

CHEMISTRY THAT MATTERS™

سابك
sabic
Agri-Nutrients

SABIC AGRI-NUTRIENTS COMPANY

Performance and Activities of the Company
for the Fiscal Year 2025



King Salman bin Abdulaziz Al-Saud
The Custodian of the Two Holy Mosques



**His Royal Highness
Prince Mohammed bin Salman bin Abdulaziz Al-Saud**
Crown Prince and Prime Minister of Saudi Arabia

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AT A GLANCE

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ABOUT THIS REPORT

The Board of Directors of SABIC Agri-Nutrients (SABIC AN) is pleased to present the Annual Report for the fiscal year ended December 31, 2025. This report has been prepared in line with the Capital Market Authority (CMA)'s regulatory requirements for listed joint stock companies, providing a comprehensive overview of SABIC AN's performance and progress during the year.

This report covers the company's performance, results, significant activities and achievements, together with the manner in which it embraces corporate governance and risk management, its approach to harnessing opportunities as well as straightening priorities within the global agri-nutrients market. The report also describes SABIC AN's ongoing commitment to maximizing shareholder equity, enhancing stakeholder value, and advancing long-term growth.

In addition, the report highlights the company's sustainability agenda, including its environmental and societal contributions in 2025, which form a vital part of SABIC AN's role in creating a resilient and responsible value chain. The Board commends the dedication of SABIC AN's employees and the continued support of its stakeholders including customers, suppliers, partners, and farmers, whose collaboration enables the company to achieve its ambitions and address pressing global challenges.

The Board further extends its sincere appreciation to The Custodian of the Two Holy Mosques, His Royal Highness the Crown Prince, and the Government of Saudi Arabia for their unwavering support in strengthening the industrial sector's role in realizing the objectives of Saudi Vision 2030: Thriving Economy.



ABOUT SABIC AGRI-NUTRIENTS



By broadening its reach across the agri-nutrients value chain and investing in future-ready technologies, SABIC Agri-Nutrients is well positioned to address the evolving needs of global farmers.

SABIC Agri-Nutrients (SABIC AN) remains a world-class producer and marketer of agri-nutrients, recognized as a leading innovator in the industry. The year 2025 marks the 60th anniversary year since the establishment of SABIC AN. The company adopts a strategic, long-term approach to the sustainability of its products, services, and operations, contributing positively to the Kingdom of Saudi Arabia, the society and the planet.

SABIC AN integrates ESG principles into its core business model to capitalize on its competitive advantage. As such, the company's advanced technology, innovation pipeline, and industry-leading collaborations create opportunities to explore, going well beyond traditional fertilizers. SABIC AN remains intent on addressing the evolving needs of global farmers, by extending its reach across the value chain.

VISION

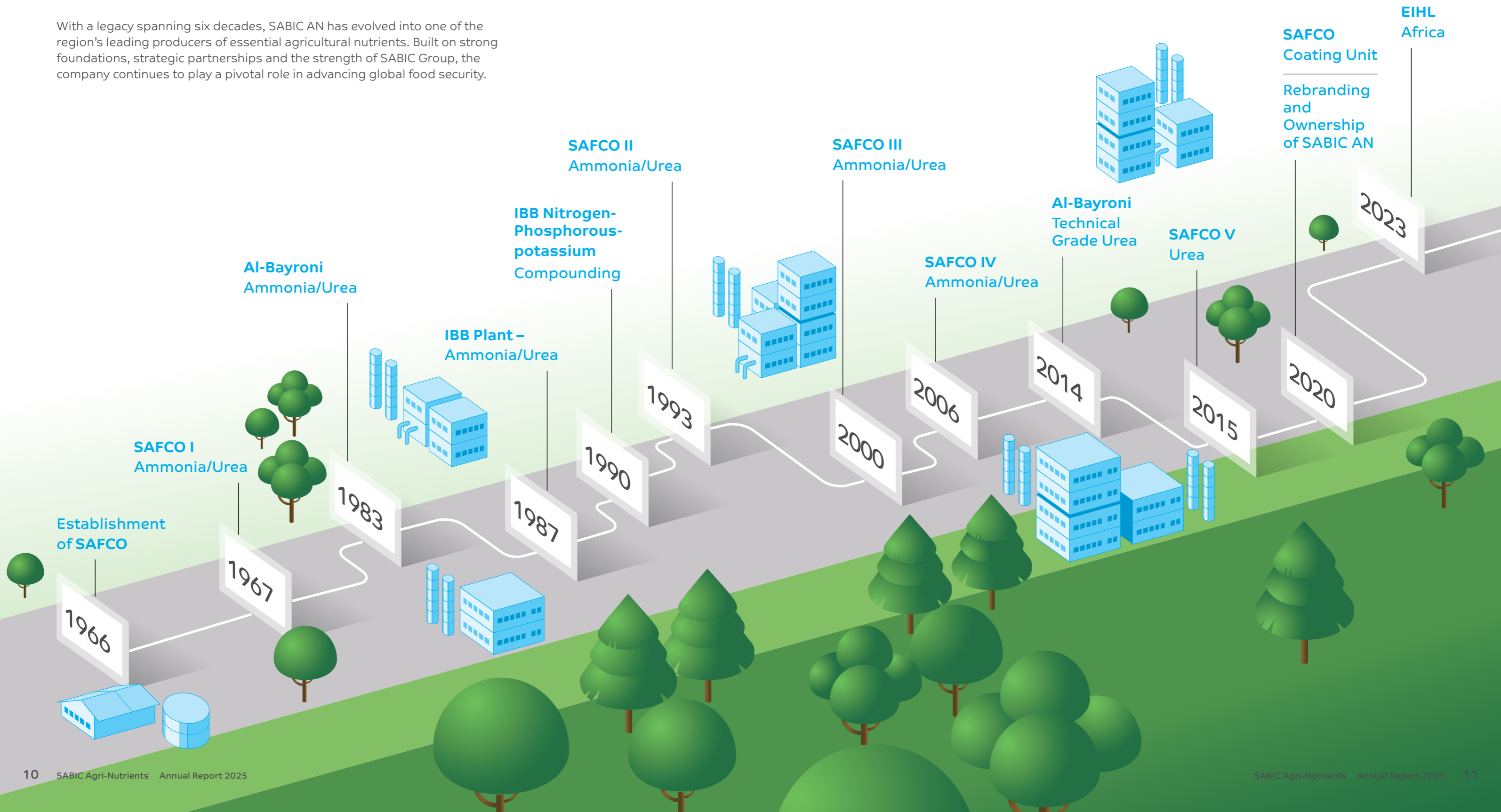
Become the national champion and a global leader in the nitrogenous market.

MISSION

- Contributing to global food security in order to improve the quality of life by providing sustainable agri-nutrient solutions to our customers and communities.
- Engaging innovative minds to develop a unique and integrated range of sustainable agri-nutrient solutions, using advanced and developed technologies to deliver leading-edge nutrients, towards higher yields of high-quality crops to feed an ever-growing global population.
- Encouraging and enhancing value for shareholders, customers, employees, and the planet.
- Attracting, developing, and maintaining our greatest assets, our employees.

THE STORY OF SABIC AGRI-NUTRIENTS

With a legacy spanning six decades, SABIC AN has evolved into one of the region's leading producers of essential agricultural nutrients. Built on strong foundations, strategic partnerships and the strength of SABIC Group, the company continues to play a pivotal role in advancing global food security.



THE STORY OF SABIC AGRI-NUTRIENTS

SABIC AN is a Saudi joint stock company listed on the Saudi Exchange Market (Tadawul). It was established under Royal Decree No. M/13 dated 11 Jumada Al-Awal 1385H (corresponding to September 8, 1965) and initially registered in Dammam under Commercial Registration No. 2050001841, dated 1 Dhu al-Hijjah 1385H (March 24, 1966). The company subsequently relocated its head office to Jubail Industrial City in Saudi Arabia, where it was re-registered under Commercial Registration No. 2055002359, dated 29 Shawwal 1411H (May 14, 1991).

In 2020, the former Saudi Arabian Fertilizer Company (SAFCO) acquired all the shares of SABIC Agri-Nutrients Investment Company, which holds a 50% stake in Al-Bayroni and a 33.33% stake in the Gulf Petrochemical Industries Company (GPIC). Following this acquisition, SAFCO rebranded as SABIC Agri-Nutrients Company (SABIC AN) to reflect its expanded portfolio and closer alignment with the SABIC Group. In April 2022, the head office was relocated from Jubail Industrial City to Riyadh.

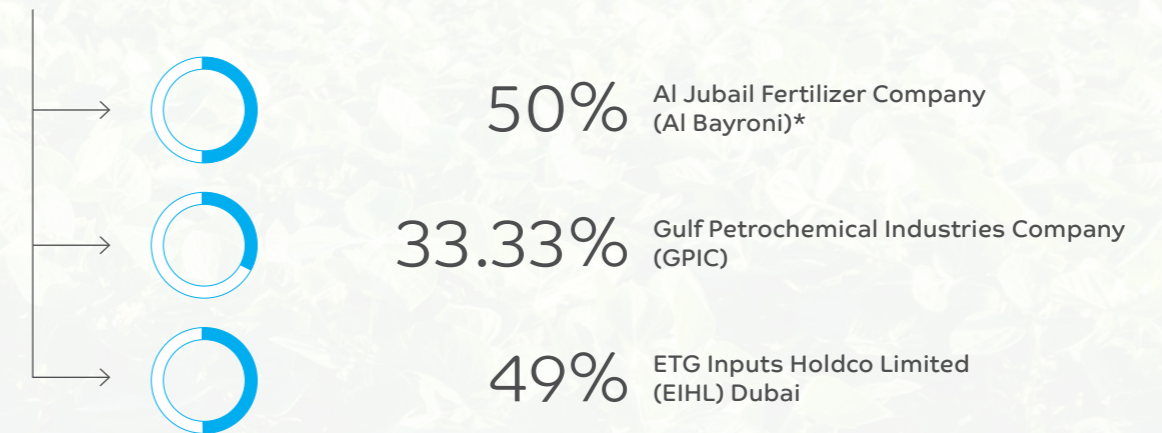
SABIC is the majority shareholder, holding **50.1%** of SABIC AN's share capital, with the remaining shares traded on the Saudi Exchange Market.

SABIC AN AFFILIATED COMPANIES

SABIC AN holds a stake in the following companies:



SABIC Agri-Nutrients Investment Company holds a stake in the following companies:



* The sustainability data from these companies are consolidated for this Report.

THE STORY OF SABIC AGRI-NUTRIENTS

60 YEARS IN BUSINESS

This year marks a significant milestone in our company's history: 60 years of business. Reaching six decades of continuous operation reflects our resilience, adaptability, and enduring commitment to delivering sustainable agri-nutrient solutions that support global food security.

Since our founding, the company has grown alongside the markets and communities we serve. While the scale and scope of our operations have evolved over time, our core values have remained consistent. We have built our reputation on long-term partnerships, responsible decision-making, and a focus on quality, reliability, and operational excellence.

Over the past 60 years, we have navigated economic cycles, technological advancements, and shifting customer expectations. Our ability to adapt while remaining grounded in our principles has been central to our longevity and continued leadership in the nitrogen industry.

This milestone would not have been possible without the dedication of our employees, past and present, whose expertise and commitment have driven the company forward. We are equally grateful to our customers, partners, and stakeholders for their trust and continued support over the years.

As we reflect on six decades of progress, we remain focused on the future. Building on our strong foundation, we will continue to invest in our people, strengthen our operations, and pursue sustainable growth aligned with Saudi Vision 2030 and the Company's long-term ambitions.



KEY HIGHLIGHTS

**9 million
metric tons**

Production
Capacity

61

Training Hours
Per Employee

ﷲ 4.32 Bn.

Net Profit

ﷲ 3.09 Bn.

Distributed as
Dividends

400+

Patents YTD

90.6%

Saudization

Listed on the
Saudi Stock
Exchange
(Tadawul)
since 1990

60

Years in Business



TO OUR SHAREHOLDERS AND STAKEHOLDERS

Meaningful engagement and responsible stewardship guide SABIC AN's relationships with stakeholders and shareholders, paving the way for lasting value creation.

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CHAIRMAN'S MESSAGE



Against a complex global agri-nutrients landscape, the company focused on safeguarding financial strength, ensuring operational reliability, and advancing a strategy that balances nearterm performance with sustainable growth.

Eng. Abdulrahman Saleh Al-Fageeh

Chairman of the Board of Directors

I am pleased and honored to present the Annual Report for the fiscal year ended December 31, 2025. The report explains how SABIC AN remained resilient and steadfast amid ongoing macroeconomic uncertainty and geopolitical tension. We maintained our growth trajectory in creating long-term value while also proactively addressing evolving governmental regulations and sustainability expectations.

The global agri-nutrients market in 2025 continued to be shaped by cyclical demand patterns, energy and feedstock volatility, and ongoing geopolitical tensions affecting supply chains and trade flows. Moreover, population growth, changing dietary preferences, and the imperative to enhance agricultural productivity persisted as structural drivers of long-term demand. Against this backdrop, we remained focused on safeguarding the company's financial strength, ensuring operational reliability, and executing our strategy, which balances near-term performance with sustainable growth.

I am encouraged by the company's financial and operational performance in 2025. Supported by disciplined capital allocation, effective cost management, and an integrated operating model, SABIC AN demonstrated steady profitability. The company's stable dividend distributions reflect both financial resilience and a commitment to deliver attractive returns to shareholders, while maintaining the flexibility required to pursue future growth opportunities.

At a strategic level, we focused on our long-term ambitions, including portfolio diversification, geographic expansion, and downstream integration in high-growth agricultural markets. Investments in differentiated and value-added fertilizer solutions are becoming increasingly important for the company's competitive positioning. They demonstrate how the company is combining innovation, agronomic effectiveness, and sustainability.

Sustainability also shapes the company's governance. The Board oversees SABIC AN's sustainability agenda, which is embedded across operations, products, and decision-making processes. Progress in energy efficiency, emissions reduction, value-chain circularity, and low-carbon product development reinforces the company's commitment to advance carbon neutrality while supporting the global transition toward more sustainable food systems. These efforts align closely with the objectives of Saudi Vision 2030 and Saudi Arabia's broader industrial and environmental priorities.

Guided by strong Board oversight and management commitment, our sustainability agenda continues to translate ambition into action – advancing low-carbon solutions, operational efficiency, and circular practices aligned with Saudi Vision 2030.

The Board is also committed to the highest standards of transparency, accountability, and ethical conduct. Accordingly, it maintains active oversight of the company's internal control framework, ensuring that emerging risks, such as market volatility, regulatory change, and cyberattacks, are identified, assessed, and managed effectively.

SABIC AN's 2025 achievements have been possible with the dedication and professionalism of SABIC AN's employees and management team. On behalf of the Board, I extend to them my sincere appreciation for their commitment, expertise, and adherence to the company's values. I would also like to thank our shareholders for their continued trust, and our customers, partners, suppliers, and farming communities for their collaboration and confidence in us.

On behalf of the Board, I lastly wish to express my deep gratitude to King Salman bin Abdulaziz Al-Saud, the Custodian of the Two Holy Mosques, and HRH Prince Mohammed bin Salman bin Abdulaziz Al-Saud, the Crown Prince and Prime Minister, for their continued support in strengthening the Saudi industrial and agricultural sectors and enabling national champions such as SABIC AN to thrive.

Looking ahead, we remain confident in SABIC AN's strategic direction and long-term prospects. The company is well positioned to navigate market cycles and capture emerging opportunities as it strives to create long-term value.

CEO'S MESSAGE



We are building on a strong foundation to capture future growth opportunities while advancing our sustainability ambitions and strengthening our global market position.

Fahad Misfer Al-Battar

Chief Executive Officer
SABIC Agri-Nutrients Company

As we reflect on 2025, SABIC Agri-Nutrients delivered another year of solid performance, underpinned by disciplined execution, operational resilience, and a clear strategic focus. Whereas the global agri-nutrients industry continued to operate within a complex and highly competitive environment, shaped by geopolitical instabilities, supply and demand dynamics and evolving sustainability expectations.

The year 2025 represents a pivotal milestone, marking the continuation of a journey spanning more than six decades of sustained achievements. Throughout this period, SABIC Agri-Nutrients has strengthened its position as a global leader in the sector. The company continues to play a critical role in supporting global food security and remains focused on achieving further successes in agri-nutrients production and exports, driving the company toward broader horizons of growth and leadership.

We are proud to share that 2025 has concluded with the best-ever safety record, where we achieved an Incident Rate of 0.027 and zero recordable incidents. The company's Environment, Health, Safety, and Security (EHSS) performance being the top priority and core value to ensure robust protection for employees, contractors, the public, and the environment. In addition to safety, operational excellence remains a fundamental focus to ensure the reliability of SABIC Agri-Nutrients production assets through continuous monitoring, proactive maintenance, and energy management.

The company's revenue reached ﷲ 13.08 Bn. in 2025 (an increase of approximately 18% compared to 2024), reflecting our ability to navigate market challenges while maintaining strong demand for our products. Net profit increased to ﷲ 4.32 Bn. (an increase of 30% compared to 2024), supported by improved average selling prices and continued cost discipline. These results demonstrate the

strength of our operational foundation, the quality of our asset base, and our solid commitment to value creation for our shareholders.

Throughout the year, we continued to strengthen our competitive position by enhancing operational efficiency, advancing innovation, and selectively evaluating growth opportunities, aligned with SABIC Agri-Nutrients' 2040 strategy. Our focus remained on disciplined capital allocation, ensuring that investments are directed toward initiatives that reinforce our core strengths and support sustainable growth.

The company's 2040 Strategy positions it to expand global agri-nutrients leadership while addressing food security and the energy transition through sustainable growth and operational efficiency.

The newly defined SABIC Agri-Nutrients' 2040 Strategy sets a clear roadmap to expand its global leadership in the nitrogen industry and strengthen its position in the agri-nutrients sector. The strategy focuses on driving sustainable growth by leveraging the company's world-class feedstock and industrial assets, enhancing portfolio diversification, and scaling production capabilities. As part of this ambition, SABIC Agri-Nutrients aims to become one of the leading companies in the nitrogenous agri-nutrients industry. Together, these priorities support long-term value creation for all stakeholders, align SABIC AN with Saudi Vision 2030, and enable the company to address global challenges in food security and the energy transition.

We will also continue to build on our product portfolio, leveraging its world-class feedstock and industrial assets. This growth aims to position SABIC Agri-Nutrients among the top companies in the nitrogen industry. Through strategic collaboration with downstream partners, we selectively enhance commercial excellence and drive synergies across the value chain.

We will continue advancing our sustainability ambitions and strengthening our global market position through sustainable growth across the value chain. In addition, we will support progress toward carbon neutrality by 2050 and help enhance food security by delivering specialized solutions to farmers.

Looking ahead, SABIC Agri-Nutrients is well positioned to capture future growth opportunities by leveraging our scale, customer-centric approach, and technological capabilities. The growth ambition is focused on maximizing urea production and export, capitalizing in the growing demand which shall bring SABIC AN among the top global players in the nitrogenous market.

In closing, I would like to express my sincere appreciation to our Board of Directors for their guidance, and to our management team and employees for their dedication and commitment. I also thank our shareholders, customers, and partners for their continued trust and confidence. Together, we remain focused on delivering sustainable, long-term value in a responsible and disciplined manner.

SABIC AGRI-NUTRIENTS ON THE CAPITAL MARKETS

Agri-Nutrients enhances long-term shareholder value through disciplined capital allocation, a stable dividend policy, and maintaining a solid financial position supported by strong assets and human capital.

INVESTMENT PROPOSITION

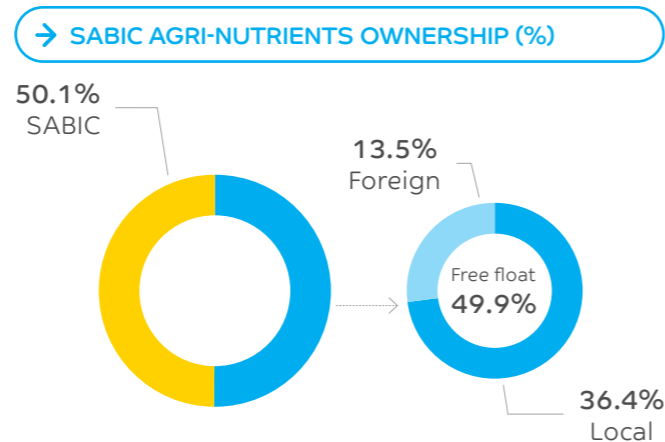
SABIC AN remains firm in its commitment to creating sustainable long-term value for shareholders while contributing to the advancement of both the national and global agricultural sectors. The company's agility in responding to evolving market dynamics and global challenges is underpinned by a solid financial foundation, an experienced workforce, and a strong asset base all of which enable the delivery of optimized shareholder returns.

As of year-end 2025, SABIC AN recorded a market capitalization of approximately $\text{S} 52.7$ Bn. underpinned by a strong and stable shareholder base comprising 476,035,404 listed shares on the Tadawul All Share Index (TASI). Consistent dividend distributions underscore the company's financial strength and prudent capital management. Anchored in a legacy of manufacturing excellence, a resilient business model, and a sound financial profile, SABIC AN continues to position itself as a compelling investment opportunity within the Saudi market and the global agri-nutrients industry as a whole.

OWNERSHIP STRUCTURE

As of December 31, 2025 the company's issued and fully paid share capital amounted to $\text{S} 4,760$ Mn., divided into 476,035,404 ordinary shares. The closing market price of the company's shares at year-end 2025 was $\text{S} 110.7$ per share.

As of December 31, 2025 the company's shareholding structure was as follows:

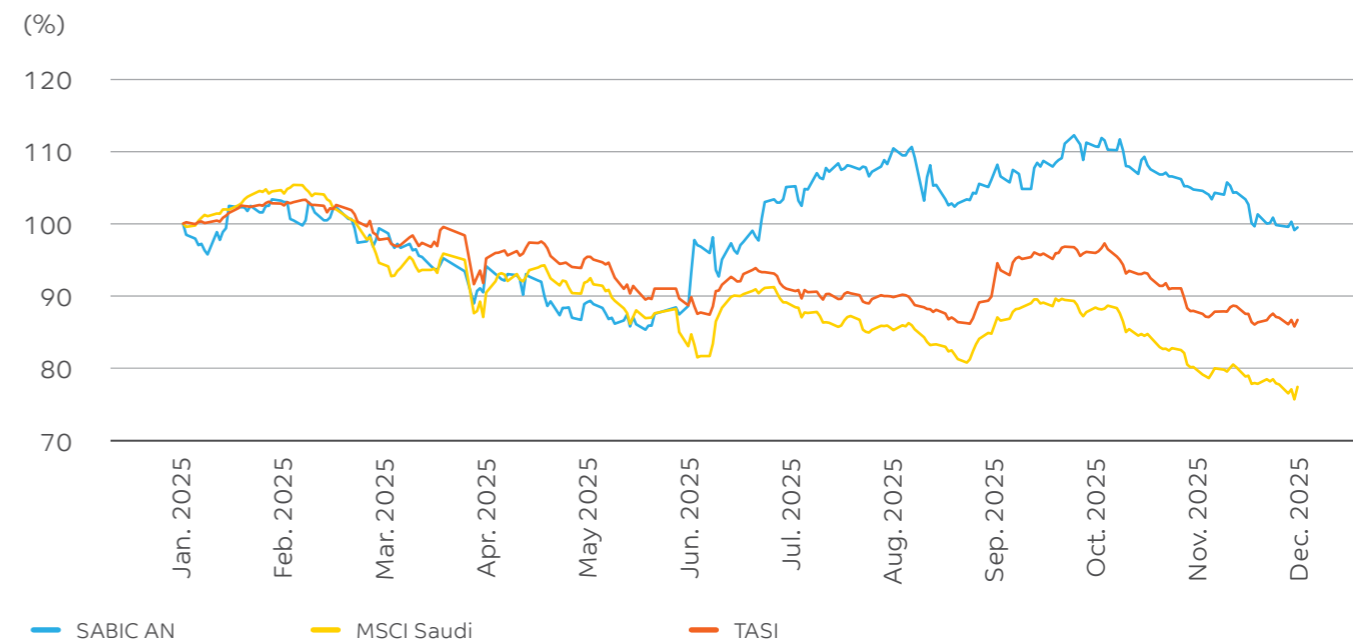


SHAREHOLDER COMMUNICATIONS

SABIC AN upholds principles of fairness by providing appropriate information in a timely manner. The company informs shareholders and investors about its performance, operations, and material information through its Board Report, financial statements, disclosures, and announcements on the Tadawul website. Additionally, the company's website and other communication channels are utilized to keep shareholders and investors informed of the latest developments.

SABIC AN maintains an open line of communication with shareholders and investors to ensure transparency through the Investor Relations department: InvestorRelations@agri.sabic.com.

→ SABIC AN SHARE PRICE PERFORMANCE VS. TASI AND MSCI SAUDI* (AS OF DECEMBER 31, 2025)



* Re-based to 100 as of January 1, 2025 to show relative price movement over the year

The company has policies and procedures in place for disclosing material developments, financial statements, and performance reports in compliance with regulatory requirements and directives issued by relevant authorities.

The company supports timely dividend distribution to shareholders by encouraging them to update their information and verify the linkage of their bank accounts to their Tadawul portfolio, thereby preventing any potential delays in payment.

DISCLOSURES AND ANNOUNCEMENTS

To ensure that material information is made available to shareholders, investors, and other stakeholders transparently and in a timely manner, announcements, disclosures, and notices are published on the Tadawul website in accordance with the applicable disclosure regulations.

