



Al Abraaj Restaurants Group B.S.C

Corporate Governance Report

In accordance with the principles and disclosure regulations stipulated in the Corporate Governance Charter of the Kingdom of Bahrain, and Volume No. 6 of the Regulations and Bylaws Manual issued by the Central Bank of Bahrain

31st December 2025

:Other governance and disclosure systems

1. Corporate Governance Structure

The company is governed by the Commercial Companies Law issued by Decree No. 21 of 2001 (“Companies Law”) and its amendments, the Corporate Governance Charter of the Kingdom of Bahrain issued in 2018 and its subsequent amendments (“Governance Charter”), Volume 6 of the Guide to Regulations and Rules issued by the Central Bank of Bahrain (specifically the HC Module and the Bahrain Stock Exchange Law of 1987 in general (“Regulations”) and its subsequent amendments.

The company is committed to its responsibility to shareholders by adopting the highest standards of corporate governance. It believes that the proper application of corporate governance enhances value for its shareholders and provides appropriate guidelines for the Board of Directors, its committees, and executive management to fulfill their duties in the best interests of the company and its shareholders. Therefore, the company strives to achieve the highest levels of transparency, accountability, and effective management by adopting and monitoring the implementation of strategies, objectives, and policies aimed at fulfilling its regulatory and ethical responsibilities.

2. Board of Directors

The company’s board of directors consists of seven members, including (2) independent and non-executive members, (4) executive and non-independent members, and one non-independent and non-executive member.

They were elected at the Ordinary General Assembly meeting held on 23rd December 2024, for a term of three years, and the current Board term will end on 23rd December 2027.

2.1 The Election Process

The Nomination and Remuneration Committee formed by the Board of Directors reviews the skills and qualifications that the prospective members of the Board of Directors must possess. The General Assembly elects the new candidate after obtaining majority votes in the ballot held for such purpose. Responsibilities are distributed across the Board of Directors in accordance with the Company’s Articles of Association and the Commercial Companies Law. Membership of the

Board of Directors may be nullified in case, inter alia, the member commits a crime, breaches trust or is declared bankrupt.

2.2 Boards Composition

The Chairman of the Board is responsible for overseeing the work of the executive management, whose performance is regularly evaluated. The Chairman is also responsible for leading the Board, ensuring its effectiveness monitoring the performance of the Group General Manager and communicating with the company's shareholders. The Board of Directors has formed specific committees with defined powers to guide management, oversee operations, and make decisions within the company. The Board of Directors directly, or through its various committees, supervises the management of the company.

All company policies are reviewed and updated annually. The Compliance Department, in coordination with the Internal Audit Department, monitors the updating and implementation of these policies and procedures. The Board of Directors is responsible for approving any transactions with related parties, in accordance with the company's established authority structure. Additionally, any material transaction identified by the company requires Board approval. The Board of Directors is also responsible for preparing the company's financial statements.

The Board members can communicate with the company's executive management at all times. The General Manager, in cooperation with senior management, monitors the company's performance and guides it towards achieving the desired goals. He also manages day-to-day affairs based on the policies, objectives, strategies, and guidelines adopted and approved by the Board of Directors from time to time.

The company's board of directors consists of (7) members is characterized by diverse experiences of high professional competencies, especially in the areas of financial management, investment structuring, as well as company establishment, investment and expansion in projects , and their management and operation , which enhances the ability to make strategic decisions and achieve the objectives of Al Abraaj Restaurants Group.

The board members are appointed under an agreement that specified the board member's duties and responsibilities during his term on the board, including his obligation to provide the necessary time to perform his duties, as well as compensation and bonuses, and the possibility of obtaining independent professional advice whenever the need arise

3. Board members and their other memberships:

The table below shows the names of the gentlemen members of the Board of Directors and the date of their first membership:

#	Member	Appointment period	First appointment date	End of appointment date	Membership type	position	remarks
1	Mr.Hamad Rashed Hilal Isa	3 years	23 rd December 2024	23 rd December 2027	Non-independent & executive	Chairman	
2	Mr. Abdullah Rashed Hilal Isa				Non-independent & executive	Vice-Chairman	
3	Mr. Ali Rashed Hilal Isa				Non-independent & executive	Member	
4	Mr. Faisal Rashed Hilal Isa				Non-independent & executive	Member	
5	Mr. Khaled Mohamed Khaled Matar				Independent & non-executive	Member	
6	Mr. Wissam Farid Boutros Haddad				Non independent & non-executive	Member	
7	Mr.Moayed Tawfiq Abdulrahman Al-moayed				Independent & non-executive	Member	

