotive Company belief that corporate governance is a fundamental pillar in achieving a balance between the interests of the Company's management, shareholders, and other stakeholders, the company prioritizes the implementation of governance principles as part of its strategic priorities. The primary goal of applying these principles and rules is to ensure the alignment of the company's objectives with those of its shareholders and investors, thereby enhancing the efficiency and effectiveness of the company's performance.

The Board of Directors of Ali Alghanim Sons Automotive Company K.S.C.P recognizes that the proper application of good governance on all company sectors, promoting a culture of professional behavior, ethical values, transparency and integrity ensures the protection of shareholders' and stakeholders' rights, It also serves as a key driver in creating a suitable environment that aligns with code of conduct standards and ethical values, ultimately benefiting the company and its employees while achieving optimal productivity and profitability for shareholders, investors, and stakeholders. Alghanim Company believes that proper application of corporate governance does not mean merely respecting a set of rules and regulations. Rather, It is necessary to help the company achieve its goals, and it is a culture and a way of regulating the relationship between the Board of Directors, Executive Management, stakeholders and all employees of the Company. The company places great importance on the principles of sustainability, considering it an integral part of its approach to achieving long-term success. The company aspires to integrate sustainability into its daily operations and future strategies, focusing on the three main pillars of sustainability: achieving economic growth through innovation and efficiency, promoting social progress by supporting the community and developing the work environment, and protecting the environment by adopting responsible practices that reduce environmental impact and enhance the sustainable use of resources. Alghanim also reaffirms its commitment to complying with the laws and regulations of the Capital Markets Authority and other relevant legislations in force in the State of Kuwait.

Rule One

Construct a Balanced Board Composition

The Board of Directors of Ali Alghanim Sons Automotive Company K.S.C.P has adopted a balanced organizational structure that aligns with the scope of tasks and responsibilities assigned to it. Each member possesses the necessary knowledge, skills, and expertise to enable the Board to perform its duties efficiently and effectively, in addition to having a comprehensive understanding of the company's activities, which in turn contributes to enhancing efficiency in making effective decisions.The Board of Directors was elected at the Ordinary General Assembly held on 28/03/2024 for a period of three years. The Board of Directors is responsible for the leadership, supervision and oversight of the executive management. The company's Board of Directors consists of a sufficient number of members to allow the Board of Directors to form the necessary number of committees emanating from it, the Board comprises seven members, mainly non-executive, including two independent members and one executive member.



Brief on the composition of the Board of Directors, as follows:

Name	Member classification (Executive-Non-Executive-Independent) Secretary	Academic Qualification	Date of Election - Appointment of Secretary
Eng. Fahad Ali Alghanim	Chairman - Non-Executive	Bachelor's Degree in Civil Engineering, Kuwait University	28/03/2024
Mr. Yousef Abdullah Al-Qatami	Vice Chairman and CEO - Executive	Bachelor of Science in Business Administration, Finance and International Management, Boston University, United States of America	28/03/2024
Eng. Ali Marzouq Alghanim	Director - Non-Executive	Bachelor of Science, Industrial and Systems Engineering, University of Southern California, USA	28/03/2024
Mr. Mohammad Khaled Alghanim	Director - Non-Executive	Bachelor of Science in Finance, Loyola Marymount University - USA	28/03/2024
Mr. Ali Abduljaleel Bahbahani	Director - Non-Executive	Master's Degree in Business Administration and Finance Kuwait University Bachelor's Degree in Business Administration and Finance University of California - USA Master's Degree in Hospitality and Hotel Management from Lausanne University	28/03/2024
Mr. Jehad Mohammad Ahmed Al-Qabandi	Director - Independent	Master's degree in Business Administration from City University London, UK Bachelor's degree in Engineering and Computer Science from California State University - USA	28/03/2024
Mr. Ahmed Meshari Abdulwahab Al-Fares	Director - Independent	Master's degree in Business Administration and a Postgraduate Diploma in Business Administration from the Kuwait Maastricht School of Management Bachelor's degree in Accounting from the College of Administrative Sciences at Kuwait University Higher Diploma in Islamic Finance from the College of Graduate Studies at Kuwait University	28/03/2024
Mr. Ahmed Zamrawi Hassan	Board Secretary	Bachelor of Commerce - Accounting Ain Shams University - Egypt	28/03/2024



Eng. Fahad Ali Alghanim

Chairman of the Board of Directors

Bachelor's degree in Civil Engineering from Kuwait University

Mr. Alghanim has 27 years of experience in commercial business management in the automotive field and in the banking , financial and commercial sectors. He has held many prominent leadership positions including CEO of Ali Mohammed Thunayan Alghanim & Sons Automotive Company, CEO of Al-Ahlia Heavy Vehicles Selling and Import Company, CEO of Ali Al Ghanim Sons Automative Company (K.S.C.C) and CEO of Ali Alghanim & Sons Group of Companies.

Currently, Mr. Fahad Alghanim is the Chairman of the Board of Directors of Ali Alghanim Sons Automotive Company K.S.C.P.,and member of the Nominations and Remuneration Committee at Ali Alghanim Sons Automotive Company , In addition, he holds memberships in many board of directors in banking, financial and commercial institutions, currently he holds member of the Board of Directors of Kuwait Finance House, Chairman of the Investment Committee and member of the Executive Committee, and Audit and Compliance Committee of KFH, Board Member of Ahli United Bank - UK, Board Member of Ahli United Bank – Egypt. Chairman of Global Auto S.A.E- Egypt, and Chairman of Auto Mobility LLC, Egypt, and Vice Chairman of Ali Alghanim Sons Holding Company. Additionally, he is Vice Chairman of A'ayan Leasing & Investment Co., Chairman of Milton Keynes Dons Football Club (London), and Chairman of Al-Ahlia Heavy Vehicles Selling and Import Company.

He is a member of Kuwait Building Materials Manufacturing Company, Board Member of Kuwait Society of Engineers, and Board Member and Treasurer of Kuwait Sporting Club, in addition to his membership in the Board of Directors of the Young Arab Leaders – Dubai.

Mr. Fahad Alghanim previously was Chairman of the Merger Committee of Kuwait Finance House and Ahli United Bank, Member of the Board of Directors of the Representatives of McLaren Motors global Agents (Middle East Representatives), Chairman of the Board of Directors and Chairman of the Restructuring Committee of A'ayan Leasing and Investment Company, Vice Chairman of Ali Al Ghanim Sons Automotive Company (K.S.C.C), Vice Chairman of the Board of Directors of Al-Ahlia Heavy Vehicles Selling and Import Company, Member of the Board of Directors of the Universal Payment Services Company (UPS), and Board Member of Alawla Slaughtering Co.



