

# Corporate Governance Report 2024



## Soor Fuel Marketing Company (K.S.C.P)

## Contents

Introduction .....	2
Scope of Application .....	2
First Rule: Building a Balanced Structure of the Board of Directors .....	3
Second Rule: Establish Appropriate Roles & Responsibilities .....	7
Third Rule: Recruit Highly Qualified Candidates for Members of a board of Directors and the Executive management .....	15
Fourth Rule: Ensured Integrity of Financial Reports .....	17
Fifth Rule: Applying Proper Systems of Risk Management and Internal Audit .....	18
Sixth Rule: Promote Code of Conduct and Ethical Standards .....	19
Seventh Rule: Accurate Disclosure and Transparency in the Right Time .....	20
Eighth Rule: Respect of Shareholders' Rights .....	21
Ninth Rule: Respect the Rights of Stakeholders .....	23
Tenth Rule: Encourage and Enhance Performance .....	23
Eleventh Rule: Focus on the Importance of Corporate Social Responsibility .....	24

## Introduction

Corporate governance refers to the systems and practices that guide and regulate the management and operation of companies. The aim of corporate governance is to ensure the effective and transparent achievement of the company's strategic objectives while protecting the interests of all stakeholders, including shareholders, employees, customers, and the community.

Corporate governance systems consist of a set of principles and practices, including:

- 1- **Board of Directors:** The Board of Directors is a central body in the corporate governance system. It monitors the performance of the executive management and makes important decisions in line with the interests of the company and shareholders.
- 2- **Transparency and Disclosure:** Companies must adhere to high levels of transparency and disclosure to allow all stakeholders to understand the company's performance and make informed decisions.
- 3- **Distribution of Responsibilities:** Responsibilities must be clearly distributed among different board members and executive management to ensure a balance in decision-making and performance monitoring.
- 4- **Performance Evaluation:** Corporate governance systems require regular evaluation of the board's role and management performance to improve operations and achieve effectiveness.
- 5- **Shareholder Engagement:** Companies should actively engage with all stakeholders and listen to various perspectives to achieve a balance in interests.
- 6- **Compliance with Laws and Regulations:** Companies must comply with applicable laws and regulations, ensuring adherence to ethical and social standards.

Corporate governance plays a crucial role in building trust between companies and stakeholders, contributing to the sustainability of businesses and achieving long-term success.

## Scope of Application

The provisions of corporate governance rules are based on the principle of "comply or explain," which stipulates that companies must disclose the extent of their commitment to these rules. If a company fails to comply with any of the rules, it is required to specify the rule and the article that has not been adhered to, providing detailed information in the governance report along with an explanation of the reasons.

## Corporate Governance Framework

### **First Rule:** Building a Balanced Structure of the Board of Directors

Board of Directors' decisions have a remarkable effect on the company's performance and proper financial position. Hence, SOOR's Board of Directors comprises a sufficient number of members (9 members) for the constitution of the required number of the Board committees as per corporate governance principles and regulations. When the Board of Directors was constituted, various experiences and competent skills have been taken into consideration in a manner which optimizes decision making. In addition, non-executive members represent the Board of Directors majority. Also, the Board of Directors includes two independent members.

#### **1 – Board of Directors Composition:**

Name	Member Ranking	Academic Degrees	Practical Expertise	Nomination/ Election Date
Mr. Turaif Mohammed AlAwadhi	Non-executive	Bachelor of Business Administration	27 years, Business Administration	11/04/2022
Mr. Talal Ahmed AlKhars	Executive	Bachelor of Science	27 years, Business Administration and Development	11/04/2022
Mr. Abdulaziz Malek AlAli	Non-executive	Bachelor of Law	16 years, Field of Law	11/04/2022
Mr. Ali Hussain AlKandari	Non-executive	Bachelors in petroleum engineering	35 years, Oil Sector	18/06/2019
Dr. Fadheel Mubarak AlBasman	Non-executive	PhD in Law	24 years, Field of Law	23/06/2024
Mr. Jaber Mohammed Ashkanani	Independent	Bachelor of Accounting	25 years in Business Administration	11/04/2022
Mr. Jaafar Ali Rajab	Independent	Bachelor of Arts in Philosophy Educational Diploma	18 years in Media	11/04/2022

Mrs. Nour Mahdi Mahmoud	Non-executive	Bachelors of Public Relations and Advertising Masters in Business Administration	4 years in Healthcare field	11/04/2022
Mr. Yousef Yaqoub AlSaqer	Non-executive	BSc in Maritime Transport Technology	28 years, Marine Field	28/04/2021
Mr. Salem AlHasawi	Board Secretary	Bachelor of Management and Marketing	35 years in Business Administration and Marketing	11/04/2022

- Mr. Ali Hussain Al-Kandari has been appointed as a representative of Kuwait Petroleum Corporation in SOOR Fuel Marketing Company's Board of Directors as per the letter received from KPC on 18/06/2019.
- Mr. Yousef Yaqoub Al-Saqer has been appointed as a representative of Kuwait Petroleum Corporation in SOOR Fuel Marketing Company's Board of Directors as per the letter received from KPC on 28/04/2021.
- Dr. Fadheel Mubarak AlBasman has been appointed as a representative of United Pharmaceutical Company on the SOOR Fuel Marketing Company's Board of Directors instead of Mr. Ashraf AlHajj Mahmoud on 23/06/2024.

