



ANNOUNCEMENT OF THE OPENING OF NOMINATIONS FOR MEMBERSHIP ON THE BOARD OF DIRECTORS OF Salik Company PJSC

The Board of Directors of Salik PJSC (the "Company") is pleased to inform the shareholders that the nomination period for Board membership is now open from Friday 7 March 2025, until Monday 17 March 2025.

Any individual/shareholder who meets the nomination criteria is entitled to apply for Board membership by submitting their nomination request electronically via the following link : <https://smartagm.ae/salik-bod-nomination/> or by scanning the QR code below.

The nomination request must include, but is not limited to, a brief introduction about the candidate, along with the type of membership they wish to apply for (Executive Member, Non-Executive Member, or Independent Member).

General Conditions for Nomination:

1. Seven (7) members will be elected to the Company's Board of Directors.
2. The nomination period for Board membership will remain open for ten (10) days from the date of the announcement, in accordance with Article (9) of the Corporate Governance Guide for Public Joint Stock Companies, issued by Resolution No. (3/Chairman) of 2020 by the Chairman of the Securities and Commodities Authority (SCA), and its amendments.
3. Candidates must meet the requirements outlined in:
 - Federal Decree-Law No. (32) of 2021 concerning Commercial Companies.
 - Corporate Governance Guide for Public Joint Stock Companies, issued by Resolution No. (3/Chairman) of 2020 by the Chairman of the Securities and Commodities Authority (SCA).
 - The Company's Articles of Association and its amendments.
4. The nomination application must include, but is not limited to, the following documents:
 - Candidate's curriculum vitae (CV), including academic qualifications and professional experience.
 - A copy of the Emirates ID and passport (for UAE nationals) or passport and residency details (for non-UAE nationals).
 - The category under which the candidate is applying (Executive Member, Non-Executive Member, Independent Member).
 - Declaration of independence (for candidates applying as Independent Members).
 - Disclosure of any criminal convictions, particularly financial crimes or integrity-related offenses.
 - A declaration confirming that the candidate is not listed on any prohibition lists issued by the Securities and Commodities Authority (SCA) or any other regulatory authority.
 - Police clearance certificate issued by the relevant authorities.
 - A statement listing the companies and institutions where the candidate is employed or holds board memberships, as well as any activity that may directly or indirectly compete with the company.
 - Any additional documents required by regulatory authorities and/or the Company's Articles of Association.
5. Eligibility criteria for Board membership include, but are not limited to:
 - Candidates must have relevant professional experience in the Company's field of business.
 - Candidates must not have been previously convicted of crimes affecting integrity or honor, unless they have been rehabilitated.
 - Candidates must not have been legally dismissed or removed from a board position in any publicly listed company within the year preceding the nomination.
 - The candidate's professional record, issued by the SCA, must be free from administrative penalties.
 - There must be no ongoing legal cases, reports, or investigations against the candidate related to trustworthiness or integrity.
6. Candidates must contribute to enhancing diversity within the Board, ensuring a wide range of personal and professional experiences, academic qualifications, and gender balance.
7. Once the nomination period closes, candidates cannot transfer their nomination to another individual under any circumstances.
8. After the nomination period ends, the Nomination and Remuneration Committee will review the final list of candidates and submit it to the Securities and Commodities Authority (SCA) and the financial market in accordance with regulatory requirements.
9. The Company will publish the approved candidates' names and nomination details on the General Assembly page via the Smart AGM portal (link below) and on the Dubai Financial Market (DFM) website, at least two days before the General Assembly meeting.
10. Candidates must submit their nomination applications within the specified period, ensuring that all required documents are clearly and accurately provided. Failure to do so will result in the application being deemed invalid.