Mr. Yousef Abdullah Al-Qatami

Vice Chairman and Chief Executive Officer

Bachelor of Science in Business Administration, Finance and International Management, Boston University, United States of America

Mr. Yousef Al Qatami has approximately 23 years of experience in business management for global automotive brands in the automotive sector, business management and investment sectors. He is currently the Chief Executive Officer of Ali Alghanim Sons Automotive Company (K.S.C.P) and previously held the position of General Manager of Ali Mohammed Thunayan Alghanim & Sons Automotive Company and a Manager in the Asset Management Department at Global Investment House.

Mr. Al-Qatami currently holds the position of Vice Chairman, Chief Executive Officer and a member of the Nomination and Remuneration Committee of Ali Alghanim Sons Automotive Company K.S.C.P. Additionally, he is the Vice Chairman of A'ayan Leasing Holding Company. He held a Board Member of Boubyan Bank, and a Board Member of Boubyan Capital Investment Company.



Mr. Ali Abduljaleel Bahbahani

Member of the Board of Directors

Master's degree in Hospitality and Hotel Management from the University of Lausanne, a Master's degree in Business Administration and Finance from Kuwait University, a Bachelor's degree in Business Administration and Finance from the University of California in the United States of America, and a Postgraduate Certificate from the University of Liverpool

With over 19 years of commercial business management experience, primarily in the automotive sector, as well as in investment and risk management. Mr. Bahbahani has held multiple leadership positions. These include Director of Shared Services and Business Development at Ali Mohammed Thunayan Alghanim & Sons Automotive Group; General Manager of Dwaliya Technical Inspection Company; General Manager of the JAC brand at Ali Mohammed Thunayan Alghanim & Sons Automotive Company; Manager of the Direct Investment Department and Portfolio/Risk Management Analyst at Kuwait International Bank; Vice President of Project Management and Corporate Finance at Arab Investment Company; and Head of the Corporate Responsibility Unit at Gulf Bank.

Mr. Bahbahani currently serves as a Board Member, Member of the Audit Committee, and Chairman of the Risk Committee at Ali Alghanim Sons Automotive Company K.S.C.P. He is also a Board Member at A'ayan Leasing Holding Company, as well as a Board Member, Chairman of the Audit Committee, and Member of the Nomination and Remuneration Committee at Arab Investment Company.



Eng. Ali Marzouq Ali Alghanim

Member of the Board of Directors

Bachelor of Science degree in Industrial and Systems Science and Engineering from the University of Southern California, USA

Mr. Ali Marzouq Alghanim currently holds the Position of General Manager of MAKFM Company since 2018 and the position of Public Relations and Operations Consultant of Kuwait Sports Club.

Mr. Ali Marzouq Alghanim has been a member of the Board of Directors of Ali Alghanim Sons Automotive Company (K.S.C.P) since 2020, Member of the Audit Committee and Risk Management Committee, and Board member of Ali Alghanim Sons Holding Company.



Mr. Mohammad Khaled Ali Alghanim

Member of the Board of Directors

Bachelor degree in Finance from Loyola Marymount University, USA

Mr. Mohammad Khaled Alghanim currently holds the position of General Manager of ALG Insurance Broker Company, He also occupied General Manager of the Al-Ahlia Heavy Vehicles Selling and Import Company and the position of Director of Sports talents and Youth at Kuwait Sports Club.

Mr. Mohammad Khaled Alghanim has been a member of the Board of Directors of Ali Alghanim Sons Automotive Company K.S.C.P since 2020, and a member of the Risk Management Committee. Additionally, he is the Vice Chairman of the Board of Directors of Al-Ahlia Heavy Vehicles Selling and Import Company.



Mr. Jehad Mohammad Ahmed Al-Qabandi

Board Member – Independent

Master's degree in Business Administration from City University London, UK, a Bachelor's degree in Engineering and Computer Science from California State University - Long Beach- USA, and has completed the Middle East Senior Executive Program from Harvard Business School, USA

Mr. Al-Qabandi has more than 34 years of experience in commercial business, finance, investment and banking in Kuwait's leading institutions.

Currently he holds the position of Independent Board Member and Chairman of the Audit Committee at Ali Alghanim Sons Automotive Company, and Vice Chairman at Afrah Al Khaleej General Trading and Contracting Company.

Mr. Al-Qabandi has distinguished banking and finance experience, he previously held the position of Chief Executive Officer at the Bank of Bahrain and Kuwait - Kuwait Branch, and Executive Director at the Kuwait National Fund for the Development and Welfare of Small and Medium Enterprises. Additionally, he has extensive experience in the field of investment, and founded Al Ritaj Investment Company and held the position of CEO and Managing Director.

Mr. Jehad also held several other leadership positions in prestigious international companies - Solomon Brothers International and the Kuwait Investment Office in London, and in local companies such as Investment Dar Company and Al Imtiaz Investment Group.



Mr. Ahmed Meshari Abdulwahab Al-Fares

Board Member – Independent

Master's degree in Business Administration and a Postgraduate Diploma in Business Administration from the Kuwait Maastricht School of Management, a Bachelor's degree in Accounting from the College of Administrative Sciences at Kuwait University, and a Higher Diploma in Islamic Finance from the College of Graduate Studies at Kuwait University

Mr. Al-Fares holds several professional certifications including Certified Compliance Officer (CCO), Certified Merger and Acquisition Specialist (CMAS), Certified Professional Internal Auditor (CPIA) from USA, Certified Risk Based Auditor (CRBA) and Certified Risk Analyst (CRA) from Hong Kong. In addition, he has several executive programs in management, leadership, and strategic planning from INSEAD Business School.

Mr. Al Fares has more than 20 years of experience in banking, supervisory business and other fields, he is currently the Secretary of the Board of Directors of Kuwait Telecom Company since 2019, and the Treasurer of the Board of Directors of the Kuwait Transparency Society.

Furthermore, he currently holds the position of an independent board member and Chairman of Nomination and Remuneration Committee of Ali Alghanim Sons Automotive Company (K.S.C.P) and a member of the Board of Directors of Kuwait Finance House (KFH).