SABIC AGRI-NUTRIENTS ON THE CAPITAL MARKETS

During the fiscal year that ended on December 31, 2025, the company issued a total of 12 announcements, as dated and detailed below:

No.	Date of announcement	Announcement subject
1.	January 2, 2025	SABIC Agri-Nutrients Company announces that it has received an official notification to increase the feedstock prices.
2.	February 18, 2025	SABIC Agri-Nutrients Company announces its consolidated financial results for the year ended on December 31, 2024 (Twelve months).
3.	February 18, 2025	SABIC Agri-Nutrients Company announces resignation of a Board Member and the Remuneration and Nominations Committee (RNC).
4.	March 16, 2025	SABIC Agri-Nutrients Company announces appointment of a Board Member in the vacant position.
5.	April 6, 2025	SABIC Agri-Nutrients Company's Board invites its shareholders to attend the Ordinary General Assembly Meeting (First Meeting) via modern technology means.
6.	April 27, 2025	SABIC Agri-Nutrients Company announces its interim consolidated financial results for the period ending on March 31, 2025 (Three months).
7.	April 30, 2025	SABIC Agri-Nutrients Company announces the results of the Ordinary General Assembly Meeting (First Meeting).
8.	July 27, 2025	SABIC Agri-Nutrients Company announces its interim consolidated financial results for the period ending on June 30, 2025 (Six months).
9.	July 27, 2025	Addendum announcement from SABIC Agri-Nutrients Company in regards to interim consolidated financial results for the period ending on June 30, 2025 (Six months).
10.	July 28, 2025	SABIC Agri-Nutrients Company announces Board resolution to distribute interim cash dividends to shareholders for the first half of 2025.
11.	October 26, 2025	SABIC Agri-Nutrients Company announces its interim consolidated financial results for the period ending on September 30, 2025 (Nine months).
12.	November 16, 2025	SABIC Agri-Nutrients Company announces the opening of Board of Directors membership nomination for the next term.

DIVIDENDS

DIVIDEND DISTRIBUTION

The dividend distribution framework of SABIC Agri-Nutrients is based on criteria that consider net profits achieved, cash flows, and policies outlined in the company's articles of association. Regarding cash or in-kind dividends, they are made based on decisions of the Board of Directors and pursuant to the authorization of the General Assembly, and in accordance with relevant regulations.

On December 22, 2024 the company announced modification in its protocol for the declaration and distribution of interim dividends to be as follows:

- The distribution of interim dividends for the first half of the year will be announced subsequent to the approval of interim financial results for the second quarter of that same year.
- Similarly, the announcement of the interim dividend distribution for the second half of the year will be made subsequent to the approval of the annual financial results for the same year.

DISTRIBUTED DIVIDENDS IN 2025

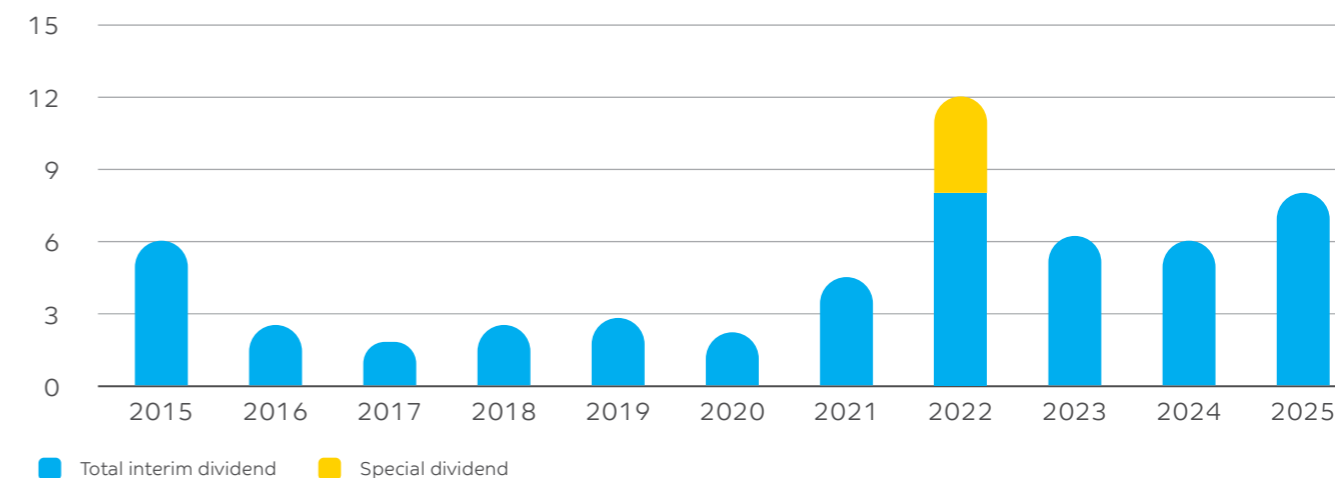
The Board of Directors decided to distribute ﷲ 3 per share for the second half of 2024, which was paid out in the first half of 2025.

The Board of Directors decided to distribute ﷲ 3.5 per share for the first half of 2025, which was paid out in the second half of 2025.

The table below illustrates the percentages of profits distributed to shareholders for the fiscal year ending on December 31, 2025.

→ TOTAL DISTRIBUTION FOR EACH YEAR

Dividend per share



Dividend cycle	Dividend per share (ﷲ)	Percentage of distribution to share nominal value	Number of shares	Date of eligibility	Total distributed dividends (ﷲ)	Distribution date
H2 2024	3	30%	476,035,404	February 4, 2025	1,428,106,212	February 17, 2025
H1 2025	3.5	35%	476,035,404	August 4, 2025	1,666,123,914	August 19, 2025

SHAREHOLDER REGISTER REQUESTS

During the fiscal year ending December 31, 2025, the company requested the shareholders' register eight times, as dated and detailed below.

No.	Date	Reason
1.	January 2, 2025	Preparing the company's internal reports
2.	February 6, 2025	Dividend distribution file
3.	April 29, 2025	General Assembly meeting
4.	July 3, 2025	Preparing the company's internal reports
5.	August 6, 2025	Dividend distribution file
6.	October 1, 2025	Preparing the company's internal reports
7.	October 1, 2025	Preparing the company's internal reports
8.	December 22, 2025	Preparing the company's internal reports

PRODUCT PORTFOLIO

SABIC AN offers a diverse and evolving product portfolio that spans essential agri-nutrients, value-added differentiated fertilizers, and a range of industrial chemicals. This broad offering enables the company to support global food security, enhance farming productivity, and contribute to emerging low-carbon energy solutions.

The portfolio is organized across several key product groups:

NITROGEN	PHOSPHATE	OTHERS	
 <p>AMMONIA</p> <p>SABIC AN supplies ammonia as a core nitrogen product for agricultural and industrial markets, while advancing low-carbon ammonia solutions that support emerging applications in energy, power generation, and hydrogen transport.</p>	 <p>DAP</p> <p>SABIC AN supplies di-ammonium phosphate (DAP) fertilizers within its phosphatic fertilizer portfolio, contributing to balanced nutrient delivery tailored to diverse soil and crop needs.</p>	 <p>ZINC COATED UREA</p> <p>Zinc-Coated Urea is a differentiated fertilizer designed to improve nutrient efficiency, supporting balanced crop nutrition while enhancing agricultural productivity and contributing to more sustainable farming practices.</p>	 <p>BIO ENHANCED UREA</p> <p>SABIC AN supplies microbial coated urea as one of the enhanced efficiency urea fertilizers which is formulated to increase nitrogen use efficiency and improve soil health by enhancing the native microbial activity in the soil.</p>
 <p>GRANULAR UREA</p> <p>SABIC AN is one of the global urea producers, supplies granular urea (2-4 mm size), the highest nitrogen concentration fertilizer available in a solid form, which is applied via both broadcasting and fertigation methods to the soil.</p>	 <p>MAP</p> <p>SABIC AN supplies mono-ammonium phosphate (MAP) fertilizers that form part of its phosphatic and compound fertilizer range, supporting balanced crop nutrition across a variety of agricultural conditions.</p>	 <p>HUMIC ACID COATED UREA</p> <p>SABIC AN supplies Urea combined with Humic Acid as part of its differentiated fertilizer portfolio, delivering high-performance nutrient solutions that support improved nutrient uptake and enhanced agricultural outcomes across diverse soil conditions.</p>	 <p>TGU</p> <p>SABIC AN supplies superior-quality Technical Grade Urea (TGU) to manufacturers worldwide, meeting stringent international standards and enabling distributors to deliver premium, high-performance solutions for industrial and agricultural applications.</p>
 <p>PRILLED UREA</p> <p>SABIC AN supplies prilled urea (1-2.8mm size), widely used as a key nitrogen source in producing Nitrogen-Phosphorous-potassium (NPK) compound fertilizers and cattle feed formulations apart from agricultural soil applications.</p>	 <p>NPK</p> <p>SABIC AN supplies Nitrogen-Phosphorous-potassium (NPK) fertilizers in multiple grades, providing compound nutrient solutions designed to support balanced crop nutrition and improved agricultural performance across varied farming environments.</p>	 <p>STABILIZED UREA</p> <p>Stabilized Urea is a high-performance, differentiated fertilizer developed to improve nutrient efficiency, minimize environmental impact, and support sustainable agriculture while contributing to use-phase greenhouse gas emissions reduction.</p>	

PRODUCT PORTFOLIO

SABIC AN serves a diverse global customer base spanning farmers, distributors, agricultural experts, industrial manufacturers, and energy transition markets. By offering reliable nutrition solutions, differentiated fertilizers, and specialty chemicals, the company plays a pivotal role in supporting agricultural productivity, sustainable farming, and broader industrial value chains.

In line with its growing focus on differentiated solutions, SABIC AN has also recorded significant growth in differentiated product adoption within the local market, reflecting the successful development and market penetration of these advanced offerings.

In 2025, SABIC AN continued to strengthen both its product portfolio and market reach, reflecting a clear focus on flexibility, expansion, and customer demand. The introduction of NPK 15-15-15-9S to the Indian market for the first time enhanced the company's ability to address future nutrient

requirements across a broad range of field, fruit, and vegetable crops, delivering balanced nitrogen, phosphorus, and potassium alongside sulfur to support healthy growth, robust root development, and improved yields across diverse soil and climatic conditions. At the same time, SABIC AN expanded its international footprint with the first shipment of NPK 10-26-26 to Europe, marking a further milestone in its global market expansion. Locally, strong customer uptake was reflected in TGU sales, underscoring rising market demand and increasing adoption of TGU applications.

End-users

Farmers: SABIC AN provides high-quality nitrogen-based and compound fertilizers, along with advanced differentiated products, to support improved crop nutrition and enhanced yield performance.

Recently, urea differentiated products, including Zinc-Coated Urea, Stabilized Urea, and Humic Acid-Coated Urea, were subjected to comprehensive field trials. These trials demonstrated strong agronomic benefits across diverse conditions. Trials covered a wide range of staple and forage crops, including wheat, barley, rice, corn, and alfalfa, reinforcing the effectiveness of differentiated fertilizers in enhancing nutrient uptake and multi-crop productivity.

Distributors: SABIC AN collaborates closely with distributors and technical partners to expand product knowledge, support cultivation practices, and increase access to premium fertilizers.

Through research partnerships in Africa and Thailand, the company conducted targeted field trials for its differentiated products, enabling outreach to thousands of farmers across African and Southeast Asian markets. These partnerships

strengthen market presence, accelerate product acceptance, and extend SABIC AN's agronomic support to regional farming communities.

Industrial Customers: SABIC AN supplies ammonia, urea, and chemical derivatives to companies that utilize these products across a range of technical and industrial applications.

Energy Sector Stakeholders: SABIC AN contributes to the energy sector through the supply of low-carbon ammonia, enabling clients to adopt it as a fuel, hydrogen carrier, or for power generation.

Global Agricultural Markets: Beyond its established regional markets, SABIC AN is actively expanding the global reach of its advanced fertilizer technologies. Recently, the company initiated field trials in Japan to promote its urea differentiated products to Japanese farmers further advancing its footprint in high-value and innovation-driven agricultural economies.



SABIC AN 2040 STRATEGY

SABIC AN's long-term strategic framework pivots on a robust sustainable growth ambition, continuous operational resilience and value creation across the agri-nutrients value chain.

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BUSINESS ENVIRONMENT

SABIC AN demonstrates sustained agility and resilience in navigating evolving geopolitical and regulatory environments through strategic regional volume reallocation to maximize value creation.

The local economic and regulatory environment remained favorable in 2025, supported by competitive feedstock pricing, reliable energy infrastructure, and proximity to global shipping routes. SABIC AN continued to benefit from Saudi Arabia's strategic focus on industrial diversification and sustainable development under Saudi Vision 2030. The agri-nutrients sector remained cyclical, with fluctuations in demand, pricing, and profitability, driven by global economic conditions.

Global food security remains a long-term growth driver; while volatility persists due to energy price movements, feedstock availability, and geopolitical uncertainty. In response, SABIC AN remains focused on disciplined investment, innovation, and operational efficiency to maintain resilience across market cycles.

Against this backdrop, SABIC AN advanced its global expansion strategy by leveraging its strong logistics and distribution networks.

SABIC AN demonstrated strong agility and resilience in responding to evolving geopolitical conditions and government regulations by strategically reallocating volumes across regions to maximize the company's value creation in 2025. This performance highlights the strength of the company's resilient supply chain network and operational excellence.

The company continued to expand downstream integration in priority agricultural regions, including South America, Africa, and the Asia-Pacific. SABIC AN's 49% stake in ETG Inputs Holdco Limited (EIHL) provides direct access to more than 350 distribution centers across Africa, supported by agents and agronomists. This reach allows SABIC AN to deliver tailored agri-nutrient solutions to farmers, and strengthening commercial ties with regional distributors and agronomists.



STRATEGIZING FOR GROWTH



SABIC AN's 2040 Strategy sets a clear roadmap to expand its global leadership in the nitrogenous market and to strengthen its global and national Agri-nutrients championship.

The strategy focuses on driving sustainable growth while capitalizing on energy efficiency enhancements and maximizing long-term value for all stakeholders.

Together, these priorities align SABIC AN with Saudi Vision 2030 and enable the company to address global challenges in food security and energy transition.

SABIC AN's ambition is to enhance the Kingdom's global agri-nutrients market leadership while strengthening the company's national agri-nutrients championship.

Growth and Portfolio Diversification:

SABIC AN will leverage its world-class feedstock and industrial assets to become among the leading companies in the nitrogenous agri-nutrients industry.

Business Model Transformation:

Evolve SABIC AN operating model towards championship while aiming for strategic collaboration with the downstream industry to selectively enhance commercial excellence and synergies across the value chain.

Continuous Improvement:

Strengthen operational excellence and reliability to optimize efficiency, sustain a globally competitive cost position, and ensure adherence to SEEC and other applicable regulatory requirements and standards.

Sustainable Innovation:

Enable sustainable growth across multiple value-chain levers while driving the company towards carbon neutrality by 2050.

SABIC AN will support the Kingdom of Saudi Arabia food security via providing specialized solutions to local farmers contributing to enhancement of the Kingdom of Saudi Arabia crop self-sufficiency.

Strategic Execution and Enablers:

Conduct stringent strategic execution and monitoring, supported by clear decisions and a well-defined roadmap addressing all key enablers required to achieve its ambition.

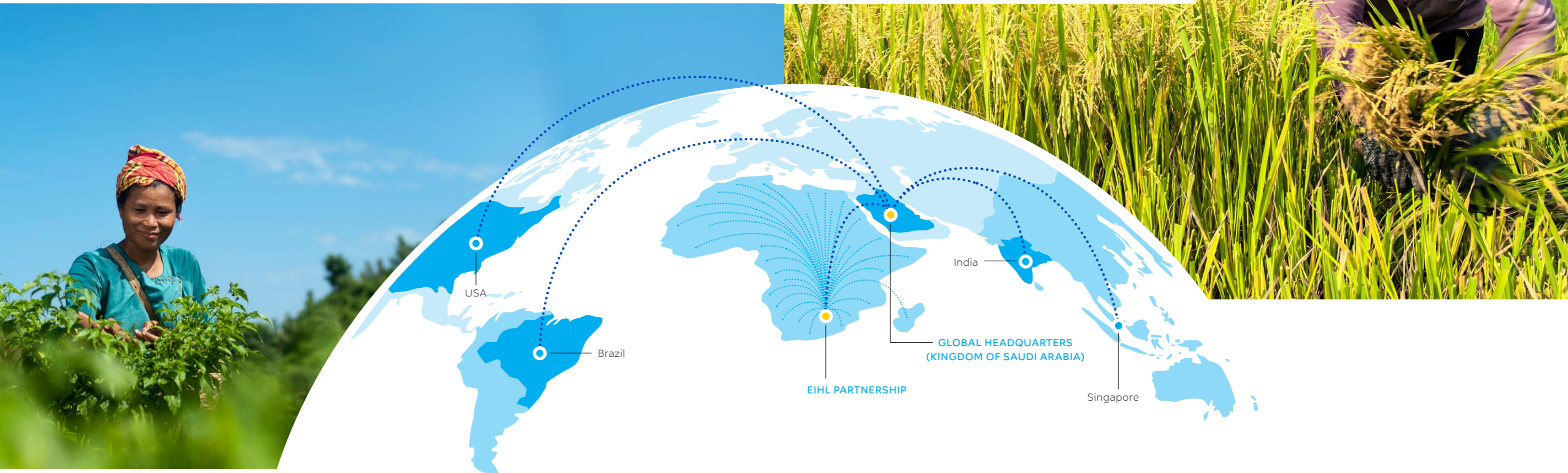
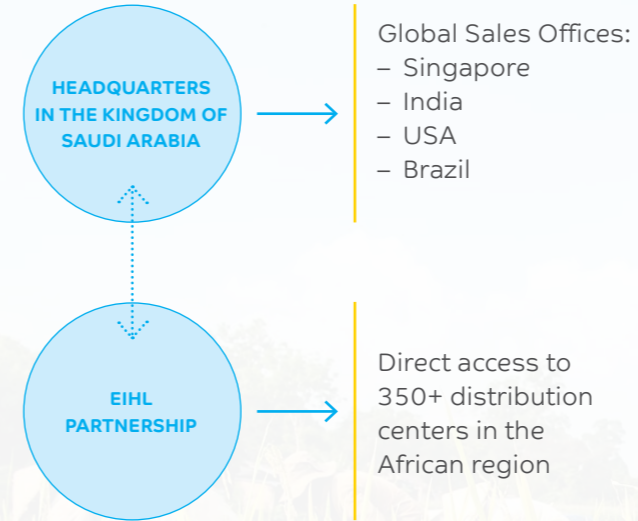
MARKET EXPANSION

SABIC AN achieved record sales of phosphate and derivatives in 2025, reinforcing its market leadership in the global fertilizer market. This performance reflects the company's ongoing market expansion strategy, which is anchored in strong logistics and supply chain capabilities and a strategic focus on downstream integration in high growth agricultural regions.

In India, SABIC AN expanded its presence by securing additional key customers in line with its long-term objectives in high-growth markets. In Africa, the company leveraged its 49% stake in

EIHL to access an extensive distribution network of more than 350 centers, backed by local agents and agronomists, strengthening commercial reach and responsiveness to evolving farmer needs.

During the year, SABIC AN also deepened this collaboration by prioritizing differentiated product trials and expanding beyond its core markets of Kenya, Tanzania, and Mozambique into additional countries including Madagascar, Congo, and Nigeria.



BUSINESS MODEL

VALUE CREATION



VALUE DRIVERS

VISION

- Become the national champion and a global leader in the nitrogenous market

ACTIVITIES

- Producing and marketing nitrogen-based fertilizers (Urea, Ammonia), Phosphate based fertilizers (DAP, MAP, NPK), differentiated fertilizers, and industrial chemicals, while advancing low-carbon solutions

MARKET WE SERVE

- Farmers
- Distributors
- Industrial
- Manufacturing
- Low-Carbon Ammonia applications (energy/new fuels)

VALUES

- **Inspire** to be a Talent Champion
- **Engage** to be a Collaboration Partner
- **Create** to be an Innovation Pioneer
- **Deliver** to be an Excellence Driver

RESOURCES

FINANCIAL CAPITAL

- Total asset worth ₪27 Bn.
- Market capitalization of approximately ₪52.7 Bn.

MANUFACTURED CAPITAL

- 19 Manufacturing plants
- Reliable feedstock access
- Cost-efficient production

INTELLECTUAL CAPITAL

- 30+ Scientists
- World-class research and development facilities

SOCIAL AND RELATIONSHIP CAPITAL

- Vast supply chain network and warehousing
- Strategic partnership with EIHL in Africa

HUMAN CAPITAL

- 1,708 Employees
- 61 Average training hours per employee

RISK MANAGEMENT

SABIC AN maintains a comprehensive and integrated risk management framework designed to protect the continuity of its business operations and ensure full compliance with applicable regulatory requirements.

SABIC AN has implemented a robust integrated risk management system that adheres to a consistent and comprehensive approach. This system is designed to safeguard the continuity of the company's business operations, ensuring strict compliance with regulatory requirements while incorporating the latest advancements in systems and methodologies across all facets.

To foster a disciplined and constructive environment, the company's management conducts regular workshops and training courses. These initiatives aim to enhance employee awareness of their roles, responsibilities, and obligations.

The audit committee plays a pivotal role in overseeing these mechanisms and ensuring employees adhere to company policies and procedures.

RISK MANAGEMENT PROCESS

The company follows a robust risk management protocol in line with SABIC's group-wide process for Enterprise Risk Management (ERM).

ROLES AND RESPONSIBILITIES

SABIC AN's management team is actively involved in the ongoing development and refinement of risk management and business continuity policies and procedures. The objective is to establish a robust control system that is not only comprehensive but also operates with a high degree of independence and transparency.

Key functions carried out by the management team, include the thorough review of operations, a comprehensive assessment of associated risks, and the formulation of strategic plans to effectively mitigate identified risks. In addition to these critical functions, the team oversees the construction of appropriate systems designed to facilitate the implementation of these procedures. Moreover, there is a strong emphasis on upholding professional and ethical standards throughout these processes.

AUDITING MECHANISMS

External auditors appointed by the General Assembly, the General Court of Audit, SABIC AN Internal Audit perform various types of audit based on their scope and covering areas related to the company's accounts and operations on a regular basis and independently issues their reports to the company's Executive Management, Board Audit Committee and Board of Directors.

RISK ASSESSMENT

SABIC AN is committed to maintaining a robust risk culture, where every employee is regarded as a custodian, entrusted with upholding the company's standards and embracing risk mindfulness in the execution of our strategic objectives. SABIC AN's ongoing commitment involves elevating risk management awareness among all employees, emphasizing understanding, dedication, and empowerment in identifying and managing risks effectively.

In a recent milestone, the company successfully completed its ISO 31000:2018 recertification cycle, reaffirming its continued enhancement of ERM practices. This achievement reflects SABIC AN's dedication to excellence and its commitment to stakeholders, including regulators, shareholders, partners, customers, employees, and suppliers. This certification serves as a testament to our dedication and continuous pursuit of excellence in Enterprise Risk Management (ERM), showcasing our commitment to stakeholders, including regulators, shareholders, partners, customers, employees, and suppliers.

Recognizing the diverse risk factors that may impede our ability to achieve strategic, operational, and financial objectives, SABIC AN proactively addresses these challenges. Through the formulation and implementation of comprehensive response plans, we minimize the impact of these threats and, on the other hand, enhance opportunities. This proactive approach solidifies SABIC AN's position as a global leader in ERM practices, reinforcing our resilience and adaptability in navigating the complexities of the business landscape.



RISK MANAGEMENT



DESCRIPTION OF MATERIAL RISKS



CREDIT RISKS

Credit risks are the risks of financial loss sustained by the company if a customer or party to a financial instrument fails to meet its contractual obligations, mainly arising from receivables owed to the company and investment securities.

SABIC AN has no significant concentrations of credit risk related to its customers. In addition, the cash and cash equivalents are usually deposited with banks in the Kingdom of Saudi Arabia with good credit ratings.

LIQUIDITY RISKS

Liquidity risks arise when the company cannot meet its obligations associated with financial requirements, which are paid by handing over cash or other financial assets.

SABIC AN follows a practice to manage liquidity to ensure, to the extent possible, that it has sufficient liquidity to meet all its obligations when they fall due, under normal or difficult circumstances, and without incurring unacceptable losses or risks that cause damage to reputation.

MARKET RISKS

Changes in market prices such as foreign exchange rates, interest rates, and stock prices can affect the company's income or the value of its financial instruments. The purpose of market risk management is to manage and control exposure to market risks in the light of acceptable inputs while improving returns.

SABIC AN currently does not have material exposure to market risks, or in the way that these risks are being identified, periodically monitored and measured. The company's capital structure and its investments' profiles support its financial position and mitigate any possible market risk.

SECURITIES PRICE RISKS

The company's securities price risk exposure arises from investments that are classified as financial assets that are listed at fair value through other comprehensive income. This also includes the risk of products prices.

SABIC AN has taken necessary actions to deal with these risks and its long term high profile investments limit any unforeseen possible impact.

CURRENCY RISKS

Currency risks stem from fluctuations in the value of financial instruments due to changes in foreign exchange rates.

SABIC AN is not significantly exposed to fluctuations in foreign exchange rates in the course of normal business, and in 2025 did not conduct significant transactions in currencies other than the US Dollar, or the Saudi Riyal which has a fixed exchange rate against the US Dollar.

COMMODITIES RISKS

SABIC AN remains exposed to the influence of market fluctuations in the prices of various production inputs including natural gas.

The company occasionally manages certain elements of commodity price risk by using fixed-price contracts and all prices of natural gas is well regulated by the local suppliers.

CAPITAL MANAGEMENT RISKS

Capital is the equity of the company's shareholders, and the main purpose of managing it well is to support business and maximize returns for shareholders.