## 2 –Board of Directors’ Meetings:

Name	Title	M1 dated 03/03/2024	M2 dated 04/03/2024	M3 dated 12/05/2024	M4 dated 23/06/2024	M5 dated 05/08/2024	M6 dated 12/08/2024	M7 dated 12/11/2024	No. Of meetings
<b>Mr. Turaif Mohammed AlAwadhi</b>	Chairman	✓	✓	✓	✓	✓	✓	✓	7
<b>Mr. Talal Ahmed AlKhars</b>	Executive member	✓	✓	✓	✓	✓	✓	✓	7
<b>Mr. Ashraf Al-Haj Mahmoud</b>	Non-executive member	✓	✓	✓					3
<b>Mr. Jaber Mohammed Ashknani</b>	Independent member	✓	✓	✓	✓	✓	✓	✓	7
<b>Mr. Jaafar Ali Rajab</b>	Independent member	×	✓	✓	×	✓	✓	✓	5
<b>Mr. Abdulaziz Malek AlAli</b>	Non-executive member	✓	✓	✓	✓	✓	✓	✓	7
<b>Mr. Ali Hussain AlKandari</b>	Non-executive member	✓	✓	✓	✓	✓	✓	✓	7
<b>Dr. Fadheel Mubarak AlBasman</b>	Non-executive member				✓	✓	×	×	2
<b>Mrs. Nour Mahdi Mahmoud</b>	Non-executive member	✓	✓	✓	✓	✓	✓	×	6
<b>Mr. Yousef Yaqoub AlSaqer</b>	Non-executive member	✓	✓	✓	✓	✓	✓	×	6
<b>Mr. Salem AlHasawi</b>	Board Secretary	✓	✓	✓	✓	✓	✓	✓	7

- Dr. Fadheel Mubarak AlBasman has been appointed as a representative of United Pharmaceutical Company on the SOOR Fuel Marketing Company’s Board of Directors instead of Mr. Ashraf AlHajj Mahmoud on 23/06/2024.
- Ordinary meetings were conducted as scheduled, convened by the Chairman of the Board.
- The company's bylaws and articles of association outline the organization of the Board of Directors' meeting attendance process, as well as procedures for handling instances of irregular attendance by members.
- Throughout the year, Board members were provided with meeting agendas specifying topics, accompanied by relevant documents and necessary information, at least three working days prior to the meeting. This practice enables Board members to study the proposed matters and make informed decisions.

## 3- Recording, Coordination and retaining Board of Directors’ Minutes of meetings.

- The company maintains an annual record, in connection with Board of Directors meetings, comprising minutes under serial numbers during the year in which the meeting was held as well as the meeting's venue, date, starting time and ending time. In addition, copies of all documents, which have been discussed during the meeting, are attached.
- Secretary of the Board namely Mr. Salem Al-Hasawi – Vice President of Sales, Marketing & PR Department – undertakes the duties entrusted to him in accordance with the executive regulations of the Capital Market Authority - Module 15 (First Rule / Article 2-7). Such duties are outlined in preparation for Board of Directors meetings and sending necessary documents and invitations within 3 days prior to the Board of Directors' meeting. Moreover, the Board Secretary registers all decrees and discussions made among members, records members' voting results on decrees, coordinates, and maintains all documents which have been discussed during meetings.

#### **4. Independent Members' Commitment**

The Board of Directors of SOOR Fuel Marketing Company includes **two independent members** who are entrusted with advisory tasks related to the company's various activities, in a way that helps the Board of Directors to take sound decisions that contribute to achieving the company's interests.

Each of the two independent members of the SOOR Fuel Marketing Company has committed that they have the following independence controls as stated in Article (2-3) of Chapter Three of Module Fifteen (Corporate Governance) of the Executive Bylaws of Law No. (7) of 2010 regarding the establishment of The Capital Markets Authority and the Regulation of Securities Activity and its Amendments (Appendix 1):

- That he does not own five percent or more of the shares of SOOR Fuel Marketing Company.
- That he is not related to the first degree with any of the members of the Board of Directors of the company or the executive management in the company or in any company of its group, or the main related parties.
- That he is not a member of the board of directors of any of its group companies.
- That he is not an employee of the company or any of its group companies or any of the stakeholders.

- That he is not an employee of the legal persons who own controlling shares in the company.
- The independent member has the qualifications, experience, and technical skills corresponding with the company's activity.

## **Second Rule:** Establish Appropriate Roles & Responsibilities

- SOOR's Board of Directors has approved the Board of Directors' Charter. The charter regulates the details of all roles, powers and authorities assigned to both the Board of Directors and the Executive management noting that this regulation reflects separation between the duties and powers entrusted to the Board of Directors and those assigned to the executive management in a manner which ensures the entire independence and efficiency for all parties. Further, the Board of Directors' liabilities are clearly indicated in SOOR's articles of association with observation of the general assembly's roles.