He started his career as a Banking Inspector in the Supervision Sector at the Central Bank of Kuwait, and then held several positions at Kuwait Finance House, the last of which was the position of Governance Manager in the Regulatory Compliance Department, then joined Kuwait Telecom Company and held both the position of Director of the Regulatory Compliance Department and the position of Head of Internal Audit Department, and previously served as Assistant Undersecretary of the Ministry of Commerce and Industry for Corporate Affairs and Commercial Licensing, Chairman and Secretary of the Board of Directors of the Kuwait Accountants and Auditors Association, Board Member of the Public Authority for Industry, and Board Member of Central Bank of Kuwait.

Brief on the Company's Board of Directors' meetings, through the following statement:
Board of Directors Meetings in 2024

Member Name	Member Classification	Meeting No. (1)	Meeting No. (2)	Meeting No. (3)	Meeting No. (4)	Meeting No. (5)	Meeting No. (6)	Meeting No. (7)	Meeting No. (8)	Meeting No. (9)	Total Meetings
		14/02/2024	20/02/2024	12/03/2024	28/03/2024	09/05/2024	12/06/2024	06/08/2024	10/11/2024	30/12/2024	
Eng. Fahad Ali Alghanim	Chairman - Non-executive	✓	✓	✓	✓	✓	✓	✓	✓	✓	**9**
Mr. Yousef Abdullah Al Qatami	Vice Chairman and CEO	✓	✓	✓	✓	✓	✓	✓	✓	✓	**9**
Eng. Ali Marzouq Alghanim	Director - Non-executive	✓	✓	✓	✓	✓	✓	✓	✓	✓	**9**
Mr. Mohammad Khaled Alghanim	Director - Non-executive	✓	✓	✓	✓	✓	✓	✓	✓	✓	**9**
Mr. Ali Abduljaleel Bahbahani	Director - Non-executive	✓	✓	✓	✓	✓	✓	✓	✓	✓	**9**
Mr. Jehad Mohammed Al-Qabandi	Director - Independent	✓	✓	✓	✓	✓	✓	✓	✓	✓	**9**
Mr. Ahmed Meshari Al Fares	Director - Independent	✓	✓	✓	✓	✓	✓	✓	✓	✓	**9**

A summary of how to apply the requirements for registration and coordination and keeping minutes of the meetings of the Board of Directors of the company.

The Board of Directors reappointed the Board Secretary from among the Company's employees during its meeting dated 28/03/2024, whose duties include those outlined in the Company's Corporate Governance Manual. The Board Secretary acts as the primary liaison between the Board of Directors, executive management and all stakeholders including shareholders and various departments of the Company, and ensures, communicates and distributes information, coordinates between all concerned parties and ensures that the Board members have full and prompt access to the minutes of Board meetings, information, documents and records related to the Company. The Board of Directors, through the Board Secretary, records all minutes of the Board meetings and ensure that the minutes reflect the proper exercise of the Board's duties, and keeping the minutes and reports submitted to and from the Board of Directors, as a special register has been established in which the minutes of the Board of Directors meetings are recorded, including the meeting number, place, date and time of the beginning and end of the meeting.

The Board Secretary duties include ensuring that all members are informed of the dates of Board meetings at least three working days prior to the date of the meeting (unless there is an emergency meeting that requires members to be invited in less than three working days), in addition to preparing minutes of the meetings with discussions and deliberations, including the votes taken, categorizing and filing them for easy reference, and providing members with all required documents. The Board Secretary shall ensure that the minutes are signed by him and all members present.

An acknowledgment by the independent member that the controls of independence are available. A copy of the acknowledgement shall be attached to the report.

The Independent Directors have declared that they are independent as stated in Article (2-3) of Chapter 2 of Book 15 (Corporate Governance) of the Executive Regulations of Law No. (7) of 2010 regarding the establishment of the Capital Markets Authority and the regulation of securities activity and their amendments, as shown below:

Independent Board Member Acknowledgement
Ali Alghanim Sons Automotive Company

I / Jehad Mohammad Ahmed Al-Qabandi, hereby acknowledge the below as an independent member in ALG's Board of Directors, that I have the controls of the Independency stipulated in Article No (2-3) of Corporate Governance book of the executive bylaws of law No.7 of 2010 regarding the establishment of the Capital Markets Authority and the regulating securities activities and its amendments. According to the following:

1. I do not hold 5% or more of ALG's shares.

2. I do not have a first degree relation with any of the Members of a Board of Directors or Executive Management Members in the Company or any other company in its Group or the main related parties.

3. I am not a Member of a Board of Directors in any company of the Group.

4. I am not an employee in the Company or any company in the Group or for any of the Stakeholders.

5. I am not an employee for corporate entities who own control shares in the Company.

6. I have the qualifications, experience and technical skills commensurate with the company's activity.

7. I undertake to immediately notify the company's Board of Directors in the event of any change that may affect my independence as an independent member of the Board of Directors.

Name: Jehad Mohammad Ahmed Al-Qabandi
Signature:



Date: 31 December 2024

Independent Board Member Acknowledgement
Ali Alghanim Sons Automotive Company

I/ Ahmed Meshari Al-Fares, hereby acknowledge the below as an independent member in ALG's Board of Directors, that I have the controls of the Independency stipulated in Article No (2-3) of Corporate Governance book of the executive bylaws of law No.7 of 2010 regarding the establishment of the Capital Markets Authority and the regulating securities activities and its amendments. According to the following:

1. I do not hold 5% or more of ALG's shares.

2. I do not have a first degree relation with any of the Members of a Board of Directors or Executive Management Members in the Company or any other company in its Group or the main related parties.

3. I am not a Member of a Board of Directors in any company of the Group.

4. I am not an employee in the Company or any company in the Group or for any of the Stakeholders.

5. I am not an employee for corporate entities who own control shares in the Company.

6. I have the qualifications, experience and technical skills commensurate with the company's activity.

7. I undertake to immediately notify the company's Board of Directors in the event of any change that may affect my independence as an independent member of the Board of Directors.

Name: Ahmed Meshari Al-Fares
Signature:



Date: 31 December 2024

Rule Two

Establish Appropriate Roles and Responsibilities

Brief of how the Company defines a policy on the tasks, responsibilities and duties of each of the Members of the Board of Directors and Executive Management member, as well as the powers and authorities delegated to the Executive Management.

The Board of Directors serving as the primary pillar in accomplishing the objectives of both shareholders and stakeholders. The Board has ensured that there is a clear separation of duties between the Board of Directors and the Executive Management to ensure full independence and maintain a balance in authority between them. The responsibilities and authority of the Board are clearly defined in the Company's Articles of Association and the Company's Authority and delegation Matrix, taking into account the powers of the General Assembly.

