

# Ensuring Effective Governance

Strong corporate governance is the foundation of elm’s long-term success, ensuring transparency, accountability and sustainability across all business activities. The Company is committed to maintaining efficient management structures, rigorous risk oversight and a zero-tolerance policy for bribery, fraud and corruption. These principles define the way elm operates, reinforcing stakeholder trust and business integrity.

## Corporate Governance and Ethical Practices

As a publicly listed company, elm adheres to the highest standards of ethical conduct and regulatory compliance, in line with the directives of the Ministry of Commerce, the Capital Market Authority and Saudi labor law. Internal governance frameworks ensure strict adherence to all applicable regulations, fostering a culture of responsibility and ethical leadership.

The Company’s organizational structure was updated in 2024 to enhance integration and synergy with its subsidiaries and to support the implementation of the “elm 4.0” strategy, which focuses on business growth and expansion.

elm restructured its Board of Directors following the completion of its previous term on 24 November 2024. The newly formed Board, approved during the Ordinary General Assembly on 4 November 2024, commenced its four-year term on 25 November 2024, ensuring continued strategic oversight and leadership to 24 November 2028.

## Information Security and Privacy

elm prioritizes the privacy and security of information, ensuring strict compliance with national and international standards. The Company’s Service Privacy Policy clearly defines its commitments to data protection, reinforced by ISO 27001 certification and alignment with the National Cybersecurity Authority’s (NCA) ECC standards for data encryption. To safeguard its IT infrastructure, elm conducts annual cybersecurity stress tests and assessments in accordance with the Personal Data Protection Law (PDPL), proactively identifying and mitigating risks and vulnerabilities. Regular engagement with the NCA regulator ensures full compliance with evolving security requirements, while quarterly employee training strengthens internal awareness and preparedness.

As part of its commitment to maintaining robust data governance, elm conducted Records of Processing Activities (ROPA) to ensure comprehensive documentation and regulatory adherence. The Company enhanced its privacy policy to align with the latest legal frameworks and industry best practices while developing clear procedures and guidelines to help business units refine their privacy protocols. A strong emphasis on data literacy is embedded across the organization through workshops, training sessions and educational initiatives, fostering a culture where employees actively contribute to upholding privacy and security best practices. elm continues to drive awareness and engagement through targeted strategies that reinforce the critical role of data governance, security and compliance in sustaining trust and operational excellence.

## Shareholder Return

elm is committed to responsible financial growth, ensuring long-term value creation for its shareholders and investors. Its strategy focuses on the sustainable expansion of market presence, driving strong financial performance and reinforcing its position as a leader in the digital sector. Through a balanced approach to growth, innovation and operational excellence, elm continues to deliver consistent, high-value returns while maintaining financial resilience and market leadership.

## Dividends Performance (﷼ million)

	2024	2023	2022
Dividends*	583	544	388

\* elm announced the distribution of cash dividends of ﷼ 310,840,232 for the second half of the 2024 year, which was paid in the first quarter of 2025.