SABIC AN manages its capital structure and makes adjustments to it in the light of changes in economic conditions. The company is not subjected to externally imposed capital requirements.

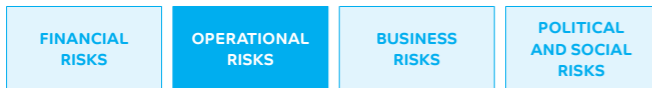
The Board's policy is to maintain a strong capital base to retain the confidence of investors, creditors, and the market, and ensure that future business developments are sustained. The Board monitors the returns on capital as determined by the company, resulting from operational activities divided by the total equity of shareholders. The Board also monitors the level of common dividends' distribution to shareholders.

TAX CHANGES AND THEIR IMPACT ON PROFITABILITY

Changes in tax policies across different markets may increase the tax burden on products, affecting profit margins.

The company continuously monitors legislative and tax developments to ensure prompt adaptation. Effective tax planning strategies are implemented to minimize adverse impacts, while expanding presence in multiple markets reduces dependency on a single region that may be affected by tax changes. Additionally, the company engages with regulatory authorities and tax policymakers to ensure fair tax law applications, while conducting regular financial analyses to assess tax impacts on profitability and take necessary measures to maintain operational efficiency and financial sustainability.

RISK MANAGEMENT



INSURANCE RISKS

The operations of SABIC Agri-Nutrients are subject to hazards and risks inherent in petrochemicals operations, which include fires, explosions, pipeline ruptures and spills, storage tank leaks, chemical spills, discharges or releases of hazardous substances or gases, environmental risks, mechanical failure of equipment, war, terrorism, sabotage, and natural disasters.

The company maintains insurance coverage in amounts that are consistent with relevant industry practices, including coverage for the risk of property damage, business interruption resulting from, among other things, fire or machinery breakdown and third-party liability. However, there remains a possibility that certain losses may not be fully insured or may exceed the limits of the insurance coverage, which could materially and adversely affect the financial condition.

TRANSPORTATION RISKS

SABIC AN's operations depend heavily on the transfer of materials, particularly the exports of finished products by sea and road. Although the company seeks to minimize the cost of distributing final products, it cannot ensure that transportation costs will not increase significantly in the future, which may reduce competitive advantage over regional producers. Any problem that impacts the transportation of goods by sea, such as special taxes, risky conditions, and natural disasters, may affect the outcome of the company's processes or financial situation.

The production facilities in Saudi Arabia depend on the transportation of goods from across the Arabian Gulf, and geopolitical problems, wars and conflicts, commercial blockades, and piracy, which affect transportation, can also affect the company's outcome of processes which is within the regional associated risk.

SABIC AN pursue increased localization to promote Saudi companies and infrastructure across the supply chain to boost export capabilities. These efforts align with the Kingdom's agenda to expand global logistics capabilities and capacities at key locations.

In addition, collaboration with logistics service partners coupled with acquisitions and expansionary efforts help reinforce the SABIC AN and company's extensive network capabilities and global footprint.

Pre-determined business impact analyses and continuity plans account for multiple factors that interrupt the transportation of products and materials.

RISKS RELATED TO PROJECTS UNDER DEVELOPMENT

The company has many significant capital projects under development, or in planning stages, such as the expansion and modernization of existing plants. It may also implement additional capital projects during a particular reporting period. Each of these projects involve a number of risks during construction such as investment cost overrun, delayed or incomplete project start, and default by any contractor or subcontractor or their ability to comply with contractual obligations.



Any of these risks can cause difficulties in achieving expected efficiency and cost savings, and the overall profits of the project may be negatively affected if it does not achieve expected levels of performance or profitability. This in turn may have an impact on the company's operations, or financial position.

To mitigate and minimize likelihood of this risk, SABIC AN utilizes a comprehensive data-driven, process aided by analytical tools, techniques, and templates designed to support consistent and thorough generation of investment ideas, investment selection, and economic evaluation.

This process is integrated into gating system that are mandated for projects and project feasibility assessments, which in turn are approved by relevant Board-level committees.

RISK MANAGEMENT



- FINANCIAL RISKS
- OPERATIONAL RISKS
- BUSINESS RISKS
- POLITICAL AND SOCIAL RISKS

INTENSE COMPETITIVENESS

The markets in which SABIC AN's products are sold and used are very competitive, and thereby, the company faces competitive characteristics in several different markets and geographic sectors.

The company's competitors vary between major international companies and small regional companies. Larger competitors may have better vertical integration in the initial, final or both stages of production and are thus able to manufacture more economical products. Other competitors may have greater technical, research, and marketing resources.

Products manufactured by the company may be at risk of being abandoned, as a result of technical progress or changes in consumer preferences. The competitive landscape may also change in unanticipated ways, such as when existing competitors devote more

resources to the markets in which the company operates. All these events may trigger short or long-term downward pressure on prices.

SABIC AN refines its competitive advantage selectively, develops group-wide synergies with SABIC and Saudi Aramco, and continuously improves efficiencies in core areas.

Additionally, strong strategic partnerships enable the Company to sustain and enhance its leadership position in a competitive industry.

Expansion in fast-growing and emerging regions, products and solutions developed with a customer-focused mindset, leveraging of leading technologies, continuous innovation, and commitment to sustainability; all serve as proactive approaches to sustain competitiveness, stay ahead of change, and create advantage that is more competitive.

TECHNOLOGY LICENSES

Many of the company's operations depend on licenses for technologies from licensed third parties, and while these licensors provide improvements in business processes and technologies, there is no guaranteed future access to the latest developments, or appropriate and competitive technologies. The termination of any substantial technical license, or a dispute related to its use, may require stopping the use of that technology.

While the company intends to continue allocating resources to develop more advanced products and processes, success cannot be guaranteed in developing new products or processes or launching them in timely manner. Similarly, there is no guarantee that products developed by competitors will not render the company's product offerings outdated or uncompetitive, that competitors will not produce similar products at a lower cost, or that the market will accept the company's own new products and innovations.

SABIC AN's strategy primarily targets the development of new solutions that provide outstanding value to customers, and the company intends to continue

allocating resources to develop more advanced products and processes, with a budget for spending on research and development activities.

INTELLECTUAL PROPERTY (IP)

SABIC AN relies on a wide range of IP titles to support its business, and the company's financial position may be adversely affected if competitors develop or acquire IP rights in specific technologies, if the company's innovation suddenly lags behind industry, or if the company does not innovate or launch successful new products. Strategies to combat these risks could be expensive and ineffective.

The company ensures all IP information is protected against infringements and unauthorized leaks through contractual and physical protection measures, and continuous awareness among users.

RISKS FROM DEFECTIVE PRODUCTS

Many of the company's products are developed through complex manufacturing and technical processes and are therefore subject to risks that may arise from defects in any of these products. These risks increase when customers integrate the company's products into other products, which are then sold to consumers.

Although SABIC AN determines its responsibility to customers for product defects in accordance with sales and purchase agreements, legal regulations in a number of countries impose strict liability on the manufacturer or importer of products, which cannot be limited. Moreover, the company conducts a large part of its business without fixed term contracts, which enables sellers to limit their liability.

Any defects in the company's manufactured products can result in significant costs, including expenses related to the replacement of defective materials, the write-off of defective inventory and the loss of potential sales. In addition, occurrence of such defects may give rise to claims for product and warranty liabilities, including liability for damages arising from such defects. Any or all these events may have a material adverse effect on the company's business, financial condition, or reputation.

SABIC AN is in compliance with all pertinent laws, standards, and regulations relating to the production, and storage having successfully achieved recertification for Responsible Care®. SABIC AN incorporates safe chemicals management, quality assurance, and performance excellence for effective product safety and quality.

Furthermore, SABIC AN has strict quality controls and processes starting at the raw material selection, manufacturing, transferring and storage of its products up to the delivery to customers.

Through the supply chain process several checks and samples are taken to ensure the product qualification is maintained and ensured by third parties as required.

SECTORIAL RISKS

The agri-nutrients sector is exposed to cycles of expansion and contraction according to movements in the global economy, which leads to fluctuations in supply and demand. Responsive expansion of production capacity can lead to increased supply, lower prices, or reduced profit margins, but the company cannot accurately predict these trends and economic cycles, or their duration and dates of occurrence, all of which can significantly affect business, results of operations, or financial position.

SABIC AN conducts continuous horizon-scanning and analyses to assess and thoroughly evaluate upcoming/expected changes related to agri-nutrient industry and market. Executive management focus, business strategies, and departmental plans are maneuvered accordingly. This is complemented by continuous assessment of the product and service portfolio, to ensure adaptability to market changes and trends.

RISKS ASSOCIATED WITH INFORMATION TECHNOLOGY (IT)

The company depends on a number of IT systems to operate its day-to-day operations, and as a result of the increasing complexity of IT and electronic communication technologies, is exposed to a variety of risks, from data loss or theft, cyberattacks, business stoppages and interruptions, to systems disruption and the technical obsolescence of systems.

RISK MANAGEMENT

Global threats in information security and an increase in online crimes also pose risks to the confidentiality of data, and the processes and infrastructure of IT systems, networks, installations, and products. Breach of confidentiality or manipulation of important IT systems and applications may lead to uncontrolled leaks of data and knowledge and have a direct impact on the company's business.

While the company maintains data backup systems, if these threats overcome the security measures implemented by the company, they may lead to hacking of confidential information, improper use of systems and networks, tampering and destruction of data, production disruptions, and operational disruptions, which in turn can have a material negative impact on business and financial position.

Group-wide cybersecurity standards and practices are followed across the company, alongside implementation of a robust system to prevent cyber-attacks and protect the safety of IT systems. The system incorporates proactive measures, stringent controls, and continuous awareness and training alongside processes and infrastructure for redundancy, business continuity, and data integrity.

DIGITAL TRANSFORMATION AND ARTIFICIAL INTELLIGENCE

The agri-nutrients industry is moving to harness the potential of digitization, and SABIC Agri-Nutrients has the ambition to lead its competitors in this field. The effective use of digital technology, the power of big data, machine learning, and artificial intelligence will help SABIC Agri-Nutrients anticipate and understand market trends.

RISKS ARISING FROM DISPUTES AND LITIGATION

The company is exposed to risks related to legal and regulatory actions to which it is a party, and those that may arise in the future. These risks may include those related to product liability, competition laws, antitrust, export control, data protection, patent and procurement law, tax legislation, and environmental

protection. The company's involvement in lawsuits and regulatory actions may result in fines, penalties, or affect its reputation.

Since litigation and regulatory actions are unpredictable, any legal, regulatory or settlement proceedings in which the company is involved or a party therein, may result in penalties that can lead to significant costs, losses, and expenses. Moreover, these may not be covered or in whole or in part through insurance benefits. Investigations of potential legal or regulatory violations may also result in civil or criminal penalties and other financial consequences, and it may constitute a material adverse effect on the company's financial condition and its reputation.

SABIC AN's comprehensive compliance and ethics program, robust corporate governance framework, and culture of integrity help minimize risks associated with potential disputes and litigation.

SABIC AN policies set the groundwork for SABIC AN's business practices, which is reinforced by continual monitoring and routine audits, and an operations-wide concern-handling and management process.

HIRING AND RETENTION OF PERSONNEL

SABIC AN depends on its leadership and talents to drive performance. Future success depends on continuing to attract, develop and retain highly skilled employees even as demand for experienced and qualified employees continues to rise.

To ensure success, SABIC AN works to maintain its position in the market as an employer of choice. This is operationalized through industry-leading Human Resource Management (HRM) practices and dynamic work environment and culture.

SUSTAINABILITY-RELATED REGULATORY RISKS

SABIC AN is committed to comply with all applicable laws and regulations relating to environment, health, safety, and security. These laws and regulations set different standards, govern specific aspects,

and provide civil and criminal penalties and other responsibilities for violations. In certain circumstances, they have obligations to repair existing and former facilities and sites in which operations are conducted. In addition, special provisions may be applied in environmentally sensitive areas of operations.

The company cannot predict what future regulations will be enacted or how they will be managed or enforced. Compliance with more stringent laws or regulations – or more stringent enforcement policies from any regulatory authority – may in the future, require material expenses to cover installation and commissioning of systems and the equipment required for necessary measures. Any, or all of these may have a material and adverse effect on the company's business, results of processes and financial position.

- Risks related to responsibilities towards environment, health, safety, and security.
- Risks related to increased tariffs on Green House Gas (GHG) emissions.
- Risks related to incidents in which SABIC Agri-Nutrients products play a part.

The company's compliance and product stewardship functions, and internal systems that have obtained Responsible Care® certification, provide the basis for extensive assessment of the evolving regulatory framework, risk characterizations, and screening of products against customer, country, and regional registers and lists. In addition, the company addresses greenhouse gas (GHG) emissions and proactively mitigates risks related to the energy transition and decarbonization through a structured Carbon Neutrality Roadmap that defines targets, initiatives, and implementation pathways.

OPERATIONAL SAFETY INCIDENT

Accidents involving the company's products pose a significant threat, potentially causing severe damage to property, the environment, and human health, which may adversely affect the company's business, the outcomes of its processes, and its financial

condition. Given the nature of the company's business as a handler of hazardous materials, there is an inherent risk of spills, discharges, or other releases of these materials into the environment. The use, manufacturing, storage, and transportation of volatile and explosive chemical products carry the potential for adverse environmental impacts.

Moreover, certain environmental laws impose strict liability, irrespective of fault, for cleanup costs on entities that dispose of or release hazardous materials into the environment. The company may bear environmental cleanup responsibilities concerning its existing or former facilities, adjacent third-party facilities, or remote disposal sites. Assessing pollution risks and associated cleanup costs often requires environmental audits. The extent of liability under environmental laws may not be readily identifiable, and future cleaning activities' costs that the company may undertake, or finance could be significant. The company may also become liable to third parties for damages, including personal injury and property damage, resulting from the disposal or release of hazardous materials into the environment.

SABIC AN are in compliance with all pertinent laws, standards, and regulations relating to the use, treatment, storage and disposal of hazardous, toxic substances or waste. Having successfully achieved recertification for Responsible Care®, SABIC AN incorporates safe chemicals management, quality assurance, and performance excellence for effective product safety management

A dedicated Product Stewardship function heads efforts to ensure compliance, provide product safety information, and practice responsible marketing. The EHSS function works to prepare emergency response strategies and processes and ensures suitable protection, health, and safety for employees, contractors, the public, and the environment.

RISK MANAGEMENT

- FINANCIAL RISKS
- OPERATIONAL RISKS
- BUSINESS RISKS
- POLITICAL AND SOCIAL RISKS

GOVERNMENTAL AGRICULTURE POLICY

In several markets, the company benefits from government policies that support the agricultural sector. These include goods support programs that provide subsidies to farmers for the purchase of agri-nutrient products, export fees on agri-nutrient products, policies affecting the prices of raw materials used in the production of agri-nutrients, and others such as restricting acreage of crop growth, cultivation of specific crops, and limited usage of agri-nutrient products in certain areas. As a result of these policies, which often include direct or indirect subsidies, farmers are often able to spend more on agri-nutrients than they would in the absence of such policies.

Government policies may also regulate lands that can be used to grow crops, or the types and prices of crops grown, which may negatively affect the demand for products. Any change in government policies, due to these or other factors, will lead to a decrease in demand and prices of agri-nutrient products, which may have a material negative impact on the company's business and financial position.

SABIC AN is proactively updated on relevant governmental policies and its impact on the overall demand and update its plan to support its customers accordingly.

INTERNATIONAL LEGISLATION

International treaties and agreements, such as those issued by the World Trade Organization, may reduce subsidies to agricultural producers or lead to other adverse changes in government support for the agricultural sector, which can undermine demand growth or cause a decrease in the prices of agri-nutrient products.

In addition, many jurisdictions including the European region considers and may adopt restrictions on the use and application of certain agri-nutrient products, due to concerns about environmental impact. If this is done, these restrictions may affect demand and prices of agri-nutrient products negatively.

The company proactively integrates all requirements by assessing the changes and its projected trends as it progresses to ensure minimal impact to the business. The company complies with all legislation to ensure its reputation, advantages in the market remains uncompromised with all possible effort that can exerted.

INTERNATIONAL TRADE CONTROLS

SABIC AN exports many products to countries which have adopted trade defense instruments such as anti-dumping, and anti-subsidy laws and regulations. Non-compliance with these may result in the imposition of anti-dumping or anti-subsidy duties. The company believes that some countries' trade defense measures and other forms of trade controls are likely to increase in the future, and any of these imposed on the exports or imports of SABIC AN, its suppliers, or its customers could have a substantial and adverse effect on business.

Alongside monitoring of geographical sales and export volumes, SABIC AN work with authorities to avoid or minimize trade restrictions that affect operations. An International Trade Controls Policy sets out processes and systems to ensure operations are in compliance with applicable trade regulations in countries where SABIC AN operates and conducts business.

POLITICAL INSTABILITY

SABIC AN is located in a central site in a region of strategic importance, and parts of this region were subject to political and security instability in recent years. Any new or negative political developments



may significantly affect the company's operational results such as a reduction in the demand for products, if agricultural products or the land on which they are grown are damaged, or if these changes reduce farmers' income and thereby, their ability to purchase products.

Many countries in the region are currently subject to armed conflicts and/or social and political turmoil, and instability in other regions also continues to be a major concern. In addition, important shipping lines routes, a major corridor for the import and export of products to and from Saudi Arabia, are sensitive, and any closure or negative incidents will greatly impede ability to transport products.

All these factors lead to continued uncertainty in forecasting business performance in the short to medium term.

In the event of geopolitical instability, a Group Crisis-Management Team (CMT) works with the company to chart a course for operations while identifying potential risks, and developing necessary mitigation strategies. The Board and Executive Management are intrinsically involved in any such adaptation or mitigation measures.

FINANCIAL AND OPERATIONAL PERFORMANCE

Continued focus on strengthening fundamentals while pursuing growth opportunities and advancing sustainability priorities across global markets.

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FINANCIAL REVIEW

In 2025, SABIC AN produced 8.42 million metric tons, a decrease by 1% compared to last year and sold 7.37 million metric tons, an increase by 2% compared to last year. These results underscore the strength of SABIC AN's operational foundation, strategic agility, and continued commitment to value creation for shareholders.

CASH FLOW PERFORMANCE

NET CASH FROM OPERATING ACTIVITIES

Net cash from operating activities for the year 2025 amounted to ₪ 5,302 Mn., an increase of ₪ 1,191 Mn., or 29% YoY, primarily due to increase in profit before zakat and income tax. This had an impact on the rest of the cash flow components from operating activities.

NET CASH USED IN INVESTING ACTIVITIES

The net cash used in investment activities for the year 2025 amounted to ₪ 6,587 Mn., compared to net cash generated from investing activities of ₪ 2,497 in 2024. This change was mainly due to higher short-term investments placements in 2025 by ₪ 10,745 Mn.

NET CASH USED IN FINANCING ACTIVITIES

The net cash used in financing activities for the year 2025 amounted to ₪ 3,200 Mn., an increase of ₪ 163 Mn., or (5%), compared to the year 2024. This was mainly due to higher dividends paid to shareholders in 2025.

CASH AND CASH EQUIVALENTS

Cash and cash equivalents along with short-term investments at the end of 2025 amounted to ₪ 12,929 Mn., an increase of ₪ 1,412 Mn., or 12%, compared to 2024.

Production Volume

8.42 Mn. t

(2024 – 8.52 Mn. t)

Sales

₪ 13.08 Bn.

(2024 – ₪ 11.06 Bn.)

Net Profit

₪ 4.32 Bn.

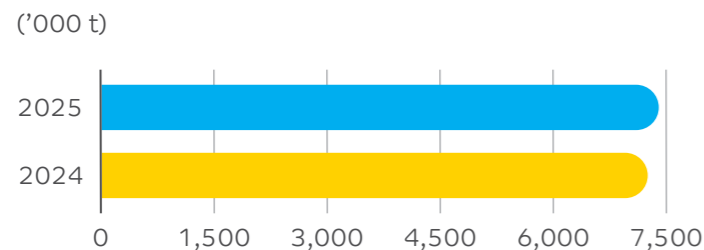
(2024 – ₪ 3.33 Bn.)

FINANCIAL REVIEW

REVENUES AND NET PROFIT

Total sales for 2025 reached 7,371 thousand metric tons, over the 7,224 thousand metric tons sold in 2024.

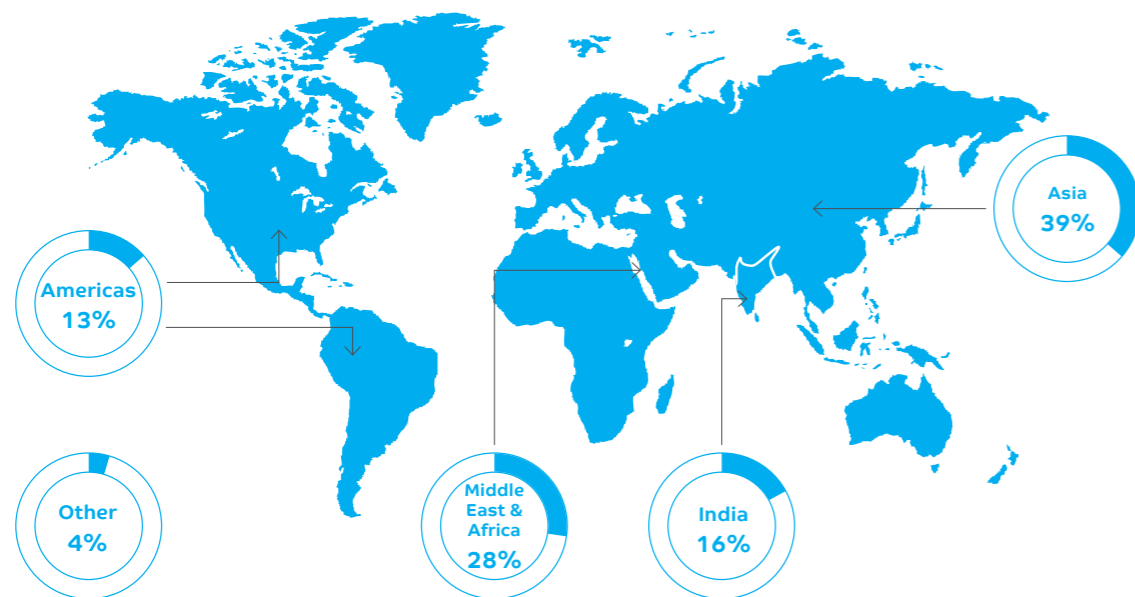
→ TOTAL SOLD QUANTITIES



BUSINESS RESULTS

	2025 (# '000)	2024 (# '000)	2023 (# '000)	2022 (# '000)	2021 (# '000)
Revenues	13,076,878	11,061,291	11,033,429	18,980,830	9,591,975
Revenue costs	(7,996,959)	(6,985,592)	(6,435,798)	(7,793,978)	(3,085,385)
Gross profit	5,079,919	4,075,699	4,597,631	11,186,852	6,506,590
Net profit	4,322,068	3,327,172	3,659,449	10,036,764	5,228,016

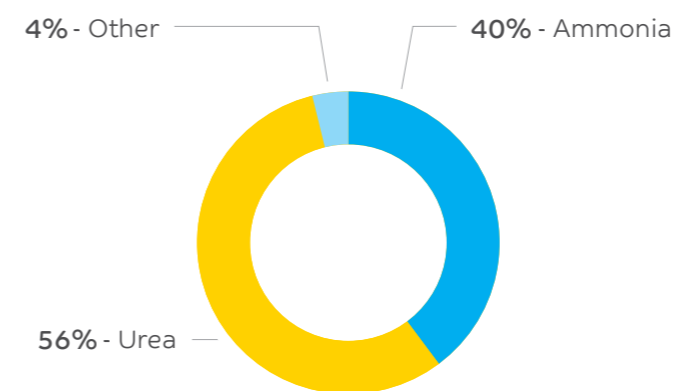
GEOGRAPHICAL ANALYSIS OF THE COMPANY'S REVENUE



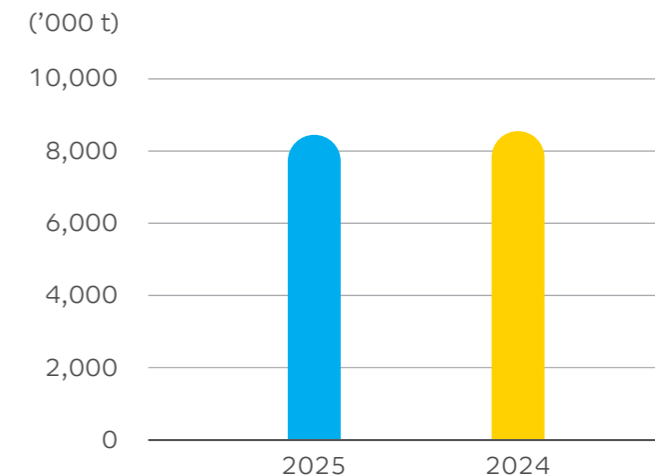
SALES AND PRODUCTION VOLUMES

Actual production for 2025 was 8,421 thousand metric tons, from 8,524 thousand metric tons produced in 2024.

→ PRODUCTION PERCENTAGES, BY PRODUCT



→ TOTAL PRODUCTION



ESSENTIAL DIFFERENCES IN OPERATING RESULTS

	2025 ⁽¹⁾ (# Mn.)	2024 (# Mn.)	Changes (+) or (-)	Change (%)
Sales	13,077	11,061	2,016	18.23
Cost of sales	7,997	6,986	1,011	14.47
Gross profit	5,080	4,076	1,004	24.63
Selling, distribution, research, general and administrative expenses, Expected Credit Loss Allowance (ECL), other operating (expense) income	1,058	1,027	31	3.02
Income from operations	4,022	3,048	974	31.96

(1) Reason for increase in net profit for the current year, compared with the last year, was the increase in average selling prices and sold quantity.