*The board of directors does not include a female member

4. Director Ownership of Shares:

#	Member's name	Number of shares owned as of December 31, 2024	Number of shares owned as of December 31, 2025	Ownership percentage (%)
1	Mr. Khaled Mohamed Khaled Matar	85,000	85,000	%0.77
2	Mr. Wissam Farid Boutros Haddad	84,745	84,745	%0.77
3	Mr. Moayed Tawfiq Abdul Rahman Al-moayed	63,559	63,559	%0.58

5. Distribution of share ownership

5.1 Distribution of share ownership by nationality:

The company's shareholder register as of 31st December 2025, indicates that there are 775 shareholders. The total number of shares is **109,090,909**. The following is the distribution of company share ownership by nationality:

Percentage of shares owned					
#	Contributor classification	Individuals	Companies	Government or organizations	the total
1	local	5.26	71.97	3.88	81.11
2	Arab	1.05	7.8	-	8.85
3	foreign	0.12	9.92	-	10.04
4	the total	6.43	89.69	3.88	100

5.2 Shareholders who own 5% or more than company shares as of 31st December 2025 :

The table below shows the number and names of shareholders who own 5% or more of the company's shares:

#	Shareholders	Number of shares	State	share ownership % percentage
1	Puro Securities W.L.L	30,324,546	Kingdom of Bahrain	%27.79
2	Elevate Securities W.L.L	30,104,545	Kingdom of Bahrain	%27.59
3	Sahem LTD	10,822,050	Cayman Islands	%9.92
4	Altitude Securities W.L.L	6,622,200	Kingdom of Bahrain	%6.07
5	the total	77,873,341	-	%71.3

5.3 Distribution of share ownership according to quantity and size:

The table below shows the distribution of share ownership by contribution size as of 31st December 2025:

#	Share ownership (share)	Number of contributors	Number of shares owned	Percentage of shares owned from capital
1	Less than 50,000	718	2,436,540	2.2
2	From 50,000 to less than 500,000	42	6,778,241	6.2
3	From 500,000 to less than 5,000,000	10	16,652,787	15.3
4	More than 5,000,000	5	83,223,341	76.3
5	the total	775	109,090,909	100

5.4 Government Ownership

The government owns 4,231,009 shares in the company as of 31st December 2025.

6. Board Committees

The Board of Directors formed two committees with specific tasks as perscribed in the corporate governace code:

Tasks	Membership type	position	Members of the Appointments and Remuneration Committee
Mr. Wissam Farid Boutros Haddad	Non- - independent Non-executive	Chairman of the Committee	<ul style="list-style-type: none"> • Human Resources • Rewards and incentives • Administrative Affairs
Mr. Khaled Mohamed Khaled Matar	- Independent Non-Executive	member	
Mr. Ali Rashid Hilal Isa	Non- - independent Executive	member	

Tasks	Membership type	position	Members of the Audit, Risk and Governance Committee
Mr. Faisal Rashid Hilal Isa	Non- independent Executive	Chairman of the Committee	<ul style="list-style-type: none"> • Supervising the process of preparing financial reports and the group's internal control systems, and reviewing the group's financial statements . • External oversight • Compliance monitoring • Corporate Governance
Mr. Wissam Farid Boutros Haddad	Non- independent- Non-executive	member	
Mr. Moayed Tawfiq Abdul Rahman Al-moayed	Independent- Non-Executive	member	

Board meetings are held in accordance with regulations at least once a quarter and whenever necessary, in addition to meetings of the Board's committees. The Board met during 2025 a number of 4 Meetings, and the company's annual general meeting was held on 27th March 2025.

In addition, the Audit, Risk and Corporate Governance Committee met 4 times and the Nomination and Remuneration Committee met twice.

First: The Audit, Risk, Compliance and Corporate Governance Committee:

The board of directors of Al Abraaj Restaurants Group Company formed The Audit, Risk, Compliance and Corporate Governance Committee which consists of three members, the chairman of the committee (a non-independent and

executive member), two other members (non-independent and non-executive) and one other member (independent and non-executive).