### **1 - Board of Directors Roles & Responsibilities: -**

- Approves the company's important strategies, plans and policies.
- Approves the company's capital structure and financial targets.
- Sets the company's overall strategies as well as the main business plans, reviews and directs the same.
- Participates in achieving SOOR's profits.
- Supervises SOOR's main capital expenditures, possession of assets and disposal thereof.
- Ensures compliance with policies and procedures in respect of adherence to applicable rules and regulations through support by both Audit Committee and Risk Committee affiliated to the Board of Directors.
- Assumes liability toward shareholders and bears responsibility before the relevant stakeholders.
- Monitors and supervises the executive management's performance.



- Monitors performance of each member at the Board of Directors and the executive management based on the key performance indicators determined by support from Nomination & Remunerating Committee.
- Approves SOOR's governance report which shall be recited at the general assembly. Such report shall include company's full governance requirements and procedures and compliance therewith.
- Determines SOOR's governance framework without contradiction to CMA's corporate provisions and principles. Supervises such framework in general, monitors its efficiency and modifies it when necessary.
- Ensures accuracy and authenticity of the data and information which shall be disclosed in conformity to disclosure and transparency policies and bylaws.

**Corporate governance framework, approved by the Board of Directors, reflects the Chairman's roles and responsibilities pursuant to Corporate Governance principles as outlined hereunder:**

- Ensures effective discussion of all principal issues by the Board of Directors in a timely manner.
- Supports and assists the executive management.
- Represents SOOR towards other parties as contemplated in SOOR's articles of association.
- Encourages all Board of Directors members to participate fully and effectively in running the Board of Directors' affairs so that the Board of Directors can take actions in favor of SOOR.
- Ensures actual communication with shareholders and forwards their opinions to the Board of Directors.
- Promotes positive relations and effective participation among both the Board of Directors and the executive management.
- Creates positive criticism attitudes regarding the issues which are exposed to different points of view among Board of Directors members.

**SOOR has a competent Executive management team. Corporate Governance framework reflects the Executive management's roles and liabilities to which it**

**shall adhere in view of the authorities and powers vested and approved by the Board of Directors as summarized herein below:**

- Implements SOOR policies, regulations and internal systems approved by the Board of Directors.
- Executes the annual strategies and plans approved by the Board of Directors.
- Prepares the periodical reports related to the progress accomplished in company's activities in view of SOOR's strategic plans and targets.
- Administers the daily tasks and run activity in addition to optimal management of SOOR's resources, profit maximization and expenditure reduction as per company's goals and strategies.
- Participates effectively in promoting and developing ethical value attitudes at SOOR.
- Prepares Internal Control Review & Risk Management System to ensure the effectiveness as well as adequacy of such systems and abide by risk tolerance approved by the Board of Directors.
- Upgrade the IT infrastructure to generate data and necessary information required for decision making pursuant to SOOR's expansion strategy and needs.
- Prepares key performance indicators for SOOR's employees and periodically evaluates the duties accomplished by them.
- Formulates a clear action mechanism in respect of monitoring the regulatory rules and regulations pertaining to SOOR activities in order to ensure implementation and compliance therewith.

**2 - Board of Directors Achievements During 2024:**

- Authorized the annual budget and approved periodical and annual financial statements for the year 2024.
- Followed up committees' achievements and ensured on such committees' responsibilities and powers.
- The Board held periodic meetings with the committees to ensure that they carried out their duties in the fullest manner and to evaluate the performance and work of those committees and their main members.

- Monitored performance of each Board of Directors member as per the key performance indicators determined by support from the Nomination & Remuneration Committee.
- Reviewed the report on the risks of observations mentioned in the internal audit reports of SOOR Fuel Marketing Company.
- Reviewed the Internal Controls Report.
- Reviewed and approved the Corporate Governance Report, Audit Committee Report, and the Compliance Report for the year 2023.
- Reviewed and approved risk management documents that were updated according to ISO 31000 standards.
- Reviewed and approved an updated Succession Plan.
- Reviewed and approved the policies and procedures some of the company's departments, in addition to the policies related to corporate governance.
- Reviewed the company's Integrated Report for the year 2023.
- Recommending the reappointment of the external auditor AbdulKarim Al-Samdan/ Al-Eiban and Al-Osaimi - Ernst & Young for the year ending 31/12/2024.
- Reviewed and approved the company's salary scale.

### 3 - Board of Directors' Main Committees

The main committees of the Board of Directors are internal structures comprised of board members assigned specific tasks that reflect their respective competencies. The company has three main committees: the Audit Committee, the Risk Committee, and the Nominations and Remuneration Committee.

#### Audit Committee

- Formation Date: 26/04/2022.
- Committee Tenure: Expires when the Board of Directors' term comes to its end.

Committee Members	Title	Ranking
Mr. Ashraf Al-Haj	Committee Chairman	Non-executive member
Mr. Jaber Mohammed Ashknani	Committee Member	Independent member
Mr. Abdulaziz Al-Ali	Committee Member	Non-executive member

### **Audit Committee Reformation**

The audit committee was reformed in the Board of Directors meeting no (5/2024) on 05/08/2024 due to the resignation of the committee's chairman.

