



ميزان القابضة ش.م.ك.ع
MEZZAN HOLDING K.S.C.P.

LEGAL DEPARTMENT

Board of Directors and Executive Management Training Policy	سياسة تدريب أعضاء مجلس الإدارة و الإدارة التنفيذية
---	--

March 2025

REVISION RECORD SHEET

<u>Action</u>	<u>Prepared</u>	<u>Reviewed</u>	<u>Approved</u>
Position	Head of Legal	Head of Risk Management	BOD
Name	Walid Khalil	Ahmed Kamal	Resolution By Circulation Dated 20/03/2025
Signature			

No.	Issue Date	Description of Revision	By	Rev	App
1	2019/05/09 2020/03/26 2021/01/31 2022/03/10 2023/01/17 2024/03/28	Finalized and issued for implementation	WK	NA	BOD
2	2025/03/20	Finalized and issued for implementation	WK	AK	BOD

Policy for the Continuous Training of the Board of Directors and Executive Management.

Introduction

Mezzan Holding recognizes that its Board of Directors and Executive Management are central to the direction and achievement of our Company's strategy and business objectives. A key factor that contributes to Company performance is the provision of continuous training to Board Members and Executive Management which assists in the acquisition of skills, expertise and knowledge necessary for the optimum performance of their roles and responsibilities.

This Policy outlines the key procedures and mechanisms approved by the Board of Directors to achieve the objective of Continuous Training of the Board of Directors and Executive Management and the requirements of CMA Corporate Governance Rule X: Articles 11.1, 11.2, 11.3.

Annual Training Plan for Board of Directors and Executive Management

Procedure & Responsibility:

- The **Group Head of HR** is responsible for consultation with the **Board Secretary, Head of Legal, Head of Internal Audit** and **CFO** for the purpose of identification of subject areas that should be included in an **Annual Training Plan**. Key training topics/areas to be considered include but are not limited to the following:
 - Effective corporate Governance Practices and Frameworks
 - Strategic and Growth Planning
 - Risk Measurement and Management Frameworks
 - Significant Macro-Business or Technology changes
 - Relevant changes in Financial Reporting
 - Legal or Corporate Governance requirements
- A list of proposed training topics for the members of the Board of Directors and its committees, and Executive Management shall be updated and proposed by **Group Head of HR** to **Chairman of Board** for final selection and approval. Flexible formats and mechanisms for Delivery of Training may be deployed to facilitate the schedules of Board Members
- Upon approval, The **Group Head of HR** shall source quotations for suitably qualified external training providers or, if appropriate, in-house experts for delivery of training modules and shall prepare a proposal for the **Annual Training Plan** with the selected training topic/activities for submission to the Board of Directors in the first quarter of each year. Flexible formats and mechanisms for Delivery of Training may be deployed to facilitate the schedules of Board Members.
- Following approval of the **Annual Training Plan**, training shall be delivered as scheduled. Records or certificates of training shall be retained by the HR Department. .

Review and Amendment

- This policy shall be reviewed annually and updated as necessary to reflect changes in business strategy, regulatory requirements, or best practices in corporate governance.