The committee possesses the necessary financial and other relevant expertise including:

- The ability to read and understand corporate financial statements including the balance sheet, income statement, cash flow statement, and change in shareholders' equity.
- Understanding the accounting principles under which the company financial statements are prepared, having experience in evaluating financial statements, especially those related to the nature of the company's business, as well as understanding the internal controls and procedures followed in preparing financial reports, and comprehending the tasks of the audit committee and its importance.
- The Audit, Risk, Compliance and Corporate Governance Committee meets at least 4 times a year, and the committee operates under a formal, documented and approved charter.

Second: Appointments and Remuneration Committee:

The board of directors of Al Abraaj Restaurants Group Company formed The Nomination and Remuneration Committee and it consists of three members the Chairman of the Board is (non-independent & non-executive), one member is (independent - non-executive), and another (non-independent - executive).

The Nomination and Remuneration Committee meets at least twice a year, and the committee operates under a formal, documented and approved charter.

The following are the names of the board members, their job titles, and other positions:



Hamad Rashed Hilal Isa

Chairman of the Board – Non-Independent and Executive

A Director at AlAbraaj Restaurants Group since 2005, and Chairman since 2024. With a strong background in management, finance and culinary arts, he has successfully led the creation of multiple renowned restaurant brands and has been actively involved in various ventures. His 20 years expertise and commitment continue to drive innovation and excellence in all his endeavours. He has co-founded Ahlan Technologies Holding Ltd and the Ahlan Rewards App. From 2020 to 2024, he served as a valued Board Member of the Bahrain Tourism & Exhibitions Authority, contributing his insights and expertise to further enhance the sector's development and visibility.

Abdullah Rashed Hilal Isa

Vice Chairman of the Board - Non-Independent and Executive

A Director at AlAbraaj Restaurants Group since 2007, and Deputy Chairman since 2024. He graduated with first-class honours from University College London in 2007 with a Bachelor of Science in Project Management for Construction. He provides leadership to several companies including AlHilal Construction, AlHilal Stoneworks, and Prime Projects and directorial positions in Al Hilal Enterprises Co., Lightex W.L.L. and Ahlan Technologies Holding Ltd. Additionally, from 2022 to 2024, he has served as a Board Member of Hope Ventures, dedicating his expertise to initiatives aligned with the organization's mission.

Ali Rashed Hilal Isa

Board Member - Non-Independent and Executive

A Director at AlAbraaj Restaurants Group since 2010, and an Executive serving the role of Business Development Director since 2024, contributing to the group's growth plans through company-owned and franchised outlets. He earned a Bachelor of Engineering in Civil Engineering from University College London



in 2010, and serves as a Director at Al Hilal Enterprises Co. and Ahlan Technologies Holding Ltd.

Faisal Rashed Hilal Isa

Board Member - Non-Independent and Executive

A Director at AlAbraaj Restaurants Group since 2011, and board member since 2024. His career is marked by significant contributions to various organisations and continues to bring valuable perspectives especially on the financial and accounting side, contributing to the company's overall success and growth strategies. He holds a Bachelor of Science in Accounting & Business Management from the University of Westminster. He is also a Director at Al Hilal Enterprises Co. and has co-founded Ahlan Technologies Holding Ltd and the Ahlan Rewards App. In his current role as a Non-Executive Director at AlAbraaj Restaurants Group B.S.C., Faisal continues to bring valuable perspectives to the table especially on the financial and accounting side, contributing to the company's overall success and growth strategies. With a strong educational background, extensive experience, and a commitment to excellence, Faisal remains a valuable asset to the organizations he serves, driving innovation and strategic initiatives across various sectors.

Khaled Mohammed Khaled Matar

Board Member - Independent and Non-Executive

Khalid M K Mattar is an accomplished executive with over twenty years of experience in the fields of finance, advisory, and corporate governance. He currently serves as the CEO of Abdulrahman Saleh Al Rajhi and Partners in Saudi Arabia. In addition to his CEO responsibilities, Khalid holds board positions across a variety of sectors, including finance, technology, media, and logistics, where he contributes his strategic insight and expertise to drive organizational success. A graduate of Bentley University, Khalid earned his degree in Corporate