One of the Board's main tasks is to achieve the Company's strategic objectives, maintain the financial health of the Company, and ensure that the Executive Management performs the required tasks and makes effective decisions for the benefit of the shareholders. This ultimately enhances the Company's competitiveness, drives higher growth rates and maximizes profits.

Achievements of the Board of Directors during the year.

The main achievements of the Board of Directors for the year 2024 are as follows:

01 Adopted the auditor's report and annual financial statements for 2023 and interim financial statements for 2024.

02 Approved the company's estimated budget.

03 Approved the agenda of the Ordinary General Assembly and calling for the Annual Ordinary General Assembly Meeting of the shareholders.

04 Reviewed and approved the Board of Directors' charter.

05 Reviewed and approved the policies and procedures manual for the company's departments.

06 Approved the charter of the Audit Committee, Risk Management Committee and Nomination and Remuneration Committee.

07 Approved the Board of Directors' report on the company's activities and financial position for the financial year ending on 31/12/2023.

08 Adopted the Corporate Governance Report and the Audit Committee Report for the financial year ending on 31/12/2023.

09 Approved the company's integrated report for the financial year ending on 31/12/2023.

10 Reviewed and approved the Risk Management Policies and Procedures Manual.

11 Adopted the risk register report, assessing and approving the company's risk appetite.

12 Adopted internal audit reports.

13 Adopted the ICR Internal Control Systems Review Report for the year ending on 31/12/2023.

14 Approved the report of the remuneration and benefits for the members of the Board of Directors, its committees and the executive management for the financial year ending on 31/12/2023.

15 Approved the report of related parties transactions for the financial year ended on 31/12/2023, and the transactions that will take place during the year 2024.

16 Re-appointment of the external auditor for the year 2024.

17 Approved the sustainability report for the financial year ending on 31/12/2023.

18 Approved the appointment of consultants to carry out the following tasks:

- Internal Audit
- Risk Management
- Evaluating internal control systems
- Preparing the internal audit quality assurance report
- Providing Tax Services
- Preparing a sustainability report for the year 2023

19 Reviewed and approved the corporate governance policies.

20 Reviewed and approved the company's business continuity plan.

21 Adopted the company's sustainability policy statement.

22 Adopted the Compliance Department's work plan for 2024.

23 Reviewed and approved the Authority Matrix and determined its duration.

24 Approved the distribution of semi-annual cash dividends to shareholders.

25 Approved the payment of annual remuneration to the board members and the secretary.

26 Approved the payment of annual bonuses to the executive management and employees of the company.

27 Approved the performance evaluation of the Board of Directors as a whole and each member of the Board and its committees, and the evaluation of the executive management for the year 2023.

28 Approved the performance evaluation of the consulting firms in charge of external audit, internal audit and risk management for the year 2023.

29 Approved the job description of the board members and the secretary.

30 Reviewed the nomination letters and biographies of the candidates for membership of the Board of Directors for the next three years.

31 Elected the Chairman and Vice Chairman of the Board of Directors, reconstituting the Board of Directors and its committees for the next three years, and reappointing the Secretary of the Board of Directors.

32 Approved the training plan for board members and executive management for the year 2024.

33 Monitoring the work of the committees formed by the Board of Directors and approving their recommendations.



Brief about the application of the formation requirements of independent specialized committees by the Board of Directors.

Audit Committee

Tasks and Achievements of the Committee during the year

01 Approved the auditor's report and the annual financial statements for 2023 and the interim financial statements for 2024.

02 Reviewed the Executive Management's undertaking for the integrity of the financial statements for the financial year ended 31/12/2023.

03 Reviewed and approved the Internal Audit Charter.

04 Approved the Audit Committee Charter.

05 Reviewed and approved the governance policies.

06 Approved the internal audit reports

07 Adopted the internal control systems review report for 2023.

08 Adopted the Audit Committee's report for 2023.

09 Adopted the Compliance Department's plan for 2024.

10 Adopted the internal audit plan for 2025-2026.

11 Approved the non-confirmation services of the external auditor and ensure their independence.

12 Evaluated the performance of the company's external auditor for 2023.

13 Evaluated the performance of the consulting firm assigned to the internal audit function for 2023.

14 Elected the Chairman of the Committee and appointed the committee Secretary for the next three years.

15 Recommended the reappointment of the external auditor for 2024, setting their fees and reviewing their appointment letter.

16 Recommended the re-appointment of a consulting firm to perform the internal audit function for 2025-2026.

17 Recommended the appointment of a consulting firm to prepare the internal audit quality assurance report for the three-year period (2022-2023-2024).

18 Recommended the appointment of a consulting firm to prepare the Internal Control Systems Assessment and Review Report (ICSAR) for the financial year ending in 2024.

19 Recommend the appointment of a consulting firm to provide tax services.

20 Recommended the appointment of a consulting firm to perform the actuarial valuation of the end-of-service benefits.

Committee Members

- Mr. Jehad Mohammad Al-Qabandi - Committee Chairman - Independent
- Mr. Ali Abduljaleel Bahbahani - Committee Member - Non-Executive
- Mr. Ali Marzouq Ali Alghanim - Committee Member - Non-Executive

Number of Committee Meetings during the year	Committee Formation Date	Committee Term
9 Meetings	The Board of Directors re-formed the committee on 28/03/2024	Three years, provided that it does not exceed the remaining duration of the Board of Directors membership.

Nomination and Remuneration Committee

Tasks and Achievements of the Committee during the year

01 Reviewed and approved the charter of the Nomination and Remuneration Committee.

02 Approved the performance evaluation of the Board of Directors as a whole and each member of the Board of Directors, its committees and executive management for the financial year ending 2023

03 Approved the payment of the annual remuneration to the Board members and the Board Secretary for the financial year ending in 2023.

04 Approved the disbursement of the annual bonus for the executive management and employees of the company for the year ending in 2023.

05 Approved the remuneration and benefits report for the members of the Board of Directors, its committees and executive management who received the highest remuneration for the financial year ending in 2023.

06 Approved the training plan for the Board of Directors and Executive Management for 2024.

07 Approved the independent directors' letters of undertaking and confirm the conditions of their independence.

08 Approved the job description of the board members and the board secretary.

09 Reviewed the nomination letters and biographies of the candidates for the Board of Directors for the next three years.