<b>Committee Members</b>	<b>Title</b>	<b>Ranking</b>
Mrs. Nour Mahdi Mahmoud	Committee Chairman	Non-executive member
Mr. Jaber Mohammed Ashknani	Committee Member	Independent member
Mr. Abdulaziz Al-Ali	Committee Member	Non-executive member

Number of meetings held in 2024: 9 meetings

### **Audit Committee's Assignments & Achievements during year 2024:**

- The Audit Committee met four times with the external auditor to review periodical and annual financial statements before being forwarded to the Board of Directors where the Audit Committee demonstrated its opinion and recommendation to the Board of Directors for ensuring fairness, transparency, and authenticity of financial statements as well as SOOR's internal controls noting that SOOR held its periodical meetings during which financial reports have been perused. The Audit Committee forwarded its recommendations to the Board of Directors for approval.
- The Audit Committee monitored the works of the external auditor and ensured that such auditors have never provided services to SOOR other than those required for audit work.
- Reviewed external auditor's comments on SOOR financial reports and monitored what has been accomplished in this regard.
- Reviewed audit committee and corporate governance reports before they were forwarded to general assembly.
- Conducted technical supervision over SOOR's internal audit unit provided by Moore Global to ensure that such unit had undertaken the duties and assignments determined by the Board of Directors.

- Forwarded necessary recommendation to the Board of Directors regarding the reappointment of Mr. AbdulKarim AlSamdan/ AlAiban and Osaimi – Ernst & Young and determination of his fees for the year ending 31/12/2024.
- Reviewed conclusions of internal audit reports and ensured that valid actions were taken regarding the comments set forth in such reports.
- Reviewed the Internal Controls Review Report.
- The Audit Committee met four times with the internal auditor to monitor internal audits at SOOR and reviewed audit reports pertinent to SOOR various departments.
- Reviewed quotations that were presented to conduct the Quality Assessment Review that will be held 2025 from three audit firms and ensured that the selected firm complies with regulatory requirements.
- Conducted performance evaluation for the audit unit that includes the internal auditor and the internal audit firms.

#### **Risk Management Committee**

- Constitution Date: 26/04/2022
- Committee Tenure: Expires when the Board of Directors' term comes to its end.

<b>Member Name</b>	<b>Title</b>	<b>Ranking</b>
Mrs. Nour Mahdi Mahmoud	Committee Chairman	Non-executive member
Mr. Talal Ahmad AlKhars	Committee Member	Executive member
Mr. Jaber Mohammed Ashknani	Committee Member	Independent member

Number of meetings held in 2024: 4 meetings

#### **Risk Management Committee's Assignments & Achievements during the year 2024:**

- Reviewed risk management documents that comply with ISO 31000 standards.
- Reviewed departments' objectives and monitored them through quarterly KPIs.

- Discussed obtaining ISO 31000 Risk Management certificate for Soor Fuel Marketing Company.
- Reviewed risk report on fuel sales for the first quarter of 2024.

#### **Nomination & Remuneration Committee**

- Formation Date: 26/04/2022
- Committee Tenure: Expires when the Board of Directors' term comes to its end.

Committee Member	Title	Ranking
Mr. Ashraf Al-Haj	Committee Chairman	Non-executive member
Mr. Talal Ahmad AlKhars	Committee Member	Executive member
Mr. Jaafar Ali Rajab	Committee Member	Independent member

Number of meetings held in 2024: 1 meeting

#### **Nomination & Remuneration Committee Reformation**

The nomination and remuneration committee was reformed in the Board of Directors meeting no (5/2024) on 05/08/2024 due to the resignation of the committee's chairman.

Committee Members	Title	Ranking
Dr. Fadheel Mubarak AlBasman	Committee Chairman	Non-executive member
Mr. Talal Ahmad AlKhars	Committee Member	Executive Member
Mr. Jafaar Ali Rajab	Committee Member	Independent Member

#### **Nomination & Remuneration Committee's Assignments & Achievements during year 2024:**

- The committee prepared the KPIs assessment report to evaluate the Board of Directors as a whole, the contribution of each Board member and each of its committees, and the performance of the Executive Management.
- Prepared an annual detailed report on all remunerations granted to Board of Directors members and the executive management in 2023. Further, the

committee ensured that the report had been forwarded to the general assembly for approval.

- Updated the remuneration policy for the board of directors and executive management.

## 5. Additional Board Committees

### **Governance & Compliance Committee**

- Formation Date: 06/09/2023
- Committee Tenure: Expires when the Board of Directors' term comes to its end.

Committee Member	Title
Mr. Abdulaziz Malek Al-Ali	Committee Chairman
Mrs. Rana Mazen Al-Khatib	Committee Member
Mr. Emad Habib Makar	Committee Member

Number of meetings held in 2024: 6 meetings

### **Governance & Compliance Committee's Assignments & Achievements during year 2024:**

- Prepared Compliance report for the year ending 2023.
- Prepared governance and compliance follow-up guide.
- Prepared Compliance monthly planner for the year 2024.
- Reviewed and discussed inquiries from regulatory authorities.
- Prepared compliance report for the first half of 2024.
- Updated the board of directors' special register.
- Prepared compliance map that comprises of all compliance and governance tasks throughout the year and the mechanism for the general assembly and the mechanism for the Board of Directors elections.