FINANCIAL REVIEW

FINANCIAL POSITION

BALANCE SHEET

	2025 (S '000)	2024 (S '000)	2023 (S '000)	2022 (S '000)	2021 (S '000)
Current assets	15,548,204	14,143,339	13,702,986	16,747,682	9,344,615
Non-current assets	11,454,988	11,375,228	11,600,543	10,309,003	10,508,533
Total assets	27,003,192	25,518,567	25,303,529	27,056,685	19,853,148
Current liabilities	2,412,538	3,562,165	3,711,174	2,448,908	1,565,652
Non-current liabilities	2,274,538	2,448,378	2,793,047	3,637,800	1,260,236
Total liabilities	4,687,076	6,010,543	6,504,221	6,086,708	2,825,888
Total equity	22,316,116	19,508,024	18,799,308	20,969,977	17,027,260

ADDITIONAL FINANCIAL INFORMATION

INVESTMENTS OR RESERVES ESTABLISHED FOR THE BENEFIT OF THE COMPANY'S EMPLOYEES

SABIC AN is committed to improving the well-being and financial security of its Saudi employees and their families. Several incentive programs have been implemented aiming to encourage saving for the future, improving financial stability, and facilitating loans and homeownership. By the end of the fiscal year 2025, the company had allocated specific provisions to support these employee benefit programs.

	2025 (S '000)	2024 (S '000)
End of service gratuity	963,660	1,011,174
Savings program	84,157	82,214
Loans and home ownership	431,188	401,917
Total	1,479,005	1,495,305

STATUTORY PAYMENTS

The following table outlines the value of paid and outstanding statutory payments, including zakat, taxes, fees, and other entitlements due as of the end of the fiscal year 2025.

	2025		Brief description	Reasons
	Paid amount (S '000)	Outstanding payment up to fiscal year end (S '000)		
Zakat	278,268	392,772	Provision of zakat for the year 2025	To be paid in 2026
General Organization for Social Insurance	85,824	-	There are no provisions	Payment is made upon execution of the service
Passport visa costs	1,100	-	There are no provisions	Payment is made upon execution of the service

LOANS

There are no loans on SABIC AN and subsidiary companies during the fiscal year 2025.

SUBSIDIARY COMPANIES

Subsidiary name	Capital of the subsidiary (S)	Percentage of ownership (%)	Subsidiary main activity	Main country of operations	Country of incorporation
1. National Chemical Fertilizer Company (Ibn Al Baytar)	494,700,000	100	Fertilizer manufacturing	Kingdom of Saudi Arabia	Kingdom of Saudi Arabia
2. SABIC Agri-Nutrients Investments Company	25,000	100	Mining of chemical minerals, fertilizer minerals, manufacture of fertilizers and nitrogenous compounds	Kingdom of Saudi Arabia	Kingdom of Saudi Arabia

SABIC AGRI-NUTRIENTS INVESTMENTS COMPANY ALSO OWNS PROPORTIONS IN THE FOLLOWING COMPANIES:

Subsidiary name	Capital of the subsidiary	Percentage of ownership (%)	Subsidiary main activity	Main country of operations	Country of incorporation
1. Al-Jubail Fertilizer Company (Al-Bayroni)	671,500,000 S	50	Fertilizer manufacturing	Kingdom of Saudi Arabia	Kingdom of Saudi Arabia
2. ETG Inputs Holdco Limited (EIHL)	61,000 US\$ ⁽¹⁾	49	Trading and processing of fertilizers and agricultural inputs	UAE	UAE
3. Gulf Petrochemical Industries Company (GPIC)	60,000,000 BHD ⁽²⁾	33.33	Manufacturing and exporting ammonia, urea and methanol products	Bahrain	Bahrain

(1) United States Dollar

(2) Bahraini Dinar

SHARES AND DEBT INSTRUMENTS

SHARES AND DEBT INSTRUMENTS OF THE COMPANY AND ITS SUBSIDIARY COMPANIES

Company	Number of shares	Type of company
SABIC Agri-Nutrients Company	476,035,404	Listed Joint Stock Company

Company	Total value of proportions (S)	Type of company
National Chemical Fertilizer Company (Ibn Al Baytar)	494,700,000	Limited Liability Company
SABIC Agri-Nutrients Investments Company	25,000	
Al-Jubail Fertilizer Company (Al-Bayroni)	671,500,000	

OPERATIONS AND BUSINESS DRIVERS

SABIC AN's innovative agri-nutrient solutions aim to address global food security aspirations, energy transition goals, and sustainability ambitions.

SABIC AN continued to strengthen its role as a global leader in sustainable agriculture in 2025, advancing its mission to provide innovative agri-nutrient solutions that address global food security, energy transition, and environmental sustainability. Operating under the framework of Saudi Vision 2030, the company aligned its strategy with national priorities while expanding its international footprint across high-growth regions.

Central to SABIC AN's success is a commitment to manufacturing high-quality agricultural nutrients, supported by a combined installed capacity of 9 million metric tons per annum across its facilities. This positions the company as a global leader in the agri-nutrient industry. SABIC AN prioritizes safe, efficient, and sustainable operations, aligning with its strategic goals.

The nitrogen production assets are pivotal to maintaining cost-leadership, driving organic growth within the broader region, and enabling SABIC AN to

pursue global reaching opportunities. SABIC AN's enriched urea portfolio, comprising Zinc-Coated, Stabilized, Humic Acid, and Bio-Enhanced formulations continue to demonstrate its leadership in farmer-focused, performance-driven solutions. Recent global field trials for Zinc-Coated, Stabilized, and Humic Acid-Coated urea have shown significant improvements in multi-crop growth, nutrient uptake, and yield performance, delivering average increases across diverse agricultural conditions. These trials covered a wide range of key crops, including wheat, barley, rice, corn, and alfalfa, reinforcing the effectiveness of SABIC AN's differentiated products in improving productivity and supporting sustainable agriculture.

In 2025, SABIC AN achieved a significant milestone in logistics efficiency through the appointment of mobile ship loaders to achieve higher capacity, resulting in substantial improvements in loading performance and reducing turnaround times for export shipments.

To support global distribution, SABIC AN leverages a diversified logistics and commercial network. SABIC AN sells its products through regional offices located in Saudi Arabia, Singapore, India, and the United States ensuring proximity to key markets. Its logistics operations are supported by a network of more than 20 dry-bulk vessel owners and over 9 container shipping lines, alongside more than 5 agents responsible for loading operations and over 3 commercial brokers who provide shipping support. All partners are expected to operate in compliance with SABIC's Supplier Code of Conduct and related procurement policies, ensuring consistency with SABIC AN's sustainability and governance standards.

PREVENTIVE MAINTENANCE AND ASSET MANAGEMENT

In line with SABIC AN's strategy, the company places strong emphasis on maintaining the reliability of its production assets through continuous monitoring, proactive maintenance, energy management, and the integration of renewable energy sources. A range of initiatives are underway to further enhance asset reliability and availability, including the development and implementation of best practices, dissemination of equipment strategies, and the execution

of maturity studies. SABIC AN applies advanced reliability methodologies such as Asset Performance Management (APM), Reliability Strategy Improvement (RSI), Risk-Based Inspection (RBI), and AI-enabled predictive analytics to strengthen asset integrity and operational resilience.

PLANNED AND PERIODIC TURNAROUNDS

Planned and periodic turnarounds are essential for sustaining long-term reliability, asset integrity, and optimized performance across SABIC AN's production facilities.

A series of key shutdowns and maintenance events have been scheduled for 2026 to ensure continued reliability and adherence to best-practice maintenance cycles. These include:

2025 (Executed)	
• None	
2026 (Periodic)	2026 (Scheduled)
<ul style="list-style-type: none"> • SAN5: 28 days in Q1 (Executed) • SAN3: 48 days in Q4 • SAN2: 37 days in Q4 	<ul style="list-style-type: none"> • IBB: 20 days in Q2, 18 days in Q3 • SAN4: 10 days in Q1, 10 days in Q3

Periodic: Turnaround cycle embedded within 5+1 Business Plan

Scheduled: Planned short shutdown which is usually planned one year ahead of the event

These scheduled activities form part of SABIC AN's proactive approach to asset stewardship, ensuring plants operate safely, efficiently, and in alignment with long-term strategic reliability objectives.

These plans are subject to change due to factors including, but not limited to, market conditions, product demand, plant performance, regulatory requirements, safety considerations, supply chain constraints, and overall business optimization objectives.



OPERATIONS AND BUSINESS DRIVERS

QUALITY ASSURANCE

SABIC AN maintains a robust Quality Management System (QMS) aligned with international best practices. The QMS clearly defines roles, responsibilities, procedures, and standards, while embedding continuous improvement initiatives across all operations. The company has retained its ISO 9001:2015 certification for four consecutive years reinforcing its leadership in quality excellence.

In 2025, SABIC AN achieved a significant milestone by certifying Ammonia (IBB & ALB), 2-Ethylhexanol, and Dioctyl Phthalate (ALB) as Low Carbon Products, using excess CO₂ in the production process. This certification was issued by the International Sustainability & Carbon Certification (ISCC) organization, underscoring SABIC AN's commitment to sustainability, innovation, and carbon efficiency.

This continued commitment to quality and sustainability has strengthened customer trust, enhanced the company's global competitiveness, and reinforced its reputation for delivering high-performance, environmentally responsible products.

PRODUCT DEVELOPMENT

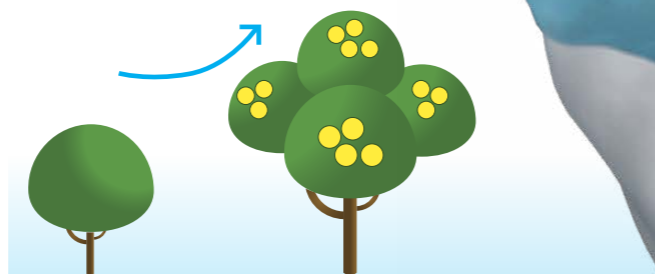
SABIC AN has taken the initiative to address global food challenges by developing innovative products through a comprehensive Research & Development (R&D) process that involves development, testing, and trials, while avoiding genetic engineering, and stem-cell research, following the precautionary principle in emerging technologies.

The company's R&D scope extends to nano-fertilizers and bio-fertilizers, which could enhance crop nutrient efficiency and support global food security. The Technology and Innovation Hub of SABIC AN in Bangalore, India, features state-of-the-art greenhouses and open fields equipped with digital weather forecasting tools, sensors, and automated irrigation and fertigation systems. These facilities enable precise agricultural trials to optimize product performance across various crops.

The global agriculture industry is undergoing a transformation driven by population growth, dietary preference changes, and carbon neutrality, while experiencing significant growth and innovation. Innovations in precision agriculture, biotechnology, and sustainable farming practices are revolutionizing food production. As a leading global agri-nutrient producer, SABIC AN meets the evolving needs of the global consumer.

Through its Enriched Urea Products, SABIC AN is empowering farmers to achieve higher yields, improve crop quality, and minimize environmental impact.

Proactive maintenance, energy management and quality assurance tactics steer SABIC AN's manufacturing process.



- 8.2%** in crop yield with Zinc-Coated Urea
- 4.6%** with Stabilized Urea
- 4.1%** with Humic Acid-Coated Urea

ENRICHED UREA PRODUCTS

ZINC-COATED UREA:

Zinc deficiency can hinder crop growth and yield. SABIC AN's Zinc-Coated Urea ensures optimal nutrient uptake and plant growth, adapting to all soil types, application methods, and crops cultivated in diverse environmental conditions.

STABILIZED UREA:

SABIC AN's Stabilized Urea safeguards farmer's nitrogen investment, employing a dual urease inhibitor system that minimizes nitrogen loss through volatilization in all applications and conditions. By preserving nitrogen availability during critical crop growth stages, Stabilized Urea helps achieve consistent yields.

HUMIC ACID-COATED UREA:

Combining granular urea with high-quality biostimulant, SABIC AN's Humic Acid-Coated Urea promotes plant health, nutrient uptake, and root development. As a more effective nitrogen fertilizer, its versatility supports both soil application and fertigation, making it suitable for a wide range of crops and soil types.

BIO-ENHANCED UREA:

SABIC AN's cutting-edge Bio-Enhanced Urea leverages beneficial microbes. Coated with a proprietary microbial solution, this innovative granular urea formulation boosts soil microbial activity, soil quality, and fertility, enhances root development, and optimizes nutrient availability and plant vigor, leading to increased crop yields and resilience to environmental stress.



OPERATIONS AND BUSINESS DRIVERS

COLLABORATION

SABIC AN fosters collaboration across the value chain primarily through its R&D Department, enabling joint product development, capitalizing on synergies, bolstering capabilities, and thereby expanding the offerings and overall value created for stakeholders.

EXPANSION AND NEW PROJECTS

SABIC AN leverages Saudi Arabia's favorable business environment and competitive feedstock to maintain cost leadership, while expanding internationally. The company's 49% stake in EIHL enables direct access to 350+ distribution centers across Africa, ensuring farmer connectivity and tailored solutions.

Aligned with SABIC AN operational excellence agenda, initiatives implemented in 2025 enhanced lifting capabilities and operational efficiency, resulting in improved service reliability and customer satisfaction.

DIGITALIZATION

Digitalization accelerated SABIC AN's transformation, with AI-driven asset monitoring, smart drone inspections, and Robotic Process Automation (RPA) improving efficiency and transparency. The company's R&D continues to deliver breakthrough solutions such as nano-fertilizers and bio-fertilizers tested at its Technology and Innovation Hub in Bangalore.

CYBERSECURITY

As SABIC AN advances its digital transformation, increasingly reliant on information technology, cybersecurity has emerged as a critical priority. All relevant departments have been informed of Business Continuity Plans, which are in place to mitigate risks associated with IT interruptions and cyberattacks.

As part of SABIC's Operational Technology (OT) Corporate program, SABIC AN adheres to the SABIC Operational Technology Hub (SABIC OT HUB) and National Cybersecurity Authority (NCA) guidelines. SABIC AN is also implementing OT

projects to mitigate identified risks and align with SABIC's cybersecurity maturity targets. This involves implementing advanced security measures, such as application whitelisting, network threat detection, and removable media control. The company also invests in employee training and awareness to equip staff with the capacity to recognize evolving cybersecurity threats.

Looking ahead, SABIC AN will focus on growth and value creation through portfolio diversification, low-carbon solutions, digital transformation, and optimize supply chain network and enhance downstream distributor collaboration. These priorities reinforce its role as a national champion and a global leader in agri-nutrients.



1

Asset Healthcare

A state-of-the-art monitoring system that utilizes Artificial Intelligence (AI) and Machine Learning (ML) to proactively predict potential failures in critical equipment is in effect.

This system enhances asset reliability, optimizes maintenance schedules, and minimizes unplanned downtime.

Progress

In 2025, SABIC AN conducted several programs to uplift reliability performance in support of the SABIC manufacturing center of excellence. Accordingly, the company reviewed asset criticality assessments across all plants to ensure 100% validation of asset integrity and reliability.

Building on previous investments in Artificial Intelligence (AI) and Machine Learning (ML)-driven monitoring systems, these initiatives continue to enhance predictive maintenance capabilities, optimize reliability and minimize unplanned downtime.

2

Plant Efficiency and Energy Optimization (PE&EO)

The company has implemented Robotic Process Automation (RPA) and digital enablement initiatives to streamline work processes, improve productivity, and reduce energy usage.

Progress

Building on the implementation of digital dashboards across all ammonia plants in 2024 to monitor efficiency and performance, the development of similar digital platforms for urea assets is currently underway. These advancements will play a pivotal role in reducing energy consumption and enhancing the long-term sustainability of operations.

These initiatives further reinforce SABIC AN's digital transformation journey, aimed at achieving energy optimization and operational excellence.

3

Smart Inspection

By utilizing advanced technologies such as robotics and drones, SABIC AN is revolutionizing inspection processes to boost plant integrity and reduce safety risks and optimize asset life span.

Progress

The continuous adoption of smart inspection technologies at SABIC AN helps address chronic issues, leading to improved asset management and a reduced environmental footprint. However, no new smart inspection technologies were introduced in 2025 due to scheduled turnaround maintenance, which required the execution of works during shutdown mode.

SUSTAINABILITY PERFORMANCE

Embedding sustainability across all fields, operations, and products to create sustainable value throughout the entire value chain.

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- 78 Workforce and Community
- 86 Health and Safety
- 92 Business Conduct

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OVERVIEW

SUSTAINABILITY GOVERNANCE

SABIC AN's sustainability governance framework supports clear accountability and alignment with the company's strategic priorities. The Board of Directors and executive management provides top-level oversight, reviewing sustainability performance quarterly and guiding related decision-making.

The sustainability governance approach is embedded within the Technology and Innovation (T&I) Department and relevant technical units, which handle data collection, monitoring, and reporting as part of their operational responsibilities, while also driving the sustainability agenda.

Performance is first reviewed at the Senior Manager and General Manager levels through established forums such as CEO meetings and Quarterly Performance Reviews (QPRs), prior to being submitted to the Board. This integrated, multi-level process ensures reporting accuracy and consistent alignment between operational practices and SABIC AN's sustainability objectives.



The company's sustainability approach is linked to the value creation process, contributing to both stakeholder value and societal responsibility, while achieving business growth and profitability. The SABIC AN strategy aligns with addressing critical global challenges such as food security, land shortages, and water scarcity. As such, the company leverages innovation capacity to integrate sustainability into its product portfolio and the agricultural supply chain. Key strategies that steer this approach include the following:



OVERVIEW

PROGRESS TOWARDS A SUSTAINABILITY JOURNEY

In 2010, SABIC AN established intensity-based environmental sustainability targets to achieve by 2025. These were designed to not only measure performance but also guide the company's long-term direction and drive continuous improvement across operations.

By the end of 2025, SABIC AN had achieved demonstrable gains across all intensity parameters, with performance exceeding the targets of a 25% reduction in GHG intensity and a 50% reduction in material loss intensity. A key contributor to this progress was the capture and utilization of CO₂ at the SAN 5 urea plant. By converting CO₂ into useful products, SABIC AN was able to monetize a process byproduct while reducing material waste and emissions (by over 0.92 Mn. tCO₂e). Energy and water intensity also improved over the period, narrowing the gap to the 2025 targets.

Over the last 15 years, SABIC AN implemented several operational initiatives that drove progress toward its intensity targets. The Urea Environment Project (UEP) upgraded wastewater systems and strengthened controls for operational releases, improving water intensity. Innovations in the handling of pressure safety systems reduced energy requirements compared with conventional procedures. Process optimization and equipment upgrades enhanced efficiency and performance across operations.

Although SABIC AN continued to follow its carbon neutrality roadmap. At the end of 2025, absolute GHG emissions were around 1% higher than the 2018 baseline. Energy and resource efficiency initiatives did deliver emissions reductions, but these gains were offset by reliability improvement projects that increased uptime and production volumes. This resulted in increased emissions on an absolute basis, even while emissions intensity decreased.

As a fertilizer producer, SABIC AN balances three practical imperatives: to maintain reliable output that supports food security, to reduce emissions in line with climate security, and to allocate capital in a way that remains financially viable. In this context, SABIC AN is sequencing its abatement program over time by phasing higher capital projects intended to deliver larger absolute reductions while pursuing shorter-term efficiency improvements.

SABIC AN is also pursuing its longer-term ambition of carbon neutrality from operations under its control by 2050 through collaboration, innovation, and the adoption of lower-carbon technologies. This includes work with Saudi Aramco on low-carbon hydrogen and ammonia solutions, which enabled the commercial shipment of 25,000 metric tons of low-carbon ammonia to Korea in 2022. In addition, in July 2023, SABIC AN shipped 2,700 metric tons of low-carbon urea produced using independently certified low-carbon ammonia to Ravensdown, a farmer-owned agricultural co-operative in New Zealand.

This shipment highlighted SABIC AN's capability to develop and supply lower-carbon fertilizer solutions for end markets, and the company continues to engage with Ravensdown on opportunities to reduce lifecycle emissions in agricultural value chains.

Alongside these milestones, SABIC AN continues to develop differentiated urea products including zinc-coated urea, stabilized urea, and bio-enhanced urea, which are designed to enhance agricultural productivity and, in certain applications, may help reduce downstream emissions associated with fertilizer use.



LOW CARBON ECONOMY

SABIC AN embraces the low carbon economy through the lens of sustainable product and process innovation to advance carbon neutrality. This includes enhancing operational reliability, improving energy efficiency and electrifying manufacturing assets.

It also involves innovating across the agri-nutrient value chain by developing solutions such as stabilized urea and TGU, closing data gaps in real-time emissions, and investing in carbon offsetting, carbon farming, and emerging technologies. In addition, strategic collaborations, such as those on low-carbon hydrogen and ammonia, support progress in reducing emissions and set new standards for sustainable industry practices.

CLIMATE CHANGE AND ENERGY EFFICIENCY MANAGEMENT APPROACH

SABIC AN's approach to climate change and energy efficiency is guided by its overall governance framework, with energy and resource management practices implemented through the EHSS policy, which enforces processes and procedures to optimize resource consumption and thereby contribute to energy efficiency objectives. The Code of Ethics underpins these efforts by setting expectations for responsible conduct and compliance across the organization.

SABIC AN focuses on energy efficiency by enhancing operational reliability and aligning with the Saudi Energy Efficiency Program (SEEP), which was launched by the Saudi Energy Efficiency Center (SEEC) to optimize energy consumption, reduce waste, and preserve natural resources. These efforts are coupled with ongoing developments in electrification solutions and the active exploration of renewable energy opportunities. In 2025, SABIC AN aims to further reduce energy intensity, optimize consumption, and expand the integration of renewable energy across all its operations.

SABIC AN places its aspiration of achieving carbon neutrality by 2050 at the core of its sustainability strategy. In 2025, the company focused on enhancing operational reliability, improving energy efficiency, advancing the electrification of its manufacturing assets, and utilizing renewable feedstock alongside low-carbon hydrogen fuels. These efforts support progress in reducing Scopes 1 and 2 greenhouse gas (GHG) emissions, even as production capacities expand.

PROGRESS AND DEVELOPMENTS

Recognizing that addressing emissions across the agri-nutrient value chain is a complex challenge, the company is innovating closing data gaps in real-time emissions, and developing products such as stabilized urea and TGU, while advancing carbon farming initiatives and emerging technologies. In parallel, SABIC AN looks ahead to leveraging carbon offsets as part of its carbon neutrality roadmap, with the aim of achieving carbon-neutral operations at the culmination of this pathway.

LOW CARBON ECONOMY AND SUSTAINABILITY SOLUTIONS

MANAGEMENT APPROACH

The SABIC Code of Ethics and EHSS policy guide SABIC AN's approach to circular economy and sustainability solutions. The company's production strategy pivots on an approach that integrates life-cycle thinking to minimize waste and maximize resource efficiency. This includes material-use efficiency and waste reduction, supported through continuous improvements in facilities, systems, and processes to align operations with sustainability goals while bolstering profitability and competitiveness.

SABIC AN also advances circularity by monetizing material waste and reintegrating byproducts and coproducts, creating economic, environmental, and social value across its value chain.

PROGRESS AND DEVELOPMENTS

In 2025, SABIC AN advanced practical circular solutions through innovative products such as Urea Calcium Sulfate (UCS) derived from Phosphogypsum, and Organometallic Super Granules produced using date-tree waste.

Additionally, the company explored technologies to upcycle CO₂ emissions into valuable products, reinforcing its focus on sustainable innovation.

SUSTAINABLE ECOSYSTEMS

SABIC AN's commitment to Sustainable Ecosystems reflects its focus on the responsible management of natural resources and environmental impacts across operations and the value chain, particularly in water and waste. The company continues to reduce freshwater dependency through desalinated water and recycling systems, safeguard marine ecosystems through responsible discharge practices, and comply with the Royal Commission Environmental Regulations standards for waste management. Meanwhile, SABIC AN embeds product stewardship principles so that all agri-nutrients solutions meet the highest standards of safety, regulatory compliance, and sustainability. Collectively, these measures reinforce its dedication to environmental stewardship, ecosystem protection, and long-term value creation for farmers, customers, and stakeholders.

RESOURCE EFFICIENCY – WATER AND WASTE

MANAGEMENT APPROACH

SABIC AN recognizes that resource efficiency is fundamental to balancing competitiveness with environmental stewardship. The company is advancing programs to minimize material use, and embed circular practices across its operations.

Operating in a region where freshwater is a limited resource, SABIC AN practices responsible water management, integrating strategies for sustainable sourcing, reduced consumption coupled with maximum reuse and recycling, and minimized environmental impact. Meanwhile, the company's waste management approach prioritizes recycling and reuse to minimize waste generation.

PROGRESS AND DEVELOPMENTS

WATER

Production processes rely exclusively on seawater or third-party desalinated water to preserve scarce ground and surface water resources. Cooling systems, which tend to be major consumers of water, are optimized to use seawater and designed for maximum recycling. Non-saline water and potable water requirements are fulfilled by public utilities sourcing from desalination plants, further safeguarding community water supplies.