10 Elected the Chairman of the Committee and appointing the Committee Secretary for the next three years.

Committee Members

- Mr. Ahmed Meshari Al Fares - Chairman of the Committee – Independent
- Mr. Fahad Ali Alghanim - Committee Member - Non-Executive
- Mr. Yousef Abdullah Al Qatami - Committee Member - Executive

Number of Committee Meetings during the year	Committee Formation Date	Committee Term
3 meetings	The Board of Directors re-formed the committee on 28/03/2024	Three years, not to exceed the remaining term of the Board of Directors



Risk Management Committee

Tasks and Achievements of the Committee during the year

01 Reviewed and approved the Risk Management Committee Charter.

02 Reviewed and approved the Risk Management Policies and Procedures Manual.

03 Reviewed and approved the company's business continuity plan.

04 Approved the risk management register and report.

05 Approved of the company's acceptable risk level (risk appetite).

06 Elected the Committee Chairman and appointed of the Committee Secretary.

07 Recommended the appointment of a consultant to undertake the tasks of preparing the sustainability report for the financial year ending in 2023.

08 Approved the related party transactions report for the fiscal year ended 12/31/2023, and the transactions that will take place during the year 2024.

09 Evaluated the performance of the risk management consultant for the year 2023.

10 Recommended the reappointment of the Risk Management Consultant for the year 2024.

11 Adopted the company's sustainability policy statement.

12 Approved the sustainability report for the year 2023.

Committee Members

- Mr. Ali Abduljaleel Bahbahani - Chairman of the Committee - Non-Executive
- Mr. Ali Marzouq Ali Alghanim - Committee Member - Non-Executive
- Mr. Mohammad Khalid Alghanim - Committee Member - Non-Executive

Number of Committee Meetings during the year	Committee Formation Date	Committee Term
7 Meetings	The Board of Directors re-formed the committee on 28/03/2024	Three years, not to exceed the remaining term of the Board of Directors

A summary of how to apply the requirements that allow the Members of the Board of Directors to obtain accurate and timely information and data.

One of the duties of the Executive management is to provide complete, accurate and timely information and data to all members of the Board of Directors. The Board of Directors has adopted a Policy and Procedures Manual outlining the process for Board members to access accurate, timely and complete information. It also delineates the responsibility of Board members to maintain the confidentiality of such information. The Company has developed its IT infrastructure, particularly its reporting systems, to ensure that all reports are prepared with a high degree of quality and accuracy.

The company has developed the presentation mechanism for Board of Directors' meeting documents to ensure that all reports are prepared with the highest level of quality and accuracy. This initiative aims to streamline the decision-making process while also reducing paper-based transactions.

Rule Three

Recruit Highly Qualified Candidates for Members of a Board of Directors and the Executive Management

Brief about the application of the formation requirements of the Nomination and Remuneration Committee.

The Nomination and Remuneration Committee (BNRC) has developed a charter that has been approved by the Board of Directors of the Company. The Nomination and Remuneration Committee's charter includes a clear policy for determining the remuneration of the Board Members and Executive Management. The Nominations and Remuneration Committee consists of three members, headed by an independent member.

Summary of the company's policy of compensations and incentives specifically related to Members of a Board of Directors, the Executive Management and Managers.

The performance of the Board of Directors as a whole and the contribution of each Board Member and Board Committees are assessed annually based on approved objective performance indicators (KPIs).

Accordingly, the annual remuneration of the Board of Directors is determined in accordance with Law No. (1) of 2016 stipulating the Companies Law and its Executive Regulations and its amendments. This remuneration is ratified by the Ordinary General Assembly based on the recommendation of the Board and the recommendation of the Nomination and Remuneration Committee. An independent member of the Board of Directors may be exempted from the above-mentioned maximum remuneration based on the approval of the Ordinary General Assembly.

The fixed and variable remuneration categories for Executive Management are determined as follows:

- Fixed remuneration (salaries, benefits, etc.).
- Variable remuneration (annual bonus based on performance evaluation criteria and short- and long-term performance targets).

Report on the remunerations to the Members of the Board of Directors, the Executive Management and Managers:

Remunerations and benefits for Board of Directors members

Total number of members	Remunerations and benefits through the parent company			Remunerations and benefits through subsidiaries			
	Fixed Remuneration and benefits (KWD)	Variable Remuneration and benefits (KWD)		Fixed Remuneration & benefits (KWD)		Variable Remuneration and benefits (KWD)	
	Health Insurance	Annual Remuneration	Committees' Remuneration	Health Insurance	Monthly salaries (total of the year)	Annual Remuneration	Committee Remuneration
7	-	85,000	-	2,135	118,753	75,002	-

Total remunerations and benefits granted to five senior executives who have received the highest remunerations, in addition to the Chief Executive Officer and the financial manager or their deputy, if not included

Total number of executive positions	Remunerations and benefits through the parent company							Remunerations and benefits through subsidiaries						
	Fixed remuneration and benefits (Kuwaiti Dinar)						Variable remuneration and benefits (KWD)	Fixed remuneration and benefits (Kuwaiti Dinar)						Variable remuneration and benefits (KWD)
	Monthly salaries (total of the year)	Health Insurance	Annual Tickets	Housing Allowance	Transportation Allowance	Children's Education Allowance	Annual remuneration	Monthly salaries (total of the year)	Health Insurance	Annual Tickets	Housing Allowance	Transportation Allowance	Children's Education Allowance	Annual remuneration
5	37,680	1,220	951	-	-	-	9,970	224,112	2,745	-	-	-	-	929,086

Any substantial deviations from remuneration policy approved by Board of Directors.

There are no deviations from the approved Board remuneration policy.

Rule Four

Safeguard the Integrity of Financial Reporting

Written undertakings by both the Board of Directors and the Executive Management of the soundness and integrity of the prepared financial reports

The integrity and fairness of the Company's financial statements are important indicators of the company integrity and credibility in presenting its financial position. The Executive Management pledges to the Board of Directors that all financial reports are presented in a sound and fair manner, that they review all financial aspects of the Company's data and business results, and that they are prepared in accordance with the International Accounting Standards that approved by the Capital Markets Authority. In turn, the Board pledges the same to the Company's shareholders, strengthening accountability through Executive Management, the Audit Committee, and the Board.

Brief about the application of the formation requirements of the audit committee.