### **5 -Requirements' Application Method which allows Board of Directors members to obtain information and data accurately and in a timely manner: -**

- Vice Chairman and Chief Executive Officer periodically forwards SOOR's latest achievements to the Board of Directors.
- Further, SOOR, through the Board's Secretary, provides to the board members accurate and clear information and data in order to be able to undertake and take over their assignments and duties effectively and actively.
- SOOR ensures that all prepared reports are extremely valid and precise and that they are furnished to board members at the proper time for facilitating the process through which decisions are timely made.

### **Third Rule: Recruit Highly Qualified Candidates for Members of a board of Directors and the Executive management.**

#### **1 – Nomination & Remuneration Committee**

SOOR has a Nomination & Remuneration Committee affiliated to Board of Directors. The committee comprises of three board members including one independent member. Further, its chairman is a board non-executive member. The board has determined its membership tenure and operation method in addition to its powers and responsibilities in the committee's charter approved by the board.

The nomination mechanism includes progressive selection of competent board and executive management members. Also, SOOR has approved a remuneration mechanism for maintaining efficient employees and attraction of new competent persons in addition to assistance for achieving SOOR goals and progress. The remuneration system – pertaining to executive management - is based on key performance indicators.

Moreover, the committee has prepared KPI Report for overall evaluation of the Board of Directors as well as participation by each board member and each of the board ad hoc committees in addition to appraisal of executive management performance.

#### **2 – Report on remunerations granted to Board Members & Executive Management**

An annual detailed report – on all remunerations – either as sums or benefits - granted to board members and executive managements – has been prepared for year 2024 in addition to making sure that the report will be forwarded to SOOR general assembly for approval and recitation by the Board's Chairman.



*A summary of the remuneration and incentives policy followed by SOOR Fuel Marketing Company, what is related to the members of the Board of Directors and the Executive Management.*

Under the framework of the remuneration system of SOOR Fuel Marketing Company, bonus decisions are taken based on the results of the company's performance, performance against set goals, evaluation of overall individual performance and commitment to the values of SOOR Fuel Marketing Company, work principles, policies and procedures of the company.

To evaluate the performance of the members of the Board of Directors, the Remuneration Committee considers the commitment to attend the meetings of the Board of Directors and the nature and effectiveness of participation by each member of the Board in addition to carrying out the tasks and responsibilities entrusted to them.

**Details of remuneration and benefits of members of the Board of Directors**

Total Number of Board Members	Remuneration and Benefits from the parent company				Remuneration and Benefits from subsidiary companies			
	Fixed Remuneration and Benefits (Kuwaiti Dinar)		Variable Remuneration and Benefits (Kuwaiti Dinar)		Fixed Remuneration and Benefits (Kuwaiti Dinar)		Variable Remuneration and Benefits (Kuwaiti Dinar)	
	Health Insurance	Monthly Salary (Annual Total)	Annual Remuneration	Committee's Remuneration	Health Insurance	Monthly Salary (Annual Total)	Annual Remuneration	Committee's Remuneration
9	None	None	55,000	6,000	None	None	None	None

Total Number of Executive Positions	Remuneration and Benefits from the parent company							Remuneration and Benefits from subsidiary companies						
	Fixed Remuneration and Benefits (Kuwaiti Dinar)						Variable Remuneration and Benefits (Kuwaiti Dinar)	Fixed Remuneration and Benefits (Kuwaiti Dinar)						Variable Remuneration and Benefits (Kuwaiti Dinar)
	Annual Basic Salary	Total Medical Insurance	Total Ticket Allowance	Total PISS co. Share	Total Life Insurance	Annual Educational Allowance	Annual Bonus	Annual Basic Salary	Total Medical Insurance	Total Ticket Allowance	Housing Allowance	Transportation Allowance	Annual Educational Allowance	Annual Bonus
6	296,400	12,000	16,914	15,180	2,613	18,000	77,500	-	-	-	-	-	-	-

**Any material deviations from the remuneration policy approved by the Board of Directors:**

There are no material deviations from the remuneration policy approved by the Board of Directors

## **Fourth Rule:** Ensured Integrity of Financial Reports

### **1 -Written Undertakings by Board of Directors & Executive Management on Soundness & Integrity of Prepared Financial Reports**

Integrity and fairness of SOOR's financial statements are regarded as an important indicator to the company's truthfulness and credibility in presenting its financial position, a matter which makes shareholders and investors more confident in the statements and information provided and disclosed by the company to its stakeholders. Executive management undertakes in writing to Board of Directors that the company's financial reports are validly and fairly presented and to approach all financial sides related to SOOR including operational statements and outcomes. Besides, such reports are prepared as the recognized IFRSs. In addition, the annual report – provided to shareholders by SOOR Board of Directors – includes a written undertaking of soundness and integrity of all financial statements as well as the reports related to SOOR's business noting that the foregoing reports participate in enhancing accountability of the executive management by the Board of Directors or of the board by shareholders.