The company also prioritizes safe water discharge practices, with robust systems ensuring compliance with Royal Commission wastewater pretreatment standards. Returned seawater is closely monitored to prevent harm to marine ecosystems, while industrial and sanitary wastewater is treated and discharged to approved utility providers. Key parameters such as temperature, TDS, TSS, ammonia, pH, and TOC

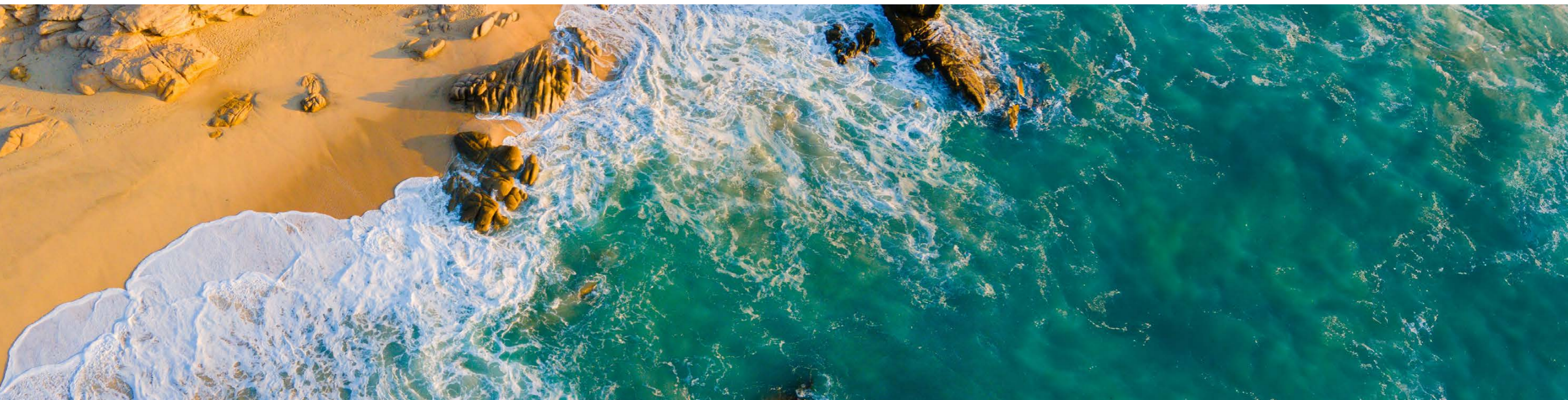
are measured rigorously through online monitoring systems, with data routinely reported to the concerned regulatory parties. This vigilant approach reflects SABIC AN's dedication to sustainable water stewardship and its alignment with the Royal Commission Environmental Regulations.

WASTE

SABIC AN adheres to the stringent waste management standards set by the Royal Commission Environmental Regulations for hazardous materials. The company's waste management process is complemented by rigorous internal targets aligned with benchmark.

MATERIAL LOSS

SABIC AN actively manages the potential risk of material loss through a comprehensive insurance and risk management framework aligned with relevant industry practices. The company continuously reviews coverage levels to mitigate the risk of material loss to the extent reasonably practicable.



WORKFORCE AND COMMUNITY

Average training hours per employee per year

▶ **61**
(2025)



Fostering a safe, inclusive and high-performing workforce.

SABIC AN recognizes that sustainability begins with its people and extends across its communities and supply chain. A skilled, motivated, and diverse workforce is essential to driving innovation, resilience, and long-term growth, while fair labor practices and inclusivity reinforce accountability and alignment with Saudi Vision 2030. Equally, the company views community engagement as integral to its license to operate, contributing to the UN Sustainable Development Goals (SDGs) and creating shared value through social and economic impact. These elements form the foundation of SABIC AN’s sustainable growth and its role as a responsible global industry lead.

EMPLOYMENT AND WORKFORCE MANAGEMENT

MANAGEMENT APPROACH

SABIC Code of Ethics, Fair Employment Practices policy and the Temporary Worker Code of Conduct guide the company’s approach to Employment and Workforce Management. As such, we follow fair employment practices, and refrain from any form of discrimination. SABIC AN’s Human Resource (HR) function fosters a workplace culture that creates job satisfaction and drives business success.

Meanwhile, the company invests in its workforce for continuous growth and success in a dynamic industry. This approach involves the implementation of comprehensive talent development programs, with a view to cultivating a highly skilled and engaged workforce.

PROGRESS AND DEVELOPMENTS

WORKFORCE COMPOSITION

At beginning of 2025 SABIC AN employed a total of 1,692 employees. The company recorded 103 new hires during the year. A total of 161 enrolled in SABIC Basic Operation Training Program (TADARRUJ) during the year.

EMPLOYEE ENGAGEMENT

In 2025, the company organized events aimed at building camaraderie and strengthening the work culture. These included Ramadan Suhoor, an Iftar celebration for staff, departmental social gatherings, Eid, National Day, and Founding Day celebrations. Additionally, the Company regularly recognizes outstanding contribution and service years, further motivating employees and boosting engagement.

TRAINING AND DEVELOPMENT

Personal and professional growth is a key pillar of SABIC AN talent development initiatives. The programs include comprehensive career progression plans. Programs such as the TADARRUJ Program, Scholarship Program (SSP), Tamheer, and co-op programs, meanwhile, are designed to develop the capabilities of new Saudi graduates.

In addition, SABIC AN introduced several structured learning and engagement initiatives, including the Knowledge Management Café (an internal structured knowledge-sharing program), the Leadership Portfolio (an internal structured intervention by SABIC AN leaders), and SALAM (a structured on-boarding program). These programs were aimed at strengthening organizational capability, leadership effectiveness, and employee integration.

These initiatives help SABIC AN build a strong pipeline of future leaders, supporting the long-term success.

WORKFORCE AND COMMUNITY

BENEFITS AND REWARDS

SABIC AN's benefit packages are designed to attract and retain top talent, striking a balance between employee needs and company objectives. Benefits and allowances are regularly reviewed for competitiveness and compliance with global standards. The total rewards concept incorporates a competitive base salary and a range of additional benefits tailored to specific countries and regions, including housing allowances, transportation allowances, loan programs, shift allowances, medical insurance, and performance-based bonuses. Employees in roles with unique challenges, such as those at manufacturing sites, receive additional compensation, including on-call allowances, and overtime payments, where applicable. All financial, health, and well-being benefits comply with national regulations and standards in each operating country.

DIVERSITY AND INCLUSION

SABIC AN is actively working to increase female representation, in line with the group's new Sense of Belonging statement adopted in late 2023, groupwide SHE initiative and Saudi Vision 2030, particularly in leadership and technical roles. The company is also creating an inclusive work environment for employees with special needs, with a dedicated plan to improve workplace accessibility and diversity in hiring practices.

SOCIAL IMPACT INITIATIVES

The SABIC Employees Charitable Fund Foundation (BERR) serves as a key platform for delivering sustainable social impact through structured programs across family care, healthcare, rehabilitation, and community infrastructure. Through a long-term endowment model, BERR ensures continuity of charitable initiatives that enhance beneficiaries' quality of life and support social productivity.

In 2025, SABIC Agri-Nutrients strengthened its commitment to community development by having a total contribution through BERR of 10 Mn. reflecting continued growth in support for impactful charitable initiatives.

PROGRESS AND DEVELOPMENTS

SABIC AN empowers Saudi farmers by providing the tools and know-how to protect crops, maximize yields, and improve livelihoods. Webinars, training sessions, and regional visits have equipped farmers with knowledge on differentiated products and best practices. Additionally, targeted support, such as balanced nutrient programs for rose farmers in Taif, Saudi Arabia and water-soluble NPK fertilizers for coffee farmers in Jizan, Saudi Arabia has driven productivity gains of up to 40%. These combined efforts demonstrate how SABIC AN's integrated manufacturing, robust infrastructure, and grower-focused initiatives reinforce supply chain reliability while creating tangible benefits for communities in key regions.



WORKFORCE AND COMMUNITY

CORPORATE SOCIAL RESPONSIBILITY

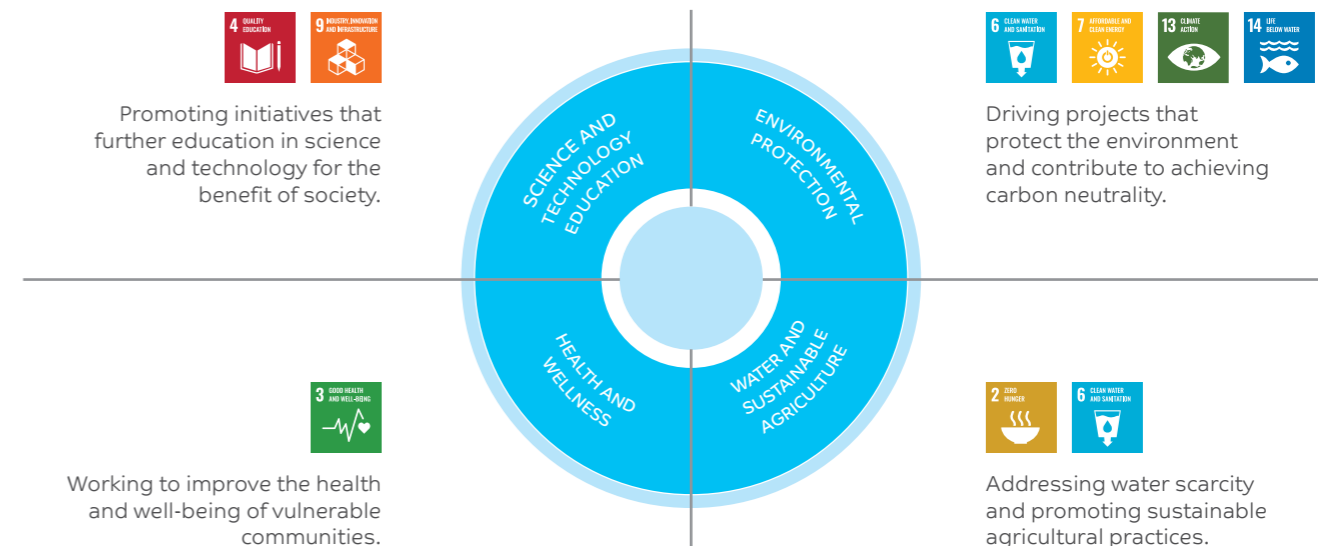
MANAGEMENT APPROACH

SABIC AN is a responsible corporate citizen and contributes to the sustainable development of the communities in which it operates. The company's social responsibility efforts, designed to yield tangible economic as well as social benefits, are guided by six key principles:

<p>1 Building strong partnerships</p> <p>Fostering enduring and mutually beneficial relationships with local communities.</p>	<p>2 Respecting diversity</p> <p>Valuing and respecting diverse cultures, values, and customs of the societies it serves.</p>
<p>3 Creating shared value</p> <p>Implementing programs that deliver economic and social benefits to both the company and society.</p>	<p>4 Embedding sustainability</p> <p>Designing programs that foster long-term sustainability and reduce reliance on external resources.</p>
<p>5 Continuous improvement</p> <p>Monitoring and evaluating the impact of social responsibility initiatives to identify areas for improvement.</p>	<p>6 Transparent communication</p> <p>Sharing information about the company's performance and impact on communities.</p>

Additionally, SABIC AN's CSR strategy aligns with SABIC's Group-wide framework and focuses on four key pillars, aligning with SABIC AN's own objectives, contributing to the UN Sustainable Development Goals (SDGs), and supporting Saudi Vision 2030.

FOCUS AREAS



The Management and governance structure play a critical role in developing, approving, and overseeing the implementation of the CSR strategy and broader organizational policies of relevance. Building on the CSR policy and strategy, SABIC AN rolled out its structured implementation plan with focus placed on key markets where the company has a presence.

PROGRESS AND DEVELOPMENTS

SAUDIZATION

SABIC AN maintained a high level of Saudization in 2025, with Saudi national employees increasing to 90.6% by the end of the year, up from 88% in the previous year. The company is recruiting and developing highly skilled Saudi talent to support its strategic objectives.

VOLUNTEERING AND PARTNERSHIPS

SABIC AN provides its employees with opportunities to contribute to community development and service. The company strongly encourages volunteering and community engagement, in line with its commitment to sustainability and Corporate

Social Responsibility (CSR). SABIC AN supports these efforts through charitable donations, event sponsorships, and strategic partnerships with key entities to drive tangible impact at the grassroots level.

MEASURING CSR IMPACT

The SABIC Employees Charitable Fund Foundation (BERR) develops programs in family care, infrastructure, rehabilitation, and healthcare to enhance beneficiaries' living conditions and foster productivity. Its endowment projects support sustainable charitable efforts.

WORKFORCE AND COMMUNITY



KEY SPONSORSHIPS IN 2025

CSR Contribution 2025

SAR value of CSR contributions

1.27 Mn.
(2024)



1.4 Mn.
(2025)

2025 KEY EVENTS



SABIC AN participated in the IFA Annual Conference in Monaco under the theme "Investing in the Future of Food," engaging with global industry leaders, innovators, and stakeholders to explore sustainable practices, technological advancements, and investment strategies essential to global food security.



Platinum Sponsor at the 15th Gulf Petrochemical and Chemical Association (GPCA) Agri-Nutrients Conference held in Abu Dhabi, UAE from September 29 to October 1, underscoring the company's global reputation as a trusted supplier of high-quality agri-nutrients.



Elite Sponsor at the IFA Crossroads 2025 in Bangkok, Thailand held under the theme "Nourishing the Planet and Powering the Future," demonstrating SABIC AN's commitment to advancing sustainable solutions for global agriculture.



Diamond Sponsor at the 42nd International Agriculture Exhibition in Riyadh, Saudi Arabia where SABIC AN showcased its differentiated and customized agri-nutrient solutions designed to enhance productivity and sustainability.



SABIC AN was recognized for its leadership and commitment to business excellence with the prestigious BIZZ Award, conferred by the World Confederation of Businesses (WORLDCOB). Following this achievement, SABIC AN joined WORLDCOB.



Edison Award for Innovation Excellence, SABIC Agri-Nutrients' T&I team won the 2025 Edison Bronze Award for CO2 mineralization technology that converts phosphogypsum into value-added fertilizers while permanently sequestering carbon.

HEALTH AND SAFETY

SABIC AN's Health and Safety and Product Stewardship measures not only safeguard the company's license to operate, but also support its long-term sustainability and contribute to global food security.

Operating in a sector that involves hazardous materials and complex industrial processes, ensuring the health and safety of employees, contractors, and surrounding communities is paramount. A strong safety culture reduces operational risks, safeguards human capital, and supports uninterrupted production, thereby reinforcing business resilience and stakeholder trust.

SABIC AN's products directly impact farmers, ecosystems, and food systems worldwide. As such, the company integrates product stewardship principles into product design, manufacturing, distribution, and use. This supports compliance with global regulatory frameworks, enhances product safety, and mitigates environmental and health risks. This builds customer confidence, supports market expansion, and advances sustainable agriculture outcomes.

Building a robust safety and product stewardship culture to ensure the protection of people and communities across all operations.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT APPROACH

SABIC AN views Environment, Health, Safety, and Security (EHSS) as integral to its operations, embedding these principles into all business activities, partnerships, and collaborations. The company's Environment, Health, Safety, Security, and Quality (EHSSQ) policy serves as a foundation for all business activities, ensuring operational excellence, environmental stewardship, and customer satisfaction. Clear leadership direction and active organizational engagement drive consistent product quality and positive EHSS outcomes.

Our EHSS Policy essentially captures our commitment to operate facilities safely and responsibly, continuously improving programs to promote safety, and minimize employee and contractor injuries and illnesses.

We have guidelines for employee work, overtime and rest hours in our business operations as we recognize the importance of work-life balance and the ability to operate safely. Outside of extraordinary circumstances we comply with international standards regarding work and rest hours. Furthermore, our shift managers and site EHSS personnel are trained to look for signs of employee illness, fatigue, or inability to perform work safely and to take appropriate measures to safeguard our operations and personnel.



HEALTH AND SAFETY

PROGRESS AND DEVELOPMENTS ENSURING WORKPLACE SAFETY

Safety is a core priority at SABIC AN, forming the foundation of all operations, particularly in facilities handling hazardous materials. The company fosters a safety culture centered on the principle of “Safety First,” supported by continuous communication and engagement at every organizational level. Proactive safety measures include regular training, managerial walkthroughs, drills, audits, and value chain monitoring. These initiatives have contributed to SABIC AN’s exemplary EHSS performance record.

SABIC AN safeguards employee and contractor health and safety through its EHSS management system, which encompasses occupational health, safety, and industrial hygiene programs. Key efforts include chemical exposure monitoring, hearing

conservation, heat and cold stress management, and biological hazard control. Annual medical check-ups are provided by certified healthcare providers to verify the health of all employees and contractors.

All employees and their eligible dependents are provided access to comprehensive healthcare coverage, including medical services at designated facilities. In addition, the company operates an on-site medical facility equipped to respond to medical emergencies involving employees and other workers.

SABIC AN’s occupational health, safety, and employee health and safety initiatives all align with the SABIC Operational Management System (OMS) Standard and adhere to international standards such as RC-14001, ISO 14001, and OHSAS 18001.

BUILDING EHSS CAPABILITIES

SABIC AN’s annual EHSS training programs are designed to address identified gaps, incorporate lessons learned, and support Annual Growth Plans (AGPs), ultimately enhancing overall EHSS performance. Training Needs Analysis (TNAs), conducted by OMS element leaders through workshops to determine the role-specific training requirements across the organization. These needs are then communicated to the respective leaders, who register employees for the appropriate courses through the SABIC Learning Management System (LMS).

The JADEER training program strengthens the capabilities of security guards, fire technicians, and operators by ensuring compliance with EHSS, process safety, reliability, and sustainability standards. The program consists of 13 structured levels comprising more than 230 learning modules, 1,800 tasks, and 2,200 assessment questions, covering competencies, work processes, and operational readiness. Complementing JADEER, specialized contractor training programs reinforce adherence to EHSS requirements. SABIC AN also delivers targeted environmental safety and occupational health programs, including internationally recognized certifications such as NEBOSH. Additional training in industrial health, operations risk analysis, and radiation protection further supports a comprehensive and robust approach to building EHSS expertise across the organization.

Meanwhile, SABIC AN introduced a new electronic work permit system, which represents a major advancement in improving operational safety and efficiency, replacing traditional paper-based work permits with a digital platform that streamlines monitoring and recording of all task activities with better control and compliance.

EMERGENCY RESPONSE AND CRISIS MANAGEMENT

SABIC AN has a robust Emergency Response Preparedness Plan, covering potential emergency scenarios and Pre-Incident Practices (PIPs) for timely and effective crisis management.

This comprehensive approach maintains high readiness levels to address on-site and external risks affecting its facilities, plants, and projects. The Emergency Response and Crisis Management Committee, supported by a fully equipped operations center, oversees preparedness and response efforts to safeguard the company and the community. As a member of the Jubail Mutual Aid Association, SABIC AN collaborates with local regulatory bodies to conduct off-site training programs addressing operational risks and emergency scenarios while providing preventive guidance to the wider community. Regular reporting to stakeholders, including the Royal Commission, confirms transparency and compliance. Established communication protocols further enhance coordination and information sharing during emergencies.



HEALTH AND SAFETY



CERTIFICATION AND AWARDS

SABIC AN upholds environmental excellence by adhering to the highest international standards. In 2025, the company maintained ISO 14001 and Responsible Care (RC) 14001 certifications across all production assets. The renewal of the RC 14001 certification, developed by the American Chemistry Council (ACC), reflects SABIC AN’s strong safety and security practices. Leveraging a comprehensive Responsible Care Management System (RCMS), the company exceeds conventional environmental management standards to address health, safety, security, transportation, outreach, emergency response, and other critical areas in line with stewardship practices.

The company evaluates EHSS performance by periodic maturity assessments, departmental Key Performance Indicators (KPIs) aligned with global standards, and a weekly EHSS Assurance Dashboard accessible to all employees. Annual Incident Analyses, conducted through workshops involving members of a multidisciplinary team, identify root causes and corrective actions, with insights shared with the EHSS Steering Committee to guide strategic improvements.

SABIC AN also conducts regular EHSS audits through reputable organizations, including the company’s Internal Auditors, alongside assessments by the Royal Commission (RC) of Al-Jubail and Yanbu, government authorities, and industry bodies such as IFA, AFA, and TFI, ensuring alignment with international benchmarks and continuous advancement in EHSS excellence.

The below table illustrates the progress made through improved EHSS approaches:

PRODUCT STEWARDSHIP MANAGEMENT APPROACH

SABIC AN embeds product stewardship as a core operating principle. The Product Stewardship Team (PST) works across the company to check that every product meets stringent safety, regulatory, and sustainability standards. SABIC AN relies on internationally recognized tools and frameworks including Safety Data Sheets, the SABIC Safer Chemistry program, and Portfolio Sustainability Assessments (PSA) for compliance, to mitigate environmental and health risks, and support market expansion.

This comprehensive approach enhances trust with farmers, distributors, and industrial customers, ensuring that SABIC AN’s agri-nutrient solutions deliver long-term value while safeguarding people and the environment.

PROGRESS AND DEVELOPMENTS

SABIC AN relies on intentional integration of resource efficiency inside operations with product stewardship across markets; aiming to contribute to a sustainable ecosystem that delivers value at every stage of the value chain. This facilitates efficient inputs and processes which translates into responsible, high-quality products that contribute to global food security, safer farming practices, and sustainable agricultural outcomes.

PRODUCT STEWARDSHIP		
PRODUCT SAFETY AND TOXICOLOGY	COMPLIANCE SYSTEMS AND MASTER DATA	REGULATORY AFFAIRS
<ul style="list-style-type: none"> • Human & Environmental Risk Assessment • Hazard Identification & Communication • MSDS & Label Authoring • Value Chain Communication 	<ul style="list-style-type: none"> • System Architecture • Master Data Governance • Process Enhancement • Digital Tools 	<ul style="list-style-type: none"> • Responsible Care • Safer Chemistry • Chemical Regulation • Product Compliance

BUSINESS CONDUCT

MANAGEMENT APPROACH

Recognizing that ethical and responsible conduct forms the foundation of long-term success, SABIC AN upholds rigorous standards of compliance, transparency, and accountability across all its operations. The company places strong emphasis on adhering to international regulations, safeguarding communities, and maintaining open and accurate communication with stakeholders. Through this disciplined approach, SABIC AN enhances customer trust, reinforces its reputation for integrity, and strengthens its position as a responsible and forward-looking leader in the agri-nutrient sector.

Additionally, SABIC AN continuously monitors and analyzes regulatory changes worldwide. This forward-looking approach allows the company to adapt quickly, guide strategic decision-making, and support sustained compliance in an evolving regulatory environment.

PROGRESS AND DEVELOPMENTS

SABIC AN continues to comply with all applicable national and international product safety regulations. The company integrates regulatory adherence into every stage of its operations to reinforce the commitment to lawful and ethical business practices that protect stakeholders and safeguard reputation.

To maintain transparency and build customer confidence, SABIC AN provides clear communication on product handling and use. Product Safety Data Sheets (SDS) and hazard labels were issued in line with

global standards, ensuring customers have accurate and reliable information to support safe application.

The company also prioritizes proactive risk management through comprehensive hazard assessments. These included toxicology testing and lifecycle evaluations, which identified potential risks early and allow for effective mitigation.

Additionally, SABIC AN builds strong relationships with its customers through prompt and responsible responses to inquiries regarding product safety, quality, and compliance, enhancing transparency and trust.

SABIC AN continues to implement monitoring processes to uphold the highest standards. In line with this, regular reviews of raw materials and products are conducted to ensure continuous compliance with the highest approved standards.

An integrated framework of ethics and operational responsibility to instill integrity and transparency across all business areas.



CORPORATE GOVERNANCE

A robust corporate governance approach, built on steady pillars of transparency and accountability, steers SABIC AN on a viable growth trajectory that embed sustainable aspirations, designed to create value for all stakeholders.

- 96 Governance Framework
- 98 Board of Directors
- 112 Board Committees
- 119 Executive Management
- 123 Remunerations of Board, Committee Members, and Senior Management
- 130 Internal Audit
- 131 Declarations

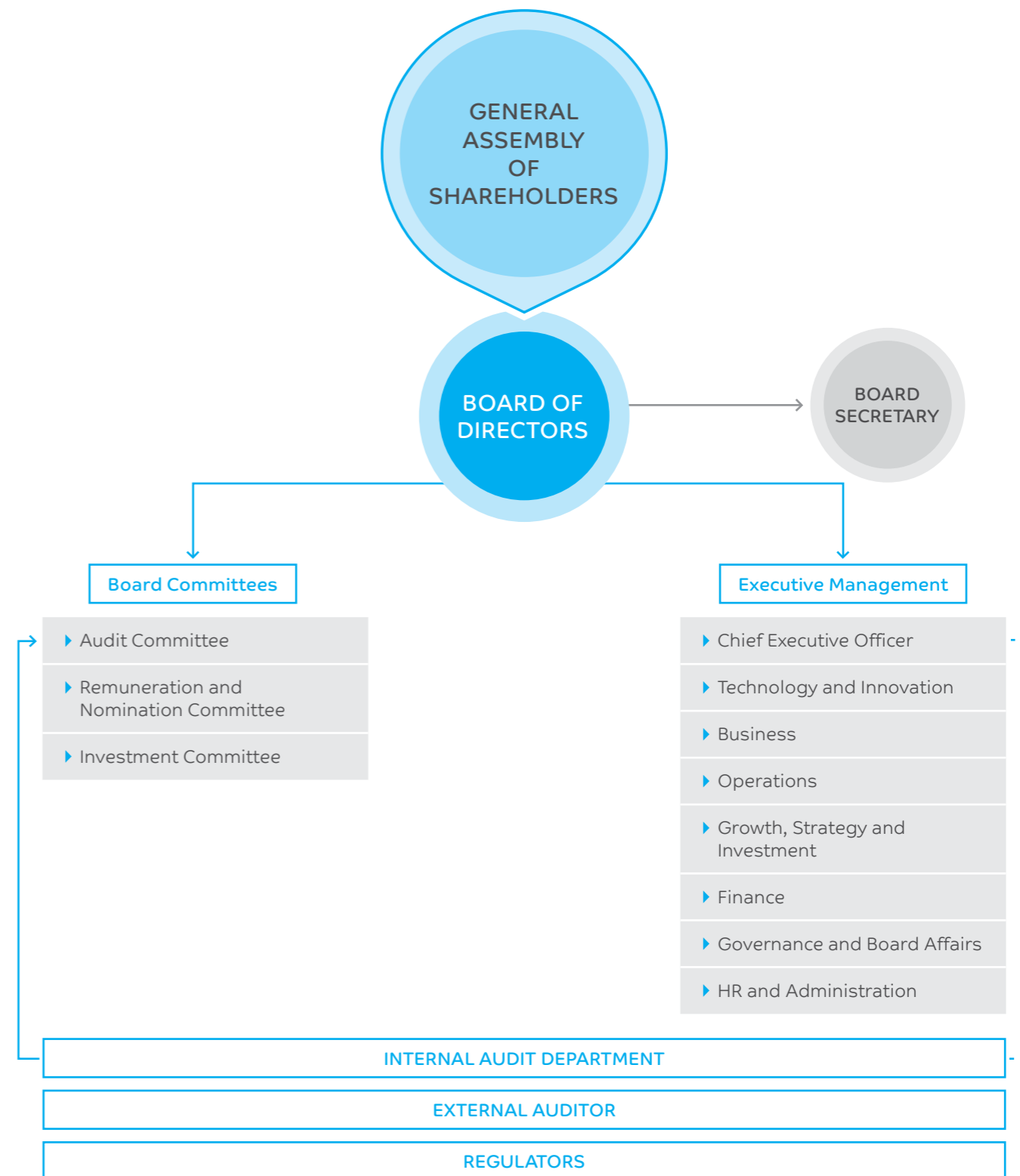
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GOVERNANCE FRAMEWORK

SABIC AN maintains the highest standards of corporate governance through transparency, accountability, and stakeholder engagement. The Board of Directors holds ultimate responsibility for the company’s strategic direction and ensuring it aligns with its purpose and values. The company maintains open and continuous channels of communication with its shareholders and investors for the dissemination of accurate, relevant, and timely information. This approach enables stakeholders to make well-informed investment decisions and reinforces confidence in the company’s governance framework and long-term sustainability.