The Audit Committee has developed a charter approved by the Company's Board of Directors, in accordance with the requirements of Chapter 5 of Book 15 of the Executive Regulations of Law No. (7) of 2010 on the establishment of the Capital Markets Authority and the regulation of securities activity and their amendments. Comprising three members, including an independent member, the committee was reconstituted in the Board of Directors meeting dated 28/03/2024, ensuring that neither the Chairman of the Board nor the executive members of the Board of Directors hold its membership. The term of the Committee is three years, and at least one member must have a scientific qualification or practical experience among the members of the Committee in accounting and finance fields.

The committee ensures the safety and integrity of the company's financial reports and ensures the adequacy and effectiveness of the company's internal control systems, and it meets regularly with the external auditor and internal auditors. During the year, the Committee held four meetings with the Internal Auditor.

In case of any conflicts between the recommendations of the audit committee and the resolutions of the Board of Directors, a statement shall be included detailing and clarifying the recommendations and the reason(s) of the Board of Directors non-compliance therewith.

During the year 2024, there were no conflicts between the recommendations of the Audit Committee and the decisions of the Board.

Verification of the independence and neutrality of the external Auditor.

The Ordinary General Assembly for the financial year ended on 31 December 2023 reappointed Mr. Badr Adel Abdul Jader - Ernst & Young (Al Aiban, Al Osaimi & Partners) as the independent external auditor for the year 2024, based on the recommendation of the Board of Directors and the Audit Committee, as he is on the approved list of auditors with the Capital Markets Authority. The Audit Committee ensures that the external auditor is independent of the Company and its Board of Directors and does not perform additional work conflicting with the services required by the audit and review profession.

Rule Five

Apply Sound Systems of Risk Management and Internal Audit

A brief statement on the application of the formation requirements of a department/ an office/ an independent unit of risk management.

In accordance with the organizational structure approved by the Board of Directors, Ali Alghanim Sons Automotive Company has established an independent risk management unit reporting to the Risk Committee and the Board of Directors. Based on the recommendation of the Risk Management Committee, the Board re-appointed an independent external consultant with qualified human resources to perform risk management functions. The Risk Management Policies and Procedures Manual has been approved by the Board based on the recommendation of the Committee. Internal control systems and effective risk management procedures have been established to measure and monitor the risks to which the Company is exposed, and the Board has approved the acceptable risk level for the Company (risk appetite).

A brief about the application of the formation requirements of the risk management committee.

The Board of Directors, during its meeting held on 28/03/2024, restructured the Risk Management Committee and approved its charter. The Committee consists of three non-executive directors, taking into consideration that the Chairman of the Board is not a member of the Committee. The term of the Committee is three years.

The role of the Committee is to ensure that the strategies and policies approved by the Board are implemented and commensurate with the nature and size of the Company's activities, and to assist the Board in determining and assessing the acceptable level of risk for the Company, and to monitor and review key risk on a regular basis.

Summary clarifying the control and internal audit systems.

The company has a set of control systems and regulatory rules that cover all its activities and departments. These systems and rules ensure the soundness of the company's financial position, the accuracy of its data, and the efficiency of its operations. The company's organizational structure reflects the four eyes principles, and the Board of Directors has approved a clear authorities matrix, which has been reviewed and updated to align with the company's activities. The Board of Directors is committed to reviewing periodic reports issued by the Audit Committee on the results of internal control activities.

Based on the recommendation of the Audit Committee, the Board of Directors engaged an independent external consulting firm to review the company's internal control systems and issue a report evaluating and reviewing these systems for the financial year ended December 31, 2023. Additionally, during 2024, the Board approved the mentioned report based on the recommendation of the Audit Committee.

A brief statement on the application of the formation requirements the internal audit department/office/unit.

The company has established an independent Internal Audit Department that reports to the Audit Committee and, subsequently, to the Board of Directors. The department's work is performed by an independent external consulting office, which has been reappointed by the Board based on the recommendation of the Audit Committee. The Board has reviewed and approved the Internal Audit Charter.

The independence of the Internal Audit Department is essential for the effectiveness and success of internal audit tasks. The role of the Internal Audit Department is to identify and evaluate the internal control systems implemented in the company, identify weaknesses in procedures and processes, provide necessary recommendations and guidance, and ensure the company's compliance with laws and regulatory frameworks. The department, through the external office, issues periodic reports to the Audit Committee and the Board of Directors, based on the internal audit plan approved by the committee and the board.

Rule Six

Promote Code of Conduct and Ethical Standards

A summary of the business charter including standards and determinants of code of conduct and ethical standards.

Alghanim believes that professional conduct standards and ethical values are an integral part of the company's core values. The Board of Directors has adopted a Code of Conduct, whereby Board Members and the Executive Management are committed to not exploiting their positions or using the company's assets and resources for personal gain. The Board of Directors, executive management, and all company employees are dedicated to adhering to this code in the daily operations of the company.

The Code also regulates the whistleblowing policy, which allows employees and stakeholders to report any improper practices that contradict the laws, policies and internal regulations of the Company, while ensuring that the whistleblower is granted confidentiality to protect him/her from any negative reaction or damage that may be caused to him/her as a result of reporting such misconduct practices.

Summary of the policies and mechanisms on reducing the conflicts of interest.

The code of conduct approved by the Board of Directors includes a set of policies and procedures to minimize conflicts of interest that aim to preserve the rights of shareholders and stakeholders. One of the most important components of this policy is the availability of effective procedures and measures to identify and deal with any conflict of interest, in accordance with the requirements of the Capital Markets Authority and Companies Law No. (1) of 2016 and its amendments, as well as the role of the Board, Executive Management and the General Assembly in the event of a conflict of interest.



Rule Seven

Ensure Timely and High Quality Disclosure and Transparency

Summary of the application of mechanisms for presentation and accurate and transparent disclosure that define aspects, areas and characteristics of disclosure.

Alghanim is committed to providing accurate and timely information to shareholders, investors and stakeholders. The Board of Directors has adopted policies and procedures in terms of disclosures and transparency through which it determines the mechanism for disclosing financial and non-financial information and data related to the Company.

Access to accurate and credible information helps shareholders and investors to analyze and compare data and evaluate the Company's performance. This contributes to attracting capital and improving shareholders' and investors' understanding of the Company's operations and activities. Additionally, it improves relationships, fostering the highest levels of trust with all related parties. The Company emphasizes maintaining a balance between the confidentiality of customers' information and the disclosure required for shareholders, investors, and stakeholders. The Compliance Department is responsible for overseeing the disclosure process and liaising with the Executive Management and all departments of the Company to ensure that it complies with the requirements of the Capital Markets Authority, Boursa Kuwait and other regulatory authorities.