### **2 – Audit Committee Formation**

SOOR has an audit committee that comprises of two non-executive board members and one independent member. The committee enjoys absolute independence. It includes one member holding academic qualifications and practical expertise in accounting and financial fields. The board has determined the Audit committee's tenure and operation method. Moreover, its powers and responsibilities specified in the committee charter approved by the board. The committee held nine meetings in 2024 where it discussed multiple subject matters within its powers and assignments. It further met periodically with SOOR's external and internal auditors.

### **3- Conflict between Audit Committee's Recommendations & Board of Directors Decisions**

In the event there is a conflict between the audit committee's recommendations and Board of Directors' decisions including – when the Board of Directors rejects the committee's recommendations, in connection with the external auditor and/or internal auditor, there shall be a detailed statement reflecting the recommendations and the reason

or reasons for the board's deviation from adherence to them. In 2024, there was no contradiction between the committee's recommendations and Board of Directors' decisions.

#### **4 - Independence & Neutrality of External Auditor**

SOOR's general ordinary assembly reappointed the company's external auditor (Al-Aiban and Al-Osaimi – Ernst & Young/ Abdulkarim Al-Samdan) for the year ending on 31/12/2024 as per Board of Directors' decision. This decision was based on the audit committee's recommendations taking into consideration that the external auditor is listed in the Authority's external Auditors register and meets all necessary requirements in this regard. Moreover, the external auditor is independent from SOOR and its Board of Directors and he neither undertakes additional works for SOOR nor works included under audit processes nor tasks which affect neutrality and independence.

Moreover, the external auditor attended SOOR annual general ordinary assembly meeting where he recited the report prepared by him to SOOR shareholders.

### **Fifth Rule:** Applying Proper Systems of Risk Management and Internal Audit

#### **1 – Risk Management**

SOOR has an independent risk management department affiliated to the Risk Committee and Board of Directors. This department mainly measures, monitors and evaluates all risks surrounding SOOR and finds solutions to mitigate the adverse impacts of such risks.

#### **2 – Risk Management Committee**

The Risk Management Committee is comprised of three board members including one independent member. The board has determined its tenure and operation method. Moreover, the Risk Management Committee's powers and responsibilities are contemplated in the committee charter approved by the board. The Risk Management Committee held four meetings in 2024 where it discussed multiple subject matters within its powers and assignments.

#### **3 – Internal Controls Review**

SOOR's Internal controls include all systems which are adequate to maintain the company's financial integrity, statement accuracy and operation efficiency in all respects. Moreover, SOOR has taken into consideration the four eyes principles for internal control process which represented in sound determination of powers and liabilities, the entire separation between assignments, no conflict of interests,

examination, double control and signature by the availability of an administrative and financial structure as well as the procedures pertinent to SOOR in addition to IT systems prepared and designed based on separation of assignments among the respective departments and positions.

#### **4 - Application of Independent Internal Audit Unit/ Office/ Department Requirements**

SOOR has signed a contract with an external firm to administer internal audit processes (Moore Global) which has full independence and expanded technical expertise in the auditing field. This firm has prepared audit reports for all activities and operations of SOOR including its various departments. Auditing reports include comments and recommendations in addition to departments' responses as well as business plans determined for taking necessary actions according to forwarded recommendations. Such reports have been presented to the Audit Committee.

The committee also appointed an independent internal auditor for Soor Fuel Marketing Company, who reports to the Audit Committee and the Board of Directors, to oversee and monitor the effectiveness of the internal auditing process and ensure continuous coordination between the company's various departments and the auditing office.

### **Sixth Rule:** Promote Code of Conduct and Ethical Standards

#### **Code of Conduct which includes professional as well as ethical standards and restrictions**

SOOR has a code of conduct approved by the Board of Directors. This code of conduct includes standards and restrictions pertinent to professional conduct as well as ethical values. Through sound professional conduct and ethical values, we can enhance the investor's confidence in SOOR integrity and financial statements accuracy noting that all Board of Directors and Executive management adhere to internal policies and regulations as well as statutory and regulatory which optimize interests of all parties related to SOOR and shareholders with no conflict of interests and with high transparency. In other words, SOOR's governance framework includes compliance by all Board of Directors and executive management members with all laws and regulations in a manner which meets interest of SOOR, shareholders and all related parties and not only the interest of a certain group. Code of conduct stresses on each member and employee inside SOOR not to strive to achieve a persona interest to himself or to a third party in addition to not using job influence for achieving a personal goal or benefit; moreover, each member in SOOR shall avoid exploiting the company's resources and

assets to a personal benefit. But he shall rather use them to optimize the company's targets. Above all, SOOR has determined a precise system which prohibits board members and employees from using the information, obtained by them by virtue of their positions, to their own personal advantage. Also, they are prohibited from disclosure of the company's information and data other than in the cases permitted by law. In brief, there shall be an obvious separation between the interest of a Board Member and the interest of the company.

## **2 - Proper Policies & Procedures for Limitation of Conflict of Interest:**

SOOR's Board of Directors has determined the mechanism and policies required for limitation of interest conflict cases including their correction methods as a part of the company's governance framework with observation of Companies Law.