SABIC Agri-Nutrients Company is committed to upholding the governance rules and regulations issued by relevant authorities. The company’s governance framework establishes a comprehensive system of policies, roles, responsibilities, decision-making mechanisms, and implementation and monitoring processes for the highest levels of performance are achieved in accordance with applicable regulations.

The Board of Directors is responsible for overseeing the implementation of governance systems for the protection of the rights of employees, shareholders, investors, and other stakeholders. The integrity of the company’s financial statements is safeguarded through a robust internal controls and transparent audit process. Remuneration policies are developed aligning with the company’s long-term success and values. Workforce policies support a culture of integrity and include clear procedures for employees to raise concerns and report potential misconduct.



BOARD OF DIRECTORS

The Board of Directors of SABIC Agri-Nutrients consists of distinguished experts who possess extensive experience to guide and lead the company's long-term strategies and direction. The Board comprises 8 members out of which 7 of them were appointed during the Ordinary General Assembly meeting held on March 26, 2023, for a term of 3 years starting from March 29, 2023, and ending on March 28, 2026. In addition, 1 member was appointed by the Board on March 15, 2025 in the vacant position effective from March 17, 2025 until end of current cycle on March 28, 2026, and was later approved by General Assembly meeting on April 29, 2025.



Eng. Abdulrahman Saleh Al-Fageeh

Chairman of the Board of Directors



Eng. Samir Ali Al Abdrabbuh

Vice-Chairman of the Board of Directors



Eng. Anas Yousef Kentab

Board Member



Mr. Soliman Abdulaziz Al-Hosain

Board Member



Mr. Abdulaziz Habdan Al-Habdan

Board Member



Mr. Abdulrahman Mohammed Al-Zoghaibi

Board Member

NON-BOARD COMMITTEE MEMBERS



Eng. Abdulaziz Sulaiman Al-Humaid

Board Member



Eng. Abdullah Ali Al-Bakr

Board Member



Eng. Khaled Suleman Al-Muhaisen

Member of the Remuneration and Nomination Committee



Eng. Majed Abdulalah Nouraddin

Member of the Audit Committee



Mr. Abdulrahman bin Nasser bin Muammar

Member of the Audit Committee

BOARD OF DIRECTORS



Eng. Abdulrahman Saleh Al-Fageeh

Chairman of the Board of Directors
 Chairman of the Board Investment Committee (BIC)
 Non-Executive Director

Current Position

SABIC, CEO

Educational Qualifications

- Master of Business Administration (MBA) from Bradford University, UK
- Bachelor's degree in Chemical Engineering from King Saud University, Riyadh

Work Experience and Previous Positions

A global leader in the chemical industry, Eng. Al-Fageeh has held many senior executive positions in SABIC in Project Management, Plant Operations, and Corporate and Business Management over the course of more than 36 years. In 2025, Independent Commodity Intelligence Services (ICIS) recognized Eng. Al-Fageeh as the "Top Power Player" among the world's 40 top chemical companies' CEOs

Board Memberships

Current Board Memberships

- Saudi Basic Industries Corporation (SABIC), Board Member
- SABIC Agri-Nutrients Company, Chairman of the Board
- Nusaned Investment Company, Chairman of the Board
- Petrochemical Manufacturers Committee (PMC), Chairman of the Board

- Gulf Petrochemicals and Chemicals Association (GPCA), Chairman of the Board
- Saudi Business Delegation for the B20, India and Brazil, Chairman of the Board
- Royal Commission for Jubail and Yanbu, Board Member
- Saudi General Authority of Foreign Trade, Board Member
- Saudi Ports Authority, Board Member
- Saudi Investment Council, Board Member
- "Safer" Project, Founding Committee Member
- Boao Forum for Asia – China, Board Member
- International Business Council, World Economic Forum, Member
- Governors Steering Committee for Chemistry and Advanced Materials, Committee Member
- Low-Carbon Emitting Technologies (LCET) Initiative, World Economic Forum, Co-Chair
- World Hydrogen Council, Board Member
- International Council of Chemical Associations, Board Member
- UNESCO Regional Center of Quality and Excellence in Education (RCQE), Board Member

Previous Board Memberships

- Arabian Petrochemicals Company (PETROKEMYA), Chairman of the Board
- Saudi Petrochemical Company (SADAF), Chairman of the Board
- National Methanol Company (IBN SINA), Chairman of the Board
- Saudi Japanese Acrylonitrile Company (SHROUQ), Chairman of the Board
- Saudi Yanbu Petrochemical Company (YANPET), Chairman of the Board
- Jubail Petrochemical Company (KEMYA), Chairman of the Board
- Saudi Methacrylate Company (SAMAC), Chairman of the Board
- Gulf Coast Growth Venture LLC (GCGV), Chairman of the Board
- SABIC – Fujian Refining and Petrochemical Company joint venture, Chairman of the Board
- SABIC SK Nexlene Company (SSNC), Chairman of the Board
- Saudi European Petrochemical Company (IBN ZAHR), Vice Chairman of the Board
- Saudi Methanol Company (AR RAZI), Board Member
- World Plastics Council (WPC), Chairman of the Board
- SABIC Capital B.V., Board Member



Eng. Samir Ali Al Abdrabbuh

Vice-Chairman of the Board of Directors
 Member of the Board Investment Committee (BIC)
 Non-Executive Director

Current Position

Retired

Educational Qualifications

- Bachelor's degree in Computer Science and Engineering from King Fahd University of Petroleum and Minerals, Dhahran

Work Experience & Previous Positions

- Eng. Al Abdrabbuh's professional career spans 40 years, during which he held numerous leadership positions. His efforts and contributions were evident and clear, particularly in strategic transformation processes and in the establishment of SABIC Agri-Nutrients Company
- SABIC, Senior Executive Advisor
- The Saudi B20 Initiative, CEO
- SABIC, Executive Vice President of Strategic Growth
- SABIC, Executive Vice President of Agri-Nutrients
- SABIC, Vice President of Global Supply Chain
- SABIC, Vice President of Oxygenates Business
- SABIC, Vice President of Corporate Communications

- SABIC affiliate Ibn Hayyan Plastic Products Company (TAYF), Executive General Manager
- SABIC, Department Manager, Section Head, Engineer
- Following graduation, Eng. Al Abdrabbuh completed numerous leadership and professional development courses at prestigious international academic institutions, such as London Business School, the University of California, and the University of Michigan in the United States

Board Memberships

Current Board Memberships

- SABIC Agri-Nutrients Company, Vice Chairman of the Board

Previous Board Memberships

- Al-Jubail Fertilizer Company (Al-Bayroni), Chairman of the Board
- SABIC Terminal Services Company (SABTANK), Chairman of the Board
- Jubail Chemical Products Storage and Services Co. (JCSSC) (Chemtank), Chairman of the Board
- National Methanol Company (Ibn Sina), Board Member

- Saudi Japanese Acrylonitrile Company (SHROUQ), Board Member
- Saudi Organometallic Chemicals Company (SOCC), Board Member
- Asian Clean Fuels Association (ACFA), Chairman of the Board
- National Center for Sustainable Agriculture Research and Development (Estidama), Board Member
- Gulf Petrochemical Industries Company (GPIC), Board Member
- Arab Fertilizer Association (AFA), Board Member
- International Fertilizers Association (IFA), Board Member
- Gulf Petrochemicals and Chemicals Association (GPCA) Agri-Nutrients Committee, Vice Chairman
- SABIC Supply Chain Services Company (SSCS), Chairman of the Board

BOARD OF DIRECTORS



Eng. Anas Yousef Kentab

Board Member
Member of the Remuneration and Nomination Committee (RNC)
Non-Executive Director

Current Position

Sr. Executive Advisor, SABIC

Educational Qualifications

- Bachelor's degree in Mechanical Engineering from King Saud University, Riyadh

Work Experience & Previous Positions

Eng. Anas has been a Senior Executive at SABIC with over 32 years of experience

Board Memberships

Current Board Memberships

- SABIC Agri-Nutrients Company, Board Member
- Jubail Petrochemical Company (KEMYA), Chairman of the Board
- Saudi Yanbu Petrochemical Company (YANPET), Chairman of the Board

- Gulf Coast Growth Ventures (GCGV) Project in Southeast Texas, Chairman of the Board
- Saudi Facilities Management Co. (Saudi Marafiq), Vice Chairman of the Board
- Ma'aden Phosphate Company, Board Member
- Arabian Petrochemical Company (Petrokemya), Chairman of the Board

Previous Board Memberships

- Jubail United Petrochemical Company (United), Chairman of the Board
- Saudi Organometallic Chemicals Company (SOCC), Chairman of the Board
- Jubail Petrochemical Company (KEMYA), Board Member
- Eastern Petrochemical Company (Sharq), Board Member

- Saudi Arabian Fertilizer Company (SAFCO), Board Member
- GPCA Agri Nutrients Committee, Vice Chairman
- Al-Jubail Fertilizer Company (Al-Bayroni), Board Member
- Saudi Petrochemical Company (SADAF), Board Member
- Saudi Yanbu Petrochemical Company (YANPET), Board Member
- SINOPEC/SABIC Tianjin Petrochemical Company Limited (SSTPC)



Mr. Soliman Abdulaziz Al-Hosain

Board Member
Member of the Remuneration and Nomination Committee (RNC)
Member of the Board Investment Committee (BIC)
Non-Executive Director

Current Position

Part-time Consultant

Educational Qualifications

- Bachelor's degree in Business Administration and Marketing

Work Experience & Previous Positions

Over 40 years of experience in the Industrial sector held various responsibilities in finance, materials management and contracts, IT and expansion projects including the role of Chief Executive Officer for Saudi Yanbu Petrochemical

Company (Joint Venture SABIC-YANPET). Experience also included engagement in various executive and steering committees for various projects related to strategy and business development, operational improvement, efficiency enhancement, and operational governance. In addition, engaged in various consultations for major corporation and government entities

Board Memberships

Current Board Memberships

- SABIC Agri-Nutrients Company

Previous Board Memberships

- Power and Water Utility Company for Jubail and Yanbu (MARAFIQ), Board Member, RNC Chairman, BAC Member
- Rabigh Refining and Petrochemical Company (Petro Rabigh)
- Arabian Industrial Fibers Company (Ibn Rushd)
- Eastern Petrochemical Company (Sharq)
- Polymer Plus Technologies

BOARD OF DIRECTORS



Mr. Abdulaziz Habdan Al-Habdan

Board Member
 Chairman of Board Audit Committee (BAC)
 Member of the Board Investment Committee (BIC)
 Non-Executive Director

Current Position

Health Oasis Company (LLC), CEO

Educational Qualifications

- Master's degree in Management
- Bachelor's degree in Business Administration
- Diploma in Finance and Economics

Work Experience & Previous Positions

- Assistant Governor for Insurance Affairs at the General Organization for Social Insurance
- Over 31 years of experience at the General Organisation for Social Insurance

Board Memberships

Current Board Memberships

- SABIC Agri-Nutrients Company, Board Member

Previous Board Memberships

- Saudi Basic Industries Corporation (SABIC)
- Makkah Medical Center Hospital
- Bank AlJazira
- Banque Saudi Fransi

Board Memberships

- Allianz Saudi Fransi Cooperative Insurance Company
- Binladin Global Holding Group (unlisted company)
- Saudi Telecom Company
- Saudi Fransi Financial Company



Mr. Abdurahman Mohammed Al-Zoghaibi

Board Member
 Member of the Board Investment Committee (BIC)
 Independent Director

Current Position

Deputy Minister for Economic Affairs and Privatisation at the Ministry of Environment, Water, and Agriculture

Educational Qualifications

- Master's degree in Accounting from King Saud University, Riyadh, Saudi Arabia
- Bachelor's degree in Accounting from King Saud University, Riyadh

Work Experience & Previous Positions

- National Agricultural Services Company (Agriserv), Acting CEO
- Ministry of Environment, Water, and Agriculture, Deputy Minister for Planning and Budget
- Ministry of Environment, Water and Agriculture, Consultant and Director General of the General Administration of Privatization and Investment

Board Memberships

- Advanced Cell Company (a subsidiary of Saudi Telecom STC), Consultant and CFO
- PriceWaterhouseCoopers (PwC), Consultant and Financial Expert
- Mohammed Alsubaei & Sons Investment Company (MASIC), CFO
- Alinma Investment Company, COO
- Financial Group at Alinma Bank, Assistant General Manager (AGM)
- Bank Albilad, Acting CFO
- Saudi Telecom Company (STC), General Manager of Financial Control
- Al Rashed Legal Accountants and Auditors, Consultant and Auditor
- Multiple memberships in executive, audit, nominations, and remuneration committees of several companies

Board Memberships

Current Board Memberships

- SABIC Agri-Nutrients Company, Board Member
- National Water Company (NWC), Board Member
- Water Transmission and Technologies Company, Board Member
- National Agricultural Services Company, Board Member
- National Grain Supply Company (SABIL), Chairman of the Board of Director

BOARD OF DIRECTORS



Eng. Abdulaziz Sulaiman Al-Humaid

Board Member
Member of the Board Audit Committee (BAC)
Independent Director

Current Position

Retired

Educational Qualifications

- Bachelor's degree in Chemical Engineering

Work Experience & Previous Positions

Eng. Abdulaziz's 36-year career at SABIC and its subsidiaries was marked by his tenure in several key leadership positions

Board Memberships

Current Board Memberships

- SABIC Agri-Nutrients Company, Board Member

Previous Board Memberships

- Eastern Petrochemical Company (Sharq), Chairman of the Board
- Aluminium Bahrain (ALBA), Board Member

- Saudi Iron and Steel Company (Hadeed), Chairman of the Board
- Gulf Aluminium Rolling Mill (GARMCO), Bahrain, Board Member
- Power and Water Utility Company for Jubail and Yanbu (MARAFIQ), Board Member
- National Industrial Gases Company (GAS), Chairman of the Board



Eng. Abdullah Ali Al-Bakr

Board Member
Chairman of the Remuneration and Nominations Committee (RNC)
Independent Director (effective March 17, 2025 in the vacant position)

Current Position

Retired

Educational Qualifications

- Bachelor's Degree in Chemical Engineering from King Fahd University of Petroleum and Minerals, Dhahran

Work Experience & Previous Positions

- SABIC, Vice President of Manufacturing in fertilizer sector - SABIC Agri-Nutrients Company (formerly SAFCO), Ibn Al-Baytar Company, Al-Bayroni Company
- SABIC Agri-Nutrients and Ibn Al-Baytar Company, President
- Jubail Fertilizer Company (Al-Bayroni), President
- National Industrial Gases Company (GAS), President

- National Industrial Gases Company (GAS), Deputy General Manager
- SABIC, Manager of Training and Development Department

- SABIC, Brine/Caustic Operations Manager, Line Manager, Training, Recruitment, and Operations
- Saudi Petrochemical Company (SADAF), joined SABIC Group and joined SADAF Company, where he was able to work - through SADAF Company - with Shell Oil Company (NORCO) in Louisiana, working in the process engineering department at the ethylene dichloride plant, and the Shell Oil Company manufacturing complex (Houston, Texas), process engineering at the chlor-alkali plant in Pennsylvania, process engineering at the ethylene dichloride plant, process engineering at chlorinated hydrocarbon burners, in addition to project management

Board Memberships

Current Board Memberships

- SABIC Agri-Nutrients Company, Board Member

Previous Board Memberships

- Board Member of Maaden Phosphate Company (MPC)
- Board Member of ERADAH, Handicapped Charity Association, Al-Jubail

BOARD COMMITTEE MEMBERS



Eng. Khaled Suleman Al-Muhaisen
Member of the Remuneration and Nomination Committee (RNC)

Current Position
Vice President, Digital Transformation (SABIC)

Educational Qualifications

- Bachelor's degree in Computer Engineering from King Fahd University of Petroleum and Minerals, Dhahran

Work Experience and Previous Positions

- SABIC, Vice President, People and Organization
- SABIC, General manager, Talent, Organization, and Human Resources
- SABIC America, General Manager – Human Resources
- SABIC, General Manager – Global Talent Exchange
- SABIC, Manager – Global Human Resources Department
- SABIC, Manager – Global Talent Exchange Program
- SABIC, Manager HR Administration – Global Human Resources

Board Memberships

Current Board Memberships

- Saudi Yanbu Petrochemical Company (YANPET), Board Member
- Jubail Petrochemical Company (KEMYA), Board Member
- The National Center for e-Learning, Board Member, Chairman of the Remuneration and Nomination Committee
- King Abdulaziz City for Science and Technology (KACST) Academy, Board Member
- Power and Water Utility Company for Jubail and Yanbu (Marafiq), Member of the Remuneration and Nomination Committee

Previous Board Memberships

- Saudi European Petrochemical Company (Ibn Zahr), Board Member



Eng. Majed Abdulalah Nouraddin
Member of the Board Audit Committee (BAC)

Current Position
Vice President, Treasury (SABIC)

Educational Qualifications

- Master's degree in Project Management
- Executive master's degree in Business Administration
- Bachelor's degree in Industrial Engineering

Work Experience and Previous Positions

- Eng. Majed has over 26 years of experience at SABIC, having served as a senior executive

Board Memberships

Current Board Memberships

- SABIC Agri-Nutrients Company, Board Audit Committee Member
- Saudi Yanbu Petrochemical Company (YANPET), Limited Liability Company, Board Member and Audit Committee Member

Previous Board Memberships

- Al-Jubail Petrochemical Company (KEMYA), Board Member and Audit Committee Member
- Saudi Kayan Petrochemical Company (Saudi Kayan), Board Member and Audit Committee Member
- SABIC Audit Committee, Secretary
- Yanbu National Petrochemical Company (YANSAB)
- ArcelorMittal Jubail – Private Shareholding
- Al-Jubail Fertilizers Company (Al-Bayroni)
- Arabian Industrial Fibers Company (Ibn Rushd)
- SABIC Capital B.V. The Netherlands, Board Member



Mr. Abdulrahman bin Nasser bin Muammar
Member of the Board Audit Committee (BAC)

Current Position
General Manager, Risk Management and Data (SABIC)

Educational Qualifications

- Bachelor's degree in Financial Management
- Completed several specialized programs in auditing, risk management, and business continuity

Work Experience and Previous Positions

With a 20-year career spanning risk management, business continuity, insurance, and finance, Mr. Bin Muammar has consistently demonstrated strong leadership in enhancing organisational resilience. His contributions to elevating enterprise risk management maturity and reinforcing corporate governance have been significant. His role as a member of the subsidiary risk committee for SABIC-affiliated companies further underscores his commitment to risk mitigation and strategic oversight

Board Memberships

Current Board Memberships

- SABIC Agri-Nutrients Company, Audit Committee Member
- Yanbu National Petrochemical Company (YANSAB), Board Risk Committee Member
- Arabian Petrochemicals Company (PETROKEMYA), Board Risk Committee Member
- SABIC Risk and Sustainability Committee, Secretary

BOARD OF DIRECTORS

BOARD MEMBERS PARTICIPATION BOARD MEETINGS

The Board holds at least four meetings annually, with a minimum of one meeting every three months, convened upon the Chairman's invitation. Additional meetings are held upon request of any Board member, or the CEO. The quorum for a Board meeting is constituted by the presence of a majority of members. During the year ended December 31, 2025 the Board met (5) times.

BOARD PARTICIPATION IN THE GENERAL ASSEMBLY MEETING

According to the Board Charter, the Board members are mandated to attend the general assembly meetings to engage directly with shareholders and collect their remarks on the company's performance. SABIC Agri-nutrients held (1) ordinary general assembly meeting on April 29, 2025.

The Board members' attendance at the Board and general assembly meetings in 2025 was as follows:

Board Member	Board Meetings					General Assembly Meetings				
	1 st	2 nd	3 rd	4 th	5 th	Total attended		Ordinary GA	Total attended	
	Feb. 17, 2025	May 20, 2025	Jul. 27, 2025	Sep. 28, 2025	Dec. 25, 2025	No.	%	Apr. 29, 2025	No.	%
Eng. Abdulrahman Saleh Al-Fageeh (Chairman of the Board)	✓	✓	✓	✓	✓	5	100	✓	1	100
Eng. Samir Ali Al Abdrabbuh (Vice Chairman of the Board)	✓	✓	✓	✓	✓	5	100	✓	1	100
Mr. Abdulaziz Habdan Al-Habdan (Board Member)	✓	✓	✓	✓	✓	5	100	✓	1	100
Eng. Anas Yousef Kentab (Board Member)	✓	✓	✓	✓	✓	5	100	✓	1	100
Mr. Soliman Abdulaziz Al-Hosain (Board Member)	✓	✓	✓	✓	✓	5	100	✓	1	100
Eng. Abdulaziz Sulaiman Al-Humaid (Board Member)	✓	✓	✓	✓	✓	5	100	✓	1	100
Mr. Abdurahman Mohammed Al-Zoghaibi (Board Member)	✓	✓	✓	✓	✓	5	100	✓	1	100
Mr. Khalid Salem Al-Rowais (Board Member)	✓	✗	✗	✗	✗	1	20	✗	0	0
Eng. Abdullah Ali Al-Bakr (Board Member)	✗	✓	✓	✓	✓	4	80	✓	1	100

INTERESTS OF BOARD MEMBERS

Statement of interests, contractual securities, and rights issues of board members and their relatives in relation to the company's shares or debt instruments, and changes during the past fiscal year.

Board Member	Beginning of the year			End of the year			Net Change	Change Ratio
	Shares	Debt Instruments	Ownership Percentage	Shares	Debt Instruments	Ownership Percentage		
Eng. Abdulrahman Saleh Al-Fageeh (Chairman of the Board)	0	0	0	0	0	0	0	0
Eng. Samir Ali Al Abdrabbuh (Vice Chairman of the Board)	0	0	0	0	0	0	0	0
Eng. Anas Yousef Kentab (Board Member)	12,000	0	0	12,000	0	0	0	0
Mr. Abdulaziz Habdan Al-Habdan (Board Member)	10	0	0	10	0	0	0	0
Mr. Soliman Abdulaziz Al-Hosain (Board Member)	2,500	0	0	4,500	0	0	2,000	80%
Mr. Abdurahman Mohammed Al-Zoghaibi (Board Member)	10	0	0	10	0	0	0	0
Eng. Abdulaziz Sulaiman Al-Humaid (Board Member)	100	0	0	100	0	0	0	0
Eng. Abdullah Ali Al-Bakr (Board Member)	1,140	0	0	1,140	0	0	0	0

BOARD AND COMMITTEE PERFORMANCE EVALUATIONS

Defining the methodology and mechanisms the Board adopted to evaluate its performance, committees, and members, along with identifying the independent External Party that conducted the evaluation and its relationship with SABIC AN, if any.

The Board of Directors has set clear criteria and mechanisms for evaluating the performance and efficiency of the Board and its committees, in order to maintain the highest standards of corporate governance and ensure continuity.

Based on the recommendations of the Remuneration and Nomination Committee (RNC), the Board also approved the use of evaluation forms that all Board members and committee members must complete for review and consideration by the Remuneration and Nomination Committee (RNC).

BOARD COMMITTEES

AUDIT COMMITTEE

In accordance with the Audit Committee Charter, the Audit Committee is formed by a resolution of the company's Board of Directors, provided that the General Assembly issues a committee charter, based on a proposal from the Board of Directors, which includes stipulations governing the selection of committee members and the duration of their memberships. Furthermore, the charter shall determine the committee's tasks, operational controls, and member remuneration.

Duties and Responsibilities:

In light of the terms outlined by the Capital Market Authority's Corporate Governance Regulations, the Audit Committee's tasks and responsibilities are defined as:

First: Financial Reports

1. Reviewing the company's preliminary and annual financial statements before presenting them to the Board of Directors, and making recommendations about them for integrity, fairness, and transparency.
2. Providing technical opinions – upon request from the Board of Directors – on whether the Board Report and the company's financial statements are fair, balanced, understandable, and include information that enables shareholders and investors to assess the company's financial position, performance, business model, and strategy.
3. Studying any critical or unusual issues included in the financial reports.
4. Thoroughly investigating any issues raised by the company's CFO, compliance officer, or auditors.