Brief about the application of the requirements of the Board of Directors disclosure and executive management disclosures, and the managers' disclosures.

The Company maintains a special register for the disclosures of the Board of Directors, Executive Management and Managers on their dealings in the Company's shares on Boursa Kuwait, as well as the remuneration, salaries, incentives and other financial benefits granted directly or indirectly by the Company or its subsidiaries. All shareholders of the Company can access this register without any fees or charges.

A brief statement on the application of the formation requirements of a unit of investors affairs.

The Company has established an independent Investor Relations Unit reporting to the Chief Executive Officer and the Board of Directors has approved the Investor Relations Policies and Procedures.

The unit works to provide the necessary data, information and reports to shareholders and potential investors in an accurate and timely manner through the usual means of disclosure, including the Company's website. The unit also promotes credibility and trust between the Company and shareholders and maintains equality between all shareholders by responding to any questions or inquiries through the usual means of communication.

Brief on how to develop the infrastructure for the information technology on which it shall significantly rely on in the disclosure processes.

The Company has a well-developed and effective website that meets the requirements of shareholders and other related parties. The Company's website contains a corporate governance and investor relations section that includes all Company disclosures, data and information that helps shareholders and investors to access information and data easily and conveniently, exercise their rights and evaluate the company performance. The company's website has also been updated with a dedicated sustainability section, enabling shareholders to track the Company's achievements and performance in Environment, Society and Governance (ESG).

Rule Eight

Respect The Rights of Shareholders

A summary of the application of the requirements for the identification and protection of the general rights of shareholders, in order to ensure fairness and equality amongst all shareholders.

Alghanim's Articles of Association guarantee the rights and obligations of shareholders, in particular the right to receive a share of the profits that the Company decides to distribute, the right to participate in the Company's management through membership in the Board of Directors, attending the General Assembly meetings, participating in its deliberations and voting on its decisions and other rights contained in the Company's Articles of Association. In accordance with the corporate governance rules issued by the Capital Markets Authority and the Companies Law, the Company has developed a policy "General Assembly and Shareholders' Rights" and has been approved by the Company's Board. The company is committed to protecting shareholders and ensuring the exercise of their fundamental rights with a high degree of justice and equality, ensuring equal treatment for all shareholders owning the same type of shares without discrimination. Additionally, the company provides shareholders with sufficient opportunities to disclose the minutes of general assembly meetings.

A summary of the creation of a special record at the Clearing Agency as part of the requirements for on-going monitoring of shareholders' data.

The Company has contracted with Kuwait Clearing Company for the purpose of establishing a special register kept by the Kuwait Clearing Company in which the names of the shareholders, their nationalities, citizenship and the number of shares owned by each of them are recorded, and Kuwait Clearing Company provides the Company with daily updates to the data and information included in the shareholders' register. Shareholders and any interested parties have the right to request data from this register in accordance with the laws and instructions issued by the regulatory authorities.

Brief on how to encourage shareholders to participate and vote in the company's general assembly meetings.

The Company's Articles of Association and the General Assembly and Shareholders' Rights Manual stipulate the provisions relating to the General Assembly of Shareholders, which include the procedures and precautions necessary to ensure that all shareholders exercise their rights to participate and vote in the General Assembly meetings.

The Company is committed to implementing the requirements of the Capital Markets Authority (CMA) to hold its General Assemblies in accordance with the electronic voting system and facilitate the exercise of shareholders' right to vote if they are unable to attend in person. The Company encourages its shareholders to attend the General Assembly meetings or authorize their representatives to attend and vote if they are unable to attend such meetings. The Company discloses all Assembly notices and explanatory attachments to its shareholders well in advance of the Assembly through the electronic system at the Clearing Company and the Company's website and through the website of the Boursa Kuwait. The invitation to attend the general assembly meeting, including the agenda, time, and method of participation, is issued by advertising twice in two local newspapers, allowing shareholders to actively participate in general assembly meetings, discuss the listed topics, and ask questions. The company also ensures that all shareholders exercise their voting rights without any obstacles.

Rule Nine

Recognize the Roles of Stakeholders

Brief about conditions and policies that ensure protection and recognition of the rights of stakeholders.

Alghanim believes that the rights of its stakeholders - shareholders, investors, employees, creditors, customers, and suppliers - are protected and recognized. Stakeholder input is a critical resource for building a Company's competitiveness and profitability, and as part of the Company's corporate governance framework, the Board of Directors has established a policy to ensure that the rights of stakeholders are protected and respected. The Board, Executive Management and employees all have a role to play in protecting the rights of the Group's stakeholders.

Brief on how to encourage stakeholders to keep track of the company's various activities.

The following are the key responsibilities towards stakeholders that encourage them to participate in the Company's various activities:

☐ Provide timely and appropriate information to help stakeholders make sound decisions based on correct and complete information through recognized means of communication, within the framework of the law.

☐ Supervise the Company's activities efficiently and impartially, respecting the values and culture of each stakeholder.

☐ Respect the laws and regulations issued by the Capital Markets Authority, the Ministry of Commerce and Industry and any other relevant regulatory bodies.

☐ Commitment to the banks and financial institutions with which the Company deals to ensure that commitments and conditions are not breached.

☐ Create sustainable added value for shareholders with the aim of maximizing their investments and achieving reasonable financial returns, always working for their benefit, and protecting their rights as stipulated in the Company's Articles of Association.

☐ Deal with stakeholders on the same terms that the Company applies to all stakeholders without any discrimination.

☐ Build good relationships with customers and suppliers and maintain the confidentiality of information related to them.

☐ Ensure that the contracts concluded between stakeholders and the Company include a detailed explanation in case of any disagreement or dispute.

☐ Compensate stakeholders in case of violation of their rights recognized and protected by their contracts.

☐ Provide mechanisms for reporting and resolving complaints or disputes that may arise between the Company and stakeholders.

☐ Select members of the Executive Management who are capable of efficiently handling these tasks.

☐ Establish mechanisms to develop the performance of employees to ensure in turn their contribution to management and effective decision-making.

☐ Contribute to economic and social development.

Rule Ten

Encourage and Enhance Performance

A summary of the application of the requirements for the development of mechanisms that allow members of the Board of Directors and Executive Management to attend training programs and courses regularly.

The Company is keen to develop the expertise of the Board of Directors and Executive Management by keeping them up to date with the latest developments in various related fields. Accordingly, the Board and Executive Management attended a training course on sustainability in 2024.

Brief on how to evaluate the performance of the Board as a whole, the performance of each Member of the Board and each member of the Executive Management.

The Board of Directors, through the Nomination and Remuneration Committee, has adopted a set of indicators to measure and evaluate the performance of the Board as a whole and the performance of each member of the Board and the Executive Management, which are mainly related to the duties and responsibilities of the aforementioned and the achievement of the Company's strategic objectives. The Company has worked to assess the performance of the Board, committees, and the Executive Management in order to measure the efficiency and effectiveness of the Board, identify and evaluate weaknesses, and identify necessary training needs.

An overview of the Board of Director's efforts in asserting the importance of corporate value creation with the employees at the company through achieving the company's strategic goals and improving key performance indicators.

The Board of Directors recognizes the importance of promoting and instilling value creation in order to achieve the Company's strategic objectives, enhance performance, and bolster stakeholder confidence. This proactive approach effectively fosters value creation among employees, inspiring them to innovate and appreciate initiatives. Motivation is fueled by aligning remunerations and promotions with performance, communicated through transparent evaluation criteria. Additionally, the provision of teamwork opportunities and a positive environment empowers employees to strive for excellence in achieving the Company's strategic goals while adhering to internal and external regulations and codes of conduct, and during the year 2024, the board also prepared and approved the integrated report for the year ended in 31/12/2023.

Rule Eleven

Focus on the importance of Corporate Social Responsibility

A summary of the development of a policy to ensure a balance between each of the company goals and society goals.

Alghanim has developed Sustainability and Corporate Social Responsibility (CSR) policies that balances both corporate and societal objectives and has been approved by the Company's Board of Directors.

Brief about the programs and mechanisms helping to highlight the company's efforts in the field of social work.

Alghanim is committed to aligning its strategies with community well-being and enhancing its sustainability goals. our corporate social responsibility initiatives reflect our dedication to making a positive impact on society by organizing events and sponsoring major community activities, especially those that promote positive trends and encourage individuals to participate in sports, educational, and entertainment activities.

Below is a summary of the most important social activities that took place during 2024:

Fantasy Premier League:
The group organized the "Fantasy" English Premier League tournament in 2024, with over 5,800 participants. Given the immense popularity of football in Kuwait, which represents a significant part of the local culture.

Sponsorship of the LEAGOO League:
The group organized the LEAGOO League, a sports event that spanned seven weeks, featuring 32 teams from various age groups. The group's sponsorship of this league was part of its corporate social responsibility initiatives, aimed at promoting a sports culture, encouraging a healthy lifestyle, and fostering teamwork and community spirit.
The group remains committed to empowering youth and contributing to community development, reinforcing its mission to support young individuals. It firmly believes in the importance of building a healthier, more active society and creating more opportunities for youth participation and growth.

Sponsorship of the Premier Padel Tournament:
Alghanim is proud to sponsor the "Premier Padel P1 Kuwait" tournament, a major stop in the unified 25-tournament season. The event attracted some of the world's top players, including Arturo Coello, Agustín Tapia, Ariana Sánchez, and Juan Lebrón, further solidifying Kuwait's position on the global sports map.

Through this sponsorship, Alghanim reaffirms its strong commitment to supporting sports as a catalyst for community development, inspiring youth, promoting a healthier lifestyle, and positioning Kuwait as a global sports hub.

Beyond the thrilling competitions, the event featured unique interactive experiences for fans, offering family-friendly activities, entertainment, and community engagement opportunities. The tournament concluded with a spectacular celebration, complete with live entertainment, making it a truly unforgettable experience for all attendees.

Sponsorship of Al Amiri Hospital:
Alghanim Group sponsored Al Amiri Hospital in recognition of the exceptional achievements of its employees and doctors. This initiative reflects the company's commitment to supporting key sectors that contribute to the health and well-being of the Kuwaiti community.

Believing in the role of medical staff in improving the quality of healthcare, the group made sure to honor the efforts of healthcare professionals in elevating service standards and enhancing patient experiences. This initiative is part of strengthening collaboration between the public and private sectors and serves as an expression of gratitude and acknowledgment of the vital role played by doctors, nurses, and hospital staff in building a healthier community.

The Padel Championship hosted by Ali Alghanim and Sons Automotive:
Alghanim Group reaffirmed its commitment to sustainability and social responsibility by organizing one of the largest padel tournaments in Kuwait. This special sporting event brought together participants from various demographics, including both men and women of all ages, creating an environment of collaboration and competitive spirit.

As part of the company's strategy to focus on key sustainability pillars, the initiative aimed to enhance community participation by encouraging the community to engage in sports activities, promoting physical health, and fostering a spirit of competition across all societal groups. Through these initiatives, the group continues to provide innovative solutions to support community needs, focusing on sustainability, health, and inclusivity to leave a positive impact on society.

Sponsorship of the ABS School Charity Spring Carnival:
Alghanim Group participated in supporting the Charity Spring Carnival, a prominent community event that attracted over 1,250 participants, reflects the spirit of giving and solidarity within the Kuwaiti community. Donations, contributions, and volunteer efforts helped raise funds to support local charitable organizations, reflecting the group's commitment to supporting humanitarian and developmental initiatives.

The carnival aims to promote a culture of community service, teaching students the importance of giving back to society, while providing a safe and enjoyable environment for children to acquire valuable skills and engage in social participation.
This year's carnival focused on supporting the Palestinian people by addressing basic needs, such as providing food, clean water, and rebuilding infrastructure. Donations were allocated to the Kuwait Red Crescent Society, which plays a pivotal role in delivering humanitarian aid. Alghanim Group's contribution to such a significant cause is a source of pride and honor, supporting these vital efforts for positive change in society.

Can Bank Machines:
One of Alghanim Group's companies in Egypt contributed to providing and installing Can Bank machines in multiple facilities to raise awareness and educate guests and employees about the importance of recycling. These machines aim to promote eco-friendly behaviors, encourage the adoption of sustainable practices, and contribute to the broader circular economy strategy, which seeks to reduce waste and maximize resource efficiency.

Sponsorship of the Shark Tank Program:
One of Alghanim Group's companies, BMW Egypt, renewed its partnership with the Shark Tank program for 2024 to support young entrepreneurs focused on sustainable and eco-friendly innovations, in line with BMW's global sustainability goals. The program promotes BMW's fully electric i models through television and digital campaigns on CBC and WatchIT channels. Additionally, Global Auto is collaborating with Masafat to build a sustainable waste management system by collecting recyclable scrap from BMW service centers and other local operational facilities.