## **Seventh Rule: Accurate Disclosure and Transparency in the Right Time**

### **1 - Mechanisms of Precise Transparent Presentation and Disclosure which determine disclosure's respects, fields and issues**

Precise disclosure is deemed one of the main advantages and methods to monitor the company's operations and evaluate its performance. This leads shareholders and investors to be aware of the company's structures and activities as well as the policies adopted by the company in addition to appraisal of the company's performance in connection with ethical standards. Board of Directors has determined, within the company's governance framework, an approved policy for accurate and transparent presentation and disclosure which reflects the sides, fields, and issues pertinent to disclosure noting that the Board of Directors is concerned with periodical review of disclosure and transparency mechanisms and systems applicable at the company.

### **2 - Board of Directors & Executive Management's Disclosure Record**

SOOR maintains a special record which includes disclosures by board members and the executive management of the ownership percentage of the company's shares in addition to declarations by insiders which are updated as per provisions of CMA regulation noting that such record is made available for perusal by all the company's shareholders without charge or consideration. Moreover, SOOR periodically updates this record in a manner which reflects the condition of the stakeholders.

### **3 - Investors Affairs Unit**

The company has an independent Investor Affairs Unit, reporting to the Board of Directors, responsible for facilitating and providing the necessary data, information, and

reports for potential investors. This is achieved through recognized disclosure channels, including the company's official website.

#### **4 - Upgrade of IT Infrastructure & Strict Reliance thereon in Disclosure Processes**

SOOR uses Information Technology at a large level by upgrading several systems adopted in the company's various operations.

Furthermore, SOOR possesses a substantial and effective website encompassing all information and data pertinent to the company's business together with the latest developments which help investors as well as current and potential investors to practice their rights and evaluate the company's performance in addition to a section related to corporate governance noting that SOOR periodically updates its website.

### **Eighth Rule:** *Respect of Shareholders' Rights*

#### **1 - Identification and protection of shareholders' general equities to ensure fairness and equality among shareholders**

SOOR has a recognized policy belonging to shareholders' equity. Further, SOOR article of association include procedures and restrictions required for all shareholders to practice their rights in order to improve and protect shareholders' general equity for ensuring fairness and equality among all shareholders regardless of their levels. Under no circumstances, the company shall not conceal any information or any of shareholders' equity.

Herein below some of shareholders general equity guaranteed by SOOR:

- Entry of shareholding in the company's registers.
- Shareholders' rights to deal with shares including possession's registration and/or acquisition.
- Shareholder right to obtain the prescribed share of dividends.
- Shareholders receive a share of the company's assets in case of liquidation.
- Shareholder right to obtain the details and information pertaining to the company's activity as well as operational and investment strategy in a regular and proper manner.
- Shareholder's right to participate in general assembly in addition to voting over its decisions.
- Shareholder's right to elect board members.

- Monitor the company's performance in general and the Board of Directors' assignments in particular.

## **2 –Accuracy and On-Going Monitoring of Shareholders' Data**

For progressive monitoring of all matters related to shareholders' details, SOOR maintains a special register with Clearing Agency. This register contains shareholders' names, nationalities, addresses and number of shares held by each one of them. Any changes made to the details, set forth in such register, are updated in shareholders' register based on the details received by the company or clearance agency. Each concerned person is entitled to request the company or clearing agency to provide him with statements of such register.

## **3 - Method to Encourage Shareholders to Participate and Vote in SOOR General Assembly Meetings**

- SOOR respects shareholders' right to participate in the company's general assembly meetings and vote over its decisions. This is deemed as an original right of shareholders irrespective of their different levels noting that participation and voting mechanism therein is contemplated in Shareholders' Equity Policy and governance framework applicable at SOOR in conformity to the company's articles of association. The company's articles of association clearly include the procedures and restrictions required for ensuring participation by all shareholders of their rights in a manner which establishes fairness and equality without inconsistency with the applicable laws and regulations as well as the orders and instructions issued in this regard.
- SOOR has approved shareholders' participation mechanism in the company's general assembly meetings based on an invitation by the Board of Directors for meeting within three months following the end of the fiscal year noting that convention by SOOR shall be through all notification channels including Kuwait Stock Exchange's website and daily newspapers. The Board of Directors invites the general assembly for meeting if required or at a justified request by a number of shareholders who hold not less than ten percent of the company's capital or at request of the auditor in the course of fifteen days of request.
- SOOR approves the voting mechanism as to shareholders' general meetings as set forth in the company's articles of association by allowing all shareholders to participate in voting right without placing any obstacles which may lead to voting restriction. This is because voting is an original right to shareholder. Hence, it cannot be terminated in any way.



## **Ninth Rule:** Respect the Rights of Stakeholders

### **1- Regulations and policies which ensure protection and recognition stakeholders' rights**

SOOR respects and protects the rights of stakeholders in all incoming and outgoing transactions. Therefore, it has prepared, within the company's governance framework, a policy approved by the Board of Directors including rules and procedures which ensures the protection of stakeholders' rights and allows them to obtain indemnifications if any of their rights are breached.