5. Verifying accounting estimates in significant matters included in the financial reports.
6. Reviewing the accounting policies adopted by the company and providing opinions and recommendations to the Board of Directors.

Second: Internal Audit

7. Studying and reviewing the company's internal and financial control systems and risk management and preparing necessary reports on their adequacy.
8. Reviewing Internal Audit Department reports and following up on the implementation of corrective actions for the observations included.
9. Supervising and overseeing the performance and activities of the company's Internal Audit Department for the availability of necessary resources and their effectiveness in performing the assigned tasks and duties, in addition to conducting external audits for the performance of the Internal Audit Department in accordance with international internal auditing standards from the Institute of Internal Auditors (IIA).
10. Recommending to the Board the appointment or dismissal of the Chief Audit Executive (CAE) and proposing their remuneration.
11. Evaluating the performance of the Chief Audit Executive (CAE) on an annual basis.
12. Reviewing and approving the annual internal audit plan with Internal Audit Department.
13. Recommending to the Board the approval of the annual Internal Audit Department budget.
14. Meeting routinely with the company's internal auditor.
15. Approving the Internal Audit Department charter.

Third: Auditors

16. Recommending the appointment, dismissal, remuneration, and evaluation of the performance of auditors, after verifying their independence and reviewing the scope of their work and terms of engagement.
17. Verifying the independence, objectivity, and judiciousness of the auditor, in addition to the effectiveness of the auditing process, taking relevant regulations and standards into account.
18. Reviewing the company auditor's audit plans and their results, and ensuring the auditor does not perform any technical, managerial, or consultation work outside the scope of what is strictly necessary for the auditing process. Following this, the Committee is responsible for presenting its findings.
19. Responding to company auditor inquiries.
20. Reviewing the auditor's report and observations on the Financial Statements and following up on actions taken.
21. Meeting with the auditor at least once a year without the attendance of management to discuss the auditing process and any issues, difficulties, or restrictions preventing the accomplishment of the required scope. Any issues raised by the company's management during the auditing process should also be discussed, and any inquiries raised by the external auditor should be addressed, in order to provide the auditor the necessary support required to fulfill their duties.
22. Approving criteria for the nomination of external auditors.

Fourth: Ensuring Compliance

23. Reviewing the company's compliance with the Code of Conduct and industry ethics, reviewing relevant periodic reports, and presenting its findings and recommendations to the Board of Directors.
24. Verifying the effectiveness of the Violation Reporting Mechanism.
25. Reviewing the results of regulatory reports and ensuring the company takes necessary actions regarding them.
26. Verifying the company's compliance with related regulations, policies, and instructions.
27. Reviewing contracts and transactions proposed to be conducted by the company with related parties and presenting its views to the Board of Directors.
28. Raising matters it deems necessary for action to the Board of Directors and making recommendations on the actions to be taken.

Fifth: Risk Management

The Committee performs the functions of the Risk Management Committee, which include the following:

29. Working with Executive Management to draft a comprehensive risk management policy in accordance with the nature of the company's business and the activities it undertakes, its goals, and its strategy, and recommending the policy's adoption to the Board.
30. Periodically reviewing the Comprehensive Risk Management Policy to ensure its suitability to changes that might occur to the internal or external environment in which the company operates, or changes to legislation regulating its business, strategic goals, or otherwise, and providing recommendations to the Board regarding any proposed policy amendments.

BOARD COMMITTEES

31. Providing recommendations to the Board on determining an acceptable level of risk exposure and maintaining it. Upon the Board's adoption of acceptable risk exposure levels, the Committee is responsible for ensuring that the company does not exceed it.
32. Verifying the feasibility of the company's business and the successful continuation of its activities, alongside determining the risks that threaten this on an annual basis.
33. Overseeing the company's risk management systems and evaluating the Effectiveness of the systems and mechanisms that determine, measure, and monitor the risks that the company could be exposed to in order to pinpoint areas of improvement.
34. Preparing an annual report on risk exposure and the suggested steps to manage them and presenting it to the Board of Directors.
35. Presenting recommendations to the Board on issues pertaining to risk management.
36. Verifying the availability of adequate resources and systems to manage risks and providing recommendations regarding such to the Board of Directors.
37. Reviewing the organizational structure of Risk Management and providing recommendations to the Board of Directors before its adoption.
38. Verifying the independence of Risk Management staff from the activities that might expose the company to risks.
39. Verifying that all Risk Management staff understand the risks that the company is exposed to and nurturing a risk-aware culture.

Sixth: Studying and Investigating Issues

The Committee reviews issues referred to it by the Board of Directors. It makes recommendations to the Board and, if delegated by the Board, may also make decisions on those issues itself.

MEETINGS

The Audit Committee held (7) meetings during the fiscal year 2025, and the attendance record was as follows:

Committee Member	1 st Meeting (Jan. 20, 2025)	2 nd Meeting (Feb. 13, 2025)	3 rd Meeting (Apr. 24, 2025)	4 th Meeting (Jul. 24, 2025)	5 th Meeting (Sep. 4, 2025)	6 th Meeting (Oct. 23, 2025)	7 th Meeting (Nov. 18, 2025)	Total
Mr. Abdulaziz Habdan Al-Habdan (Committee Chairman)	✓	✓	✓	✓	✓	✓	✓	7
Eng. Abdulaziz Sulaiman Al-Humaid (Committee Member)	✓	✓	✓	✓	✓	✓	✓	7
Eng. Majed Abdulalah Nouraddin (Committee Member)	✓	✓	✓	✓	✓	✓	✓	7
Mr. Abdulrahman bin Nasser bin Muammar (Committee Member)	✓	✓	✓	✓	✓	✓	✓	7

Recommendations from the Audit Committee that are in Conflict with the Decisions of the Board of Directors, or which the Board Has Declined to Adopt Concerning the Appointment, Dismissal, Determination of Fees, and Performance Evaluation of the company's Auditor or the Appointment of the Internal Auditor, Including the Justifications for those Recommendations and the Reasons for Not Adopting them.

There are no recommendations from the Audit Committee that conflict with the decisions of the Board of Directors. Additionally, there are no recommendations from the Committee that the Board has refused to adopt regarding the appointment, dismissal, fee determination, and performance evaluation of the company's auditor or the appointment of the internal auditor or any other recommendations.

Annual Review Results of the Effectiveness and Procedures of the Internal Control System

In light of activities conducted by SABIC AN's Internal Audit Department during 2025, which included its specific tasks in carrying out the audit in accordance with the plan approved by the Board Audit Committee for the fiscal year 2025, objective and independent evaluations were provided to add value and achieve the objectives assigned to it.

The Board Audit Committee reviews periodic reports prepared by the Internal Audit Department, as well as comments of the external auditor on the evaluation of the company's internal control procedures in terms of design and implementation.

The Board Audit Committee also follows up on recommendations of the Internal Audit Department and external auditors to execute and follow up on corrective actions, and to generally consider the effectiveness of internal control procedures through internal audit reports, and with regard to the fairness of financial statements specifically, while considering the fact that any internal control system, regardless of its proper design and implementation, cannot provide absolute assurance of its effectiveness of applied systems of internal controls.

Based on what was provided by the company's management, the Internal Audit Department, and an external auditor, and after reviewing the General Court of Audit (GCA) reports, and the Committee's oversight of risk management, no fundamental weakness was found in the company's internal control system.

BOARD COMMITTEES

REMUNERATION AND NOMINATION COMMITTEE

According to the Charter of the Remuneration and Nomination Committee (RNC), the committee is formed from non-executive members of the Board of Directors, and membership is permitted to include non-executives and non-Board Members, whether they are shareholders or not, with a minimum of (3) and no more than (5) members, provided it includes at least one independent Board member.

Duties and Responsibilities:

A. Remuneration:

1. Developing a remuneration policy for Board members, its committees, and senior executives in the Company and recommending it to the Board for adoption by the General Assembly, ensuring that the policy adheres to performance-related standards, is disclosed, and its implementation is verified.
2. Clarifying the relationship between awarded remunerations and the remuneration policy currently in place, highlighting any significant deviations.
3. Periodically reviewing the remuneration policy to ensure its appropriateness considering any changes in relevant legislation and regulations, the company's strategic goals, and the skills and qualifications needed to achieve them, and recommending any proposed changes to the Board.
4. Recommending to the Board the remuneration for Board members and their committees and the company's senior executives, according to the policy adopted by the General Assembly.
5. Preparing an annual report on the remuneration awarded to Board members, their committees, and senior executives.
6. Determining the types of rewards granted to employees in the company and making recommendations regarding them.

B. Board of Directors:

1. Preparing policies and standards for Board membership and recommending them to the Board for adoption by the General Assembly.
2. Recommending Board membership nominations to the Board, according to the approved membership policy, ensuring that no person who has been convicted of a crime involving dishonesty is nominated.

3. Conducting an annual review of the necessary skills appropriate for Board membership and preparing a description of the required capabilities and qualifications.
4. Periodically reviewing the Board membership policy to ensure its appropriateness in light of any changes in relevant legislation and regulations, the company's strategic goals, and the skills and qualifications needed to achieve them, and recommending any proposed changes to the Board.
5. Examining conflict of interest cases for those wishing to nominate themselves for Board membership and making recommendations regarding them.
6. Studying the structure of the Board of Directors and making recommendations regarding any changes that can be made.
7. Identifying weaknesses and strengths in the Board of Directors and suggesting ways to address them in line with the company's interest.
8. Establishing procedures in the event of a vacancy among the Board members or its derived committees and making recommendations regarding them.
9. Recommending to the Board the performance criteria for evaluating the performance of the Board, its members, and its derived committees.

C. Board Members:

1. Determining the time that a member must allocate to Board duties.
2. Annually verifying the independence of independent members and the absence of any conflict of interest if the member serves on the Board of another company.
3. Investigating instances where a Board Member is competing with any of the company's businesses, activities, or sub-activities, and presenting recommendations to the Board regarding such occurrences. This procedure is triggered after receiving the Member's statement declaring the competitive activities they wish to perform or continue in accordance with the principles of competitive business, and is outlined as:
 - a. Examining the Member's statement of competitive business they wish to undertake or continue from a technical standpoint.

- b. Studying the market or markets in which stated competitive businesses operate, or any related products.
- c. Investigating the relation between such competitive businesses and the company's strategy and future directions.

The Committee has the right to acquire the information it deems necessary to perform this procedure, and to seek assistance from whomever it sees fit to conduct the required studies or estimates. This procedure is to be verified annually.

4. Creating job descriptions for executive, non-executive, and independent members.
5. Recommending to the Board the re-nomination or removal of a Board member or members of its derived committees.
6. Recommending to the Board the number of committee members and their specialties, responsibilities, and structure. The Committee is also responsible for providing counsel to the Board regarding the appointments of Board committee members and chairs, following coordination with the relevant committees.

D. Orientation Program for New Board Members:

Recommending to the Board an orientation program for new Board members that covers the company's activity, the nature of its business, and its financial and legal aspects.

E. Senior Executives:

1. Recommending to the Board the policies and standards suitable for appointing senior executives and determining the required capabilities and skills, and reviewing them periodically for appropriateness for the changes that may occur in the company's strategic goals and the skills and qualifications needed to achieve them.
2. Creating job descriptions for senior executives, reviewing the company's organizational structure, and raising recommendations regarding any changes that can be made.
3. Establishing succession procedures in case a senior executive position becomes vacant and making recommendations regarding them.

MEETINGS

The Remuneration and Nomination Committee held (9) meetings during the fiscal year 2025, and the dates and details of these meetings are as follows:

Committee Member	1 st Meeting (Feb. 4, 2025)	2 nd Meeting (Feb. 11, 2025)	3 rd Meeting (Feb. 18, 2025)	4 th Meeting (Mar. 9, 2025)	5 th Meeting (May 6, 2025)	6 th Meeting (Sep. 1, 2025)	7 th Meeting (Sep. 21, 2025)	8 th Meeting (Nov. 9, 2025)	9 th Meeting (Nov. 24, 2025)	Total
Eng. Abdullah Ali Al-Bakr (Committee Chairman) ⁽¹⁾	-	-	-	-	✓	✓	✓	✓	✓	5
Mr. Khalid Salem Al-Rowais (Previous Committee Chairman) ⁽²⁾	✓	✓	-	-	-	-	-	-	-	2
Mr. Soliman Abdulaziz Al-Hosain (Committee Member)	✓	✓	✓	✓	✓	✓	✓	✓	✓	9
Eng. Anas Yousef Kentab (Committee Member)	✓	✓	✓	✓	✓	✓	✓	✓	✓	9
Eng. Khaled Suleman Al-Muhaisen (Committee Member)	✓	✓	✓	✓	✓	✓	✓	x	✓	8

(1) Appointed effective from March 17, 2025.

(2) Resigned on February 17, 2025.

BOARD COMMITTEES

BOARD INVESTMENT COMMITTEE (BIC)

According to the Charter of the Board Investment Committee (BIC), the Board of Directors appoints the Investment Committee, which consists of (3) to (5) members.

Duties and Responsibilities:

1. Working with the executive management to develop the company's investment strategy and policy, commensurate with the nature of its business, the activities it engages in and the risks it is exposed to, and recommend it to the Board of Directors.
2. Recommending to the Board of Directors the company's investment policy and reviewing the investment strategy and policy periodically for suitability to the changes that may occur in the external environment in which the company operates or the legislation regulating its business, objectives, or others, and recommending the proposed changes to the policy to the Board of Directors.

3. Reviewing the company's investment activities and developing appropriate procedures to measure and evaluating investment performance.
4. Studying periodic reports from the Company management on the progress of work on approved investment opportunities.
5. Studying and evaluating new investment opportunities and recommending them to the Board (taking into account the powers of the CEO in accordance with the authority matrix approved by the Board).
6. Studying financing options for the aforementioned transactions, which include self-financing from available cash, external financing, or capital increase.
7. Ensuring that proposed investment opportunities comply with the relevant laws, regulations, and instructions.
8. Identifying and prioritizing proposed investment offers.
9. Any other powers assigned to the Committee by the Board.
10. Ensuring the availability of sufficient resources for investment.

MEETINGS

The Board Investment Committee (BIC) held (3) meetings during the fiscal year 2025, and the dates and details of these meetings are as follows:

Committee Member	1 st Meeting (Feb. 3, 2025)	2 nd Meeting (May 7, 2025)	3 rd Meeting (Aug. 31, 2025)	Total
Eng. Abdulrahman Saleh Al-Fageeh (Committee Chairman)	✓	✓	✓	3
Eng. Samir Ali Al Abdrabbuh (Committee Member)	✓	✓	✓	3
Mr. Soliman Abdulaziz Al-Hosain (Committee Member)	✓	✓	✓	3
Mr. Abdulaziz Habdan Al-Habdan (Committee Member)	✓	✓	✓	3
Mr. Abdurahman Mohammed Al-Zoghaibi (Committee Member)	✓	✓	✓	3

EXECUTIVE MANAGEMENT

Executives	Position
Mr. Fahad Misfer Al-Battar	Chief Executive Officer
Eng. Metaib Mutair Al-Shammari	Chief Operations Officer
Eng. Yazeed Abdulaziz Al-Angari	Vice President, Business
Mr. Ayed Habib Al-Haider	General Manager of Finance



Mr. Fahad Misfer Al-Battar

Chief Executive Officer (CEO)

Previous Positions and Practical Experience:

- Mr. Al-Battar has occupied numerous leadership roles within SABIC and its affiliated companies, including serving as Chief Operations Officer of SABIC Agri Nutrients Company, President of the Saudi Arabian Fertilizer Company (SAFCO), President of the Eastern Petrochemical Company (SHARQ), President of the Saudi Petrochemical Company (SADAF), and President of Al-Jubail Fertilizers Company (Al-Bayroni)
- He currently serves as Chairman of the National Industrial Gases Company (Gas), Chairman of ETG Inputs Holdco Limited (EIHL), Board Member of the Arab Fertilizers Association (AFA) and Board member on International Fertilizer Association (IFA). He also previously served as Board Member in Gulf Petrochemical Company (GPIC), Board Member

in Maaden Phosphate Company (MPC) and as Board Secretary of the Saudi Methanol Company (Alrazi). In addition, the Saudi Council of Ministers decided on 25 November 2025 to appoint Mr. Fahad Misfer Al-Battar as a member of the Board of Directors of the National Research and Development Center for Sustainable Agriculture (Estidama)

- Throughout his career, Mr. Al-Battar has undertaken several high-level assignments, such as leading the due diligence study for the SABIC USA Growth Project, leading a project to consolidate fertilizer plant operation/business into SABIC Agri Nutrients, and leading a team to review SABIC's asset integrity in Europe and the United States, in addition to leading several expansion programs as Steering Committee Chairman for various mega projects, including both greenfield and brownfield developments

Educational Qualifications

- Executive master's degree in Business Administration
- Bachelor's degree in Chemistry from King Fahd University of Petroleum and Minerals

EXECUTIVE MANAGEMENT



Eng. Metaib Mutair Al-Shammari
Chief Operations Officer (COO)

Previous Positions and Practical Experience:

- Eng. Al-Shammari brings over 21 years of extensive practical experience in strategic, operational, and executive leadership in global roles spanning a number of different fields. He has held many leadership positions at SABIC in engineering, project management, strategic business management, merger and acquisition, and manufacturing, in addition to leading various institutional initiatives and actively participating in the industry's major conferences
- Before serving SABIC Agri Nutrients in his current capacity as Chief Operations Officer, Mr. Al-Shammari has held many executive leadership positions, including Vice President of Strategic Growth, Vice President of Oil-to-Chemicals, President of

Al-Jubail Petrochemical Company (KEMVA) (a joint venture between SABIC and ExxonMobil), New Journey Lead for SABIC where he led the planning process for Saudi Aramco's acquisition of 70% of SABIC's shares, General Manager of the Olefins Business, and General Manager of Mega Projects

Educational Qualifications

- MBA in Finance and Sustainability from the University of Cumbria, United Kingdom
- Bachelor's degree in Applied Mechanical Engineering from King Fahd University of Petroleum and Minerals, Saudi Arabia



Eng. Yazeed Abdulaziz Al-Angari
Vice President, Business

Previous Positions and Practical Experience:

- Eng. Al-Angari embarked on his professional journey at SABIC in 1997 after earning his degree in Chemical Engineering from King Saud University. He initially joined the polymers sales and marketing team
- In 2004, he relocated to Europe, where he assumed the role of Sales Manager for polymer products. After a three-year stint in the Netherlands, he returned to Riyadh to manage the PVC Business Unit and subsequently oversaw the Linear Low-Density Polyethylene/Low-Density Polyethylene business
- By 2014, he had risen to become the Commercial General Manager and Regional Head of the Strategic Business Unit for Innovative Plastics across the Middle East and Africa

- In 2015, Mr. Al-Angari took the helm as General Manager of Phosphate and Potassium Management at SABIC AN, focusing on managing and expanding the phosphate business and pioneering new potassium-related business initiatives
- In January 2022, he advanced to the position of Vice President for Business at SABIC AN

Educational Qualifications

- Bachelor's degree in Chemical Engineering from King Saud University in Riyadh, in 1996



Mr. Ayed Habib Al-Haider
General Manager of Finance

Previous Positions and Practical Experience:

- Mr. Al-Haider joined SABIC Agri-Nutrients as the General Manager of Finance on January 1, 2022. He has 27 years of experience in various fields, including finance, accounting, and auditing
- Before his current role, he held several leadership positions, including Executive Director of Global Financial Accounting and Reporting at SABIC and Executive Director of Finance and Business Planning at Saudi Kayan Petrochemical Company. He began his career in January 1999 at PriceWaterhouseCoopers (PwC)

Educational Qualifications

- Bachelor's degree in Accounting from King Fahd University of Petroleum and Minerals
- Holds the following accredited professional certifications and fellowships from the United States of America: Certified Public Accountant (CPA), Certified Management Accountant (CMA), and Certified Treasury Professional (CTP)

EXECUTIVE MANAGEMENT

SENIOR EXECUTIVE INTERESTS AND RIGHTS DISCLOSURE

Statement of Any Interests, Contractual Securities, and Rights Issues for Senior Executives of the company and Their Relatives.

The table below discloses the financial interests, contractual securities, and rights issues of senior executives and their relatives in relation to the ownership of shares or debt instruments in the company.

Senior Executives	Beginning of the year			End of the year			Net Change	Change Ratio
	Shares	Debt Instruments	Ownership Percentage	Shares	Debt Instruments	Ownership Percentage		
Mr. Fahad Misfer Al-Battar	0	0	0%	0	0	0%	0	0%
Eng. Metaib Mutair Al-Shammari	0	0	0%	0	0	0%	0	0%
Eng. Yazeed Abdulaziz Al-Angari	0	0	0%	0	0	0%	0	0%
Mr. Ayed Habib Al-Haider	0	0	0%	0	0	0%	0	0%

REMUNERATIONS OF BOARD, COMMITTEE MEMBERS, AND SENIOR MANAGEMENT

BOARD MEMBER AND EXECUTIVE MANAGEMENT REMUNERATION POLICY

In light of the provisions regulating the remuneration for Board members and members of the permanent Board subcommittees set forth in the Companies Law, Corporate Governance Regulations, and Implementing Regulation of the Companies Law for Listed Joint Stock Companies systems for listed joint stock companies, as well as the company's by-law, the remuneration for Board members, members of the permanent Board subcommittees, and Executive Management is based on the following principles:

A. Board Members and Members of Permanent Board Subcommittees:

- The Board, based on a recommendation from the Remuneration and Nomination Committee, determines the remuneration for its members and members of the permanent Board subcommittees according to the following principles:
 - Remuneration must align with the company's strategic objectives, motivate members to achieve these objectives, and enhance the company's capability, growth, and sustainability.
 - Remuneration must be fair and suitable to each member's specialties and the tasks and responsibilities of the Board, in addition to the goals set for the fiscal year by the Board.
 - Remuneration must be proportionate to the nature of the company's business, activities, size and the required skills and experiences.
 - Remuneration must attract Board members with the expertise and qualifications needed to enhance the company's ability to achieve its goals.
- Board members are entitled to an annual compensation of ﷲ 400,000 for their membership.
- The Chairman of the Board is entitled to a special annual compensation of ﷲ 400,000 for their Board leadership, in addition to the annual compensation received by Board members.
- The Chairs of each permanent Board subcommittee are entitled to an annual compensation of ﷲ 50,000, in addition to the annual compensation received by Board members and the members of the permanent Board subcommittees.
- Members of the permanent Board subcommittees, including the Audit Committee, are entitled to an annual compensation of ﷲ 200,000, whether they participate in one or multiple committees.
- Non-Board members of the permanent Board subcommittees, including the Audit Committee, are entitled to an annual compensation of ﷲ 200,000, whether they participate in one or multiple committees.
- The company can claim compensation for damages to the relevant authorities in the following cases:
 - Actions by a member that breach trust and honesty, involve forgery, or violate regulations and laws applicable in the Kingdom of Saudi Arabia.
 - Failure of a member to perform their responsibilities, duties, and tasks, resulting in damage to the company's interest.

REMUNERATIONS OF BOARD, COMMITTEE MEMBERS, AND SENIOR MANAGEMENT

8. The company can recover remuneration paid in the following cases:

- a. If the General Assembly decides to terminate a member's membership due to absence from three consecutive or five separate meetings during their membership without a valid excuse accepted by the Board. In such cases, said member is not entitled to any remuneration for the period following the latest meeting they attended.

b. If it becomes clear to the Audit Committee or the Capital Market Authority (CMA) that the remuneration paid to any Board member was based on incorrect or misleading information presented to the General Assembly or included in the annual Board of Directors' Report.

B. Senior Executives:

The Board determines and approves the remuneration of Senior Executives, based on the recommendations of the Remuneration and

Nomination Committee, and provided that it adheres to the following principles:

1. Remuneration and compensation must align with the company's strategic objectives, motivate members to achieve these objectives, and enhance the company's capability, growth, and sustainability.
2. Remuneration must be proportionate to the nature of the company's business, activities, size, and the required skills and experiences.

3. Remuneration must attract Senior Executives with the expertise and qualifications needed to empower the company to achieve its goals.
4. Remuneration must not cause any conflict of interest that would in turn negatively impact the company's interest and ability to achieve its goals.

REMUNERATION FOR THE FISCAL YEAR 2025

The following tables illustrate the remuneration and compensation paid to Board members, subcommittee members and Senior Executives, including the Chief Executive Officer and Chief Financial Officer, for the Fiscal Year Ended December 31, 2025.

BOARD MEMBERS' REMUNERATION

Name	Specific Amount ⁽¹⁾	Attendance Allowance for Board Meetings	Total Attendance Allowance for Committee Meetings	In-kind Benefits	Remuneration of Technical, Administrative and Consultancy Works	Remuneration of the Chairman of Board, Managing Director or Secretary of Board	Total	Profit Rate	Periodic Bonuses	Short-term Incentive Plans	Long-term Incentive Plans	Shares Awarded	Total	End of Service Benefit	Grand Total	Expense Allowance
Independent Members																
Mr. Khalid Salem Al-Rowais ⁽²⁾	52,602.74	5,000.00	10,000.00	-	-	-	67,602.74	-	-	-	-	-	-	-	67,602.74	-
Eng. Abdulaziz Sulaiman Al-Humaid	400,000.00	25,000.00	35,000.00	-	-	-	460,000.00	-	-	-	-	-	-	-	460,000.00	-
Mr. Abdurahman Mohammed Al-Zoghaibi	400,000.00	25,000.00	15,000.00	-	-	-	440,000.00	-	-	-	-	-	-	-	440,000.00	-
Eng. Abdullah Ali Al-Bakr ⁽³⁾	317,808.22	20,000.00	25,000.00	-	-	-	362,808.22	-	-	-	-	-	-	-	362,808.22	-
Sub-Total	1,170,410.96	75,000.00	85,000.00	-	-	-	1,330,410.96	-	-	-	-	-	-	-	1,330,410.96	-
Non-Executive Members																
Eng. Abdurahman Saleh Al-Fageeh ⁽⁴⁾	800,000.00	25,000.00	15,000.00	-	-	-	840,000.00	-	-	-	-	-	-	-	840,000.00	-
Eng. Samir Ali Al Abdrabbuh	400,000.00	25,000.00	15,000.00	-	-	-	440,000.00	-	-	-	-	-	-	-	440,000.00	-
Mr. Abdulaziz Habdan Al-Habdan	400,000.00	25,000.00	50,000.00	-	-	-	475,000.00	-	-	-	-	-	-	-	475,000.00	-
Mr. Soliman Abdulaziz Al-Hosain	400,000.00	25,000.00	60,000.00	-	-	-	485,000.00	-	-	-	-	-	-	-	485,000.00	-
Eng. Anas Yousef Kentab ⁽⁴⁾	400,000.00	25,000.00	45,000.00	-	-	-	470,000.00	-	-	-	-	-	-	-	470,000.00	-
Sub-Total	2,400,000.00	125,000.00	185,000.00	-	-	-	2,710,000.00	-	-	-	-	-	-	-	2,710,000.00	-
Total	3,570,410.96	200,000.00	270,000.00	-	-	-	4,040,410.96	-	-	-	-	-	-	-	4,040,410.96	-

(1) The specified amount in the table above represents the annual remuneration based on the period the member served on the Board of Directors for the fiscal year ending December 31, 2025, which were disbursed after Board approval.

(2) Resigned on February 17, 2025.

(3) Appointed effective from March 17, 2025.

(4) The entitled remuneration has been transferred to SABIC account, at the request of the member.

REMUNERATIONS OF BOARD, COMMITTEE MEMBERS, AND SENIOR MANAGEMENT

COMMITTEE MEMBERS' REMUNERATION

BOARD AUDIT COMMITTEE (BAC) REMUNERATION

Members of the Board Audit Committee (BAC)	The Due Fixed Remuneration of 2025 (Excluding the Allowance for Attending Meetings) ⁽¹⁾	Allowance for Attending Meetings in 2025	Total
Mr. Abdulaziz Habdan Al-Habdan – (Committee Chairman)	250,000.00	35,000.00	285,000.00
Eng. Abdulaziz Sulaiman Al-Humaid – (Committee Member)	200,000.00	35,000.00	235,000.00
Eng. Majed Abdulalah Nouraddin – (Committee Member) ⁽²⁾	200,000.00	35,000.00	235,000.00
Mr. Abdulrahman Bin Nasser Bin Muammar – (Committee Member) ⁽²⁾	200,000.00	35,000.00	235,000.00
Total	850,000.00	140,000.00	990,000.00

(1) The fixed remuneration amounts listed in the table above represent the annual remunerations granted based on the period each member served on the committee for the fiscal year ending on December 31, 2025, which were disbursed after Board approval.

(2) The entitled remuneration has been transferred to SABIC account, at the request of the member.

According to the remuneration policy for Board and subcommittee members and Senior Executives adopted by the General Assembly:

1. Board members who are members of permanent subcommittees (including the Audit Committee) are entitled to an annual compensation of 200,000, whether they participate in one or multiple committees.
2. Non-Board members of the permanent Board subcommittees (including the Audit Committee) are entitled to an annual compensation of 200,000, whether they participate in one or multiple committees.
3. The Chairs of each permanent Board subcommittee are entitled to an annual compensation of 50,000, in addition to the annual compensation received by Board members and the members of the permanent Board subcommittees.

REMUNERATION AND NOMINATION COMMITTEE (RNC) REMUNERATION

Members of the Remuneration and Nomination Committee (RNC)	The Due Fixed Remuneration of 2025 (Excluding the Allowance for Attending Meetings) ⁽¹⁾	Allowance for Attending Meetings in 2025	Total
Eng. Abdullah Ali Al-Bakr – (Committee Chairman) ⁽³⁾	198,630.14	25,000.00	223,630.14
Mr. Khalid Salem Al-Rowais – (Previous Committee Chairman) ⁽²⁾	32,876.71	10,000.00	42,876.71
Mr. Soliman Abdulaziz Al-Hosain – (Committee Member)	200,000.00	45,000.00	245,000.00
Eng. Anas Yousef Kentab – (Committee Member) ⁽⁴⁾	200,000.00	45,000.00	245,000.00
Eng. Khaled Suleman Al-Muhaisen – (Committee Member) ⁽⁴⁾	200,000.00	40,000.00	240,000.00
Total	831,506.85	165,000.00	996,506.85

(1) The fixed remuneration amounts listed in the table above represent the annual remunerations granted based on the period each member served on the committee for the fiscal year ending on December 31, 2025, which were disbursed after Board approval.

(2) Resigned on February 17, 2025.

(3) Appointed effective from March 17, 2025.

(4) The entitled remuneration has been transferred to SABIC account, at the request of the member.

According to the remuneration policy for Board and subcommittee members and Senior Executives adopted by the General Assembly:

1. Board members who are members of permanent subcommittees (including the Audit Committee) are entitled to an annual compensation of 200,000, whether they participate in one or multiple committees.
2. Non-Board members of the permanent Board subcommittees (including the Audit Committee) are entitled to an annual compensation of 200,000, whether they participate in one or multiple committees.
3. The Chairs of each permanent Board subcommittee are entitled to an annual compensation of 50,000, in addition to the annual compensation received by Board members and the members of the permanent Board subcommittees.

REMUNERATIONS OF BOARD, COMMITTEE MEMBERS, AND SENIOR MANAGEMENT

BOARD INVESTMENT COMMITTEE (BIC) REMUNERATION

Members of the Board Investment Committee (BIC)	The Due Fixed Remuneration of 2025 (Excluding the Allowance for Attending Meetings) ⁽¹⁾	Allowance for Attending Meetings in 2025	Total
Eng. Abdulrahman Saleh Al-Fageeh – (Committee Chairman) ⁽²⁾	250,000.00	15,000.00	265,000.00
Eng. Samir Ali Al Abdrabbuh – (Committee Member)	200,000.00	15,000.00	215,000.00
Mr. Abdulaziz Habdan Al-Habdan – (Committee Member)	–	15,000.00	15,000.00
Mr. Soliman Abdulaziz Al-Hosain – (Committee Member)	–	15,000.00	15,000.00
Mr. Abdurahman Mohammed Al-Zoghaibi – (Committee Member)	200,000.00	15,000.00	215,000.00
Total	650,000.00	75,000.00	725,000.00

(1) The fixed remuneration amounts listed in the table above represent the annual remunerations granted based on the period each member served on the committee for the fiscal year ending on December 31, 2025, which were disbursed after Board approval.

(2) The entitled remuneration has been transferred to SABIC account, at the request of the member.

According to the remuneration policy for Board and subcommittee members and Senior Executives adopted by the General Assembly:

1. Board members who are members of permanent subcommittees (including the Audit Committee) are entitled to an annual compensation of ₪ 200,000, whether they participate in one or multiple committees.
2. Non-Board members of the permanent Board subcommittees (including the Audit Committee) are entitled to an annual compensation of ₪ 200,000, whether they participate in one or multiple committees.
3. The Chairs of each permanent Board subcommittee are entitled to an annual compensation of ₪ 50,000, in addition to the annual compensation received by Board members and the members of the permanent Board subcommittees.

SENIOR EXECUTIVE REMUNERATIONS

Four Senior Executives received the highest remuneration from the Company, including the CEO and the CFO.

Senior Executives ⁽²⁾	Fixed Rewards				Variable remunerations					Total	End-of-service Award	Total Remunerations for Board Executive, if Any	Aggregate Amount
	Salaries	Allowances	In-kind Benefits	Total	Periodic Bonuses	Profits	Short-Term Incentive Plans ⁽¹⁾	Long-Term Incentive Plans ⁽¹⁾	Granted Shares				
Total	5,372,661.00	2,269,414.00	812,662.52	8,454,737.52	–	–	2,432,811.00	1,828,196.00	–	4,261,007.00	2,097,968.33	–	14,813,712.85

(1) The amounts shown under short-term incentive plans (STI) and long-term incentive plans (LTI) are dues for the fiscal year ending on December 31, 2025, which were disbursed after Board approval.

(2) The Board (in its fourth meeting of 2021) approved the Remuneration and Nomination Committee's recommendation to define Senior Executives as the CEO, Vice President for Business, Chief Operating Officer, and Finance General Manager).



INTERNAL AUDIT

SABIC AN's Internal Audit (IA) is a corporate function, led by the Chief Audit Executive, that reports functionally to the Board Audit Committee (BAC) and administratively to the CEO. IA is an independent function that performs its duties with full access to SABIC AN's sites, information, documents, relevant resources, and employee-related matters.

IA operates in accordance with the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors (IIA), as assessed by the external quality assurance and improvement program. In addition, IA maintains an internal quality assurance and improvement program, covering all aspects of the internal audit activities, to evaluate and continuously improve these activities.

IA conducted its planned audits in accordance with the agreed schedule and changes required during the year, as approved by the BAC to evaluate, objectively and independently, the adequacy and effectiveness of the internal controls system. In addition, SABIC AN IA participated in special assignments and conducted consulting services and other advisory engagements.

Throughout 2025, IA regularly issued audit progress reports to the BAC, including the audit plan progress, audit activities/observations, progress on internal audits' outcome, and overall update/view on internal controls' effectiveness. During 2025, IA continued its efforts with respective stakeholders to bring the audit findings to closure in a timely and reasonable manner.

SABIC AN IA continued working towards achieving the IA Strategy that focuses on enabling efficient and effective audits with tangible influence on governance, internal controls, and risk management across SABIC AN's corporate functions, business units, and affiliates.

In strengthening the lines of assurance, the IA Leadership team continued structured engagement sessions with SABIC AN Leadership Teams, proactively sharing key risks and common themes from audit observations while enhancing internal controls.

IA maintained active collaboration with SABIC AN's external auditors to accommodate both responsibilities and add greater value to the organization and its shareholders. The external auditors' reports to management contribute to the formation of Internal Audit's opinion on the effectiveness of the company's internal controls system.

SABIC AN Internal Audit is of the opinion that the company's executive management has maintained an effective internal controls system capable of providing reasonable assurance, and that the internal audit activities outcomes have provided reasonable grounds for formulating this opinion.

DECLARATIONS

Declaration by the Board of Directors of SABIC Agri-Nutrients Company

The Board of SABIC AN Company acknowledges that:

1. The accounting records have been properly prepared.
2. The internal control systems are based on sound foundations and have been effectively implemented.
3. There is no significant doubt about the company's ability to continue its operations.

Business and Contracts in which the Company is a Party, or in which any of the Board Members, Senior Executives, or any related person has an interest

The company has not entered into any contracts with any members of its Board of Directors or any of its Senior Executives, and the company refrains from contracting with any members of its Board of Directors or its executive managers.

It is also worth noting that one independent Board member has declared the existence of a dealing between SABIC Agri Nutrients and the National Agricultural Development Company (NADEC), which is considered an indirect interest, as those transactions involved the selling of final products from SABIC Agri Nutrients to NADEC for ٢ 1,742,963, bearing in mind that the dealing was not completed under any preferential terms or any involvement from the Board member, who promptly declared it to the Board upon becoming aware of it, in accordance with the relevant regulatory requirements and this dealing was presented to the company's General Assembly for voting.

Information Related to any Competing Business of the Company or any of the Branches of Activity

There are no competing businesses or activities undertaken by any members of the Board of Directors that compete with the company or any of its business activities.

Penalties, Sanctions or Restrictions imposed on the Company by the CMA or any other Supervisory, Regulatory or Judicial Authority

There is no penalty, retribution, precautionary measure or precautionary restriction imposed on the company by the Capital Markets Authority (CMA) or any other supervisory body, or other regulatory authority or judicial body, during the fiscal year ending on December 31, 2025.

Board's Recommendations to change the Auditor before the end of the period for which they were appointed

No recommendation has been made by the Board of Directors to change the auditors appointed by the company's General Assembly.

Auditor Fees Related to the Financial Statements

The auditor fees for PricewaterhouseCoopers (PwC) for the year related to the audit and review of the consolidated financial statements of SABIC AN are ٢ 1.3 Mn. (2024: ٢ 1.3 Mn.). Other fees this year include ٢ 0.5 Mn. (2024: ٢ 0.5 Mn.) for the audit of subsidiaries and ٢ 0.2 Mn. (2024: ٢ 0.3 Mn.) for audit-related compliance services.

Waiver of Remuneration

There are no arrangements or agreements by which any Board Members or senior executives have waived any remuneration for the fiscal year ending on December 31, 2025.

Waiver of Dividends

There are no arrangements or agreements under which a shareholder has waived any rights to dividends for the fiscal year ending on December 31, 2025.

Clarification of Differences from the Accounting Standards Approved by the Saudi Organization for Chartered and Professional Accountants (SOCPA)

The company's financial statements were prepared during the fiscal year ending on December 31, 2025, in accordance with the accounting standards requirements approved by the Saudi Organization for Chartered and Professional Accountants (SOCPA).

Description of Debt Instrument Activities

There are no convertible debt instruments, contractually based securities, rights issues or conversion rights under convertible debt instruments, nor any contractually based securities or convertible warrants, warrants or similar rights issued or granted by the issuer. In addition, there is no refund, purchase or cancellation by the issuer of any redeemable debt instrument, during the fiscal year ending on December 31, 2025.

DECLARATIONS

Description of any Interest in the Category of Entitled-to-Vote Shares belonging to Persons (Other than the Board's Members, Senior Executives and their Relatives) Who Informed the Company of these Rights

No shareholder, other than Board Members, Executive Management and their relatives, notified the company of any change in the ownership of shares during the fiscal year ending on December 31, 2025.

Disclosure of the Details of Treasury Shares held by the Company and Details of the Uses of these Shares

There are no treasury shares held by the company, and there are no details about the uses of these shares.

Description of any Transaction Between the Company and a Related Party

The Saudi Basic Industries Corporation (SABIC) and some of its subsidiaries supply raw materials to the company and support it with technical licenses, shared services, and administrative, technical, legal, and other services and contracts, all of which are commercial transactions within the Group framework. The company also supplies some of its products to its subsidiaries under prevailing market terms.

Annual Review Results of the Effectiveness and Procedures of the Internal Control System

In light of activities conducted by SABIC AN's Internal Audit Department during 2025, which included its specific tasks in carrying out the audit in accordance

with the plan approved by the Board Audit Committee for the fiscal year 2025, objective and independent evaluations were provided to add value and achieve the objectives assigned to it.

The Board Audit Committee reviews periodic reports prepared by the Internal Audit Department, as well as comments of the external auditor on the evaluation of the company's internal control procedures in terms of design and implementation.

The Board Audit Committee also follows up on recommendations of the Internal Audit Department and external auditors to execute and follow up on corrective actions, and to generally consider the effectiveness of internal control procedures through internal audit reports, and with regard to the fairness of financial statements specifically, while considering the fact that any internal control system, regardless of its proper design and implementation, cannot provide absolute assurance of its effectiveness of applied systems of internal controls.

Based on what was provided by the company's Management, the Internal Audit Department, and an external auditor, and after reviewing the General Court of Audit (GCA) reports, and the Committee's oversight of risk management, no fundamental weakness was found in the company's internal control system.

The Company applies all provisions contained in the corporate governance regulations issued by the Capital Market Authority (CMA), except for the following:

Article/Clause No.	Provisions of the article/clause	Reason
Article 39: Evaluation	The Board of Directors shall make arrangements to obtain an evaluation of its performance from a qualified external party every three years.	Guiding Article
Article 51: Audit Committee Formation	(c) The Chairman of the Audit Committee must be an independent member.	Guiding Clause The current Chairman of the Committee is a non-executive member who has served on the Board for more than nine years, which constitutes a lack of independence under the requirements of Article 19 of the Corporate Governance Regulations.
	(d) Half of the Audit Committee members must be independent or not subject to the independence conditions outlined in Article 19 of these regulations.	Guiding Clause

Article/Clause No.	Provisions of the article/clause	Reason
Article 67: Formation of the Risk Management Committee	A committee named the Risk Management Committee shall be formed by a decision of the Board of Directors. Its Chairman and most of its members must be non-executive members of the Board, and they must possess an adequate level of knowledge in risk management and financial affairs.	Guiding Article Audit Committee currently undertakes the functions of the Risk Management Committee as stipulated in its Charter approved by the General Assembly.
Article 68: Competencies of the Risk Management Committee	The Risk Management Committee shall handle the tasks stipulated in Article 68 of the regulations.	Guiding Article Audit Committee currently undertakes the functions of the Risk Management Committee as stipulated in its charter approved by the General Assembly.
Article 69: Meetings of the Risk Management Committee	The Risk Management Committee shall meet periodically at least once every six months, and as needed.	Guiding Article
Article 92: Formation of the Corporate Governance Committee	In accordance with Article 47 of the Corporate Governance Regulations stipulating that the Board of Directors shall form specialized committees based on company's need, circumstances, and situations, enabling it to effectively perform its mandates, the Board deems the formation of a committee specialized in Corporate Governance infeasible, as the mandates of the Board and its committees are integral components of governance, each of which contributes to achieving its goals. Therefore, restricting governance implementation to a committee constitutes malpractice in the implementation of Governance Principles.	Guiding Article

CLOSING STATEMENT

The Board of Directors extends its utmost gratitude and appreciation to the Custodian of the Two Holy Mosques, King Salman bin Abdulaziz Al Saud, may God preserve him, His Royal Highness Prince Mohammed bin Salman bin Abdulaziz Al Saud, Crown Prince and Prime Minister, and to the Prince of the Eastern Region, His Royal Highness Prince Saud bin Nayef bin Abdulaziz, and His Royal Highness Prince Saud bin Bandar bin Abdulaziz Al Saud,

Deputy Prince of the Eastern Region, for their support and assistance which has propelled the industrial renaissance in our beloved Kingdom.

The Board of Directors is also pleased to thank all the company's personnel for their effective efforts throughout the year, together with prayers to God to protect our country and our capabilities, and to bring progress and prosperity to this National Company.

APPENDIX

136 Glossary

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GLOSSARY

A

Agri-nutrients:

Chemical products used in agriculture to supply essential nutrients required for plant growth and crop production, including nitrogen-, phosphorus-, potassium-, and micronutrient-based fertilizers.

Agri-nutrients value chain:

The sequence of activities from feedstock sourcing and ammonia production to fertilizer manufacturing, distribution, and agricultural use.

Ammonia (NH₃):

A nitrogen-based chemical compound produced primarily from natural gas or other feedstocks and a key intermediate in the manufacture of nitrogen fertilizers.

Asset integrity:

The ability of physical assets to perform their intended function safely and reliably throughout their lifecycle.

B

BERR:

The SABIC Employees Charitable Fund Foundation, an employee-supported charitable foundation that funds and manages social impact programs, including family care, healthcare, rehabilitation, and community infrastructure.

Bio-enhanced Urea:

A urea-based fertilizer formulated with biological or bio-based components to improve nutrient availability, enhance soil biological activity, and support more efficient nitrogen uptake by crops.

C

Carbon dioxide (CO₂):

Carbon dioxide (CO₂) is a greenhouse gas that traps heat in the Earth's atmosphere, contributing to global warming. It is produced naturally and through human activities, including industrial processes, fossil fuel combustion, and chemical reactions. Managing CO₂ emissions is a key focus of climate and sustainability efforts.

D

DAP (di-ammonium phosphate):

A phosphate fertilizer that contains nitrogen and phosphorus and is commonly used to supply phosphorus for crop growth.

E

EBITDA (earnings before interest, taxes, depreciation, and amortization):

A financial metric that measures earnings before interest and tax and before non-cash charges for depreciation and amortization.

Environment, Health, Safety, and Security (EHSS):

SABIC AN's operational framework covering environmental protection, occupational health, workplace safety, and security, used to manage risks and support safe and responsible operations.

Environmental, Social and Governance (ESG):

A framework used to assess how an organization manages environmental impacts, social responsibilities, and governance practices, and how these factors influence long-term value creation, risk management, and business sustainability.

F

Fertilizers:

Products applied to soil or plants to supply essential nutrients required for crop growth and yield.

Food security:

The condition in which all people have reliable access to sufficient, safe, and nutritious food.

Free cash flow (FCF):

A financial metric that measures net cash generated from operating activities minus capital expenditures.

G

Granular urea:

A solid nitrogen fertilizer in granule form, produced to provide improved handling, storage stability, and uniform field application compared to smaller prilled forms.

Greenhouse gases (GHG):

Gases that trap heat in the atmosphere, including carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O).

H

Human capital:

Human capital refers to the knowledge, skills, experience, and other intangible qualities that contribute to an individual's or workforce's productivity and economic potential.

Humic acid coated urea:

A urea-based nitrogen fertilizer coated with humic acid to improve nitrogen availability and support more efficient nitrogen uptake by crops.

I

Income from operations:

Income from operations (EBIT) represents earnings before finance income and cost, zakat and tax, and results from non-integral joint ventures and associates.

Industrial chemicals:

Chemical products used as inputs in industrial processes and manufacturing applications, excluding direct agricultural or consumer use.

Institute of Internal Auditors (IIA):

A global professional association that provides standards, guidance, and certification for the internal auditing profession.

Intellectual capital:

Intellectual capital refers to the knowledge-based assets that create value for a company, including intellectual property, patents, trademarks, copyrights, trade secrets, proprietary technologies, and research and development (R&D) capabilities. In distinction to human capital, which resides with individuals, intellectual capital is embedded within the organization itself.

International Sustainability and Carbon Certification (ISCC PLUS):

A voluntary, globally recognized certification system for bio-based, circular (recycled), and renewable raw materials across multiple sectors. It ensures sustainability and traceability throughout the supply chain, promoting environmentally, socially, and economically sustainable production practices.

GLOSSARY

J

JADEER training program:

A structured training framework designed to strengthen the capabilities of security guards and fire technicians by ensuring compliance with environmental, health, safety, and security (EHSS), process safety, reliability, and sustainability standards through progressive learning, assessment, and competency development.

L

Life cycle assessment (LCA):

A method for evaluating environmental impacts associated with all stages of a product's life cycle.

Low-carbon products:

Fertilizers produced using processes or inputs that significantly reduce greenhouse gas emissions compared to conventional methods.

M

MAP (mono-ammonium phosphate):

A phosphate fertilizer containing nitrogen and phosphorus, commonly used to supply phosphorus for crop growth.

N

Nitrogen (N):

An essential macronutrient required for plant growth and crop yield.

NPK:

A compound fertilizer containing nitrogen (N), phosphorus (P), and potassium (K), the three primary macronutrients required for plant growth and crop productivity.

O

Occupational health and safety:

Policies and practices that protect workers' health and safety by preventing work-related injuries, illnesses, and fatalities and by managing workplace hazards, including process safety.

Operational excellence:

The consistent execution of safe, reliable, and efficient operations to deliver strong performance.

P

Portfolio Sustainability Assessment (PSA)

A process that evaluates the sustainability performance of a product throughout its life cycle using indicators such as those developed by the World Business Council for Sustainable Development (WBCSD).

Prilled urea:

A solid urea fertilizer produced in small, rounded pellets ("prills"), typically used for standard fertilizer applications and as a feedstock for blended or coated urea products.

Process safety:

The prevention of incidents involving the uncontrolled release of hazardous substances or energy.

Product stewardship:

The responsible management of products throughout their life cycle to protect health, safety, and the environment, including risk management, responsible marketing and labeling, transparency, and the reduction or substitution of chemicals of concern where feasible.

Q

Quality Assurance (QA):

Quality assurance (QA) is a systematic process for ensuring that quality standards are met throughout a project or product life cycle.

Quality Management System (QMS):

A structured set of policies, processes, procedures, and responsibilities used to plan, control, and improve quality across an organization. A QMS typically includes quality assurance activities such as defined standards, documentation, audits, reviews, and corrective actions to verify compliance and drive continuous improvement.

S

Stabilized urea:

Urea treated with additives such as urease or nitrification inhibitors to slow nitrogen conversion in soil, improving nutrient-use efficiency and reducing environmental losses.

Sustainability:

The integration of economic performance, environmental stewardship, and social responsibility to support long-term value creation.

T

Technical Grade Urea (TGU):

A high-purity urea product intended for industrial and technical applications, including the manufacture of resins, adhesives, and other chemical products, rather than for direct agricultural use.

U

Urea:

A highly concentrated nitrogen fertilizer containing 46% of nitrogen.

UCS (Urea Calcium Sulfate):

A nitrogen fertilizer formulation combining urea with calcium sulfate to supply nitrogen and sulfur while supporting soil structure and improving nutrient availability for crops.

V

Volatilization:

The loss of nitrogen to the atmosphere as ammonia gas after fertilizer application.

Z

Zinc-coated urea:

The release of nitrogen to the atmosphere after fertilizer application.

COMMONLY USED ACRONYMS

BAC: Board Audit Committee

BIC: Board Investment Committee

CO₂e: carbon dioxide equivalent

DAP: di-ammonium phosphate

EHSS: Environment, Health, Safety, and Security

GHG: greenhouse gases

GPCA: Gulf Petrochemicals and Chemicals Association

IFA: International Fertilizer Association

MAP: mono-ammonium phosphate

NPK: nitrogen (N), phosphorus (P), and potassium (K)

NPS: nitrogen (N), phosphorus (P), and sulfur (S)

RNC: Remuneration and Nomination Committee

SEEC: Saudi Energy Efficiency Center

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