For no conflict of interests belonging to stakeholders, either in connection with contracts or spot transactions with the company, with those pertinent to shareholders, it is worth saying that stakeholders may not obtain privileges via their dealing in contracts and transactions which fall within the company's usual activities. Moreover, the company determines internal policies and regulations which ensure an obvious mechanism in respect of awarding all various types of contracts and transactions via tenders or different purchase orders.

### **2 - Encouraging stakeholders to participate in monitoring SOOR's different activities**

The company allows stakeholders to obtain the information and data pertaining to their activities to be depended on in a timely and regular manner.

In addition, the company sets proper mechanisms to make it easier for stakeholders to forward a report to the company's Board of Directors on any unsound practices burdened on them by the company noting that proper protection shall be made available to reporting parties.

## **Tenth Rule:** Encourage and Enhance Performance

### **1 - Board of Directors & Executive Management Members' Progressive Training Program & Course Mechanism**

SOOR approves adequate training programs, workshops and conferences for the current board members and the executive management pertaining to the company's business and role of board members in order to elaborate their skills and expertise in addition to matching with developments in a manner which helps them to perform their duties.



## **2 - Overall Appraisal of Board of Directors Performance & Individual Performance of each Board member and Executive Management member**

SOOR has applied systems and appraisals so as to evaluate the performance of board members as well as executive management members on a periodical basis. In this regard, evaluation relies on a series of key performance indicators related to the accomplishment of the company's strategic goals, effective risk management and adequate internal audit for appraisal of each of the aforementioned members as well as the relevant committees. In addition, there are performance indicators which evaluate the executive management's performance on an annual basis to reflect their points of strength and weakness and deal with them to the benefit of SOOR.

## **3 - Corporate Value Creation**

Board of Directors strives to establish short, medium and long-term values by determining and providing mechanism and procedures which can fulfill the company's strategic goals and improve performance rates in a manner that efficiently participates in motivating employees to work continually to maintain the company's financial integrity.

The company works hard on internal and integral reporting systems to become more comprehensive as this helps the board members as well as the executive management to make decisions effectively hence meeting shareholders' interests.

## **Eleventh Rule:** Focus on the Importance of Corporate Social Responsibility

### **1 - Making balance between SOOR goals and society targets as well as programs and social responsibility work**

SOOR has determined a policy to make a balance between the company's goals and society objectives represented in improving the living, social and economic conditions of society.

### **2 - Adopted programs and mechanisms which reflect the efforts exerted by SOOR at social work level**

- Sponsored an initiative in collaboration with the Kuwait Municipality to promote public cleanliness in the State of Kuwait.
- Sponsored a football tournament for the Workers' Union of the Ministry of Finance.
- Sponsored an awareness exhibition on toxic substances and poisons for the students of the Faculty of Pharmacy at Kuwait University.

- Sponsored the sixth session of the Kuwaiti Achievements Forum in collaboration with the Youth Public Authority.
- Sponsored the Second Medical Media Forum in collaboration with the Kuwait Dental Association.

## **Appendix (1)**

التاريخ: 2022/04/14

المحترم،،،

السيد / طريف باقر العوضي

رئيس مجلس الإدارة

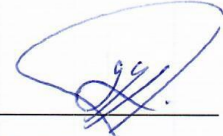
تحية طيبة وبعد،،،،

**الموضوع: إقرار عضو مجلس الإدارة (عضو مستقل)**

أقر أنا جابر محمد عبدالله اشكناني كويتي الجنسية، رقم مدني (269032000533) عضو مجلس الإدارة في شركة السور لتسويق الوقود بصفتي عضو مجلس الإدارة المستقل، بأني أتمتع بكافة شروط الاستقلالية التالية:

1. أنني أتمتع بالاستقلالية على النحو الوارد في المادة (2-3) من الفصل الثالث من الكتاب الخامس عشر (حوكمة الشركات) من اللائحة التنفيذية للقانون رقم (7) لسنة 2010 بشأن إنشاء هيئة أسواق المال وتنظيم نشاط الأوراق المالية وتعديلاتها.
2. أنه يتوافر لدي المؤهلات والخبرات والمهارات الفنية التي تتناسب مع نشاط الشركة.

وتفضلوا بقبول فائق الاحترام،،،



عضو مجلس الإدارة (المستقل)

**جابر محمد عبدالله اشكناني**

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An ISO 9001 2008 14001 - 2004 OHSAS 18001:2007 Certified company

رأس المال المدفوع: ٤٠.٤٧٠.٧٥٨.٠٠٠ د.ك.



التاريخ: 2022/04/14

المحترم،،،

السيد / طريف باقر العوضي

رئيس مجلس الإدارة

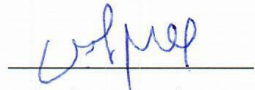
تحية طيبة وبعد،،،،

**الموضوع: إقرار عضو مجلس الإدارة (عضو مستقل)**

أقر أنا **جعفر علي رجب حسن** كويتي الجنسية، رقم مدني (264082300259) عضو مجلس الإدارة في شركة السور لتسويق الوقود بصفتي عضو مجلس الإدارة المستقل، بأني أتمتع بكافة شروط الإستقلالية التالية:

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وتفضلو بقبول فائق الإحترام،،،

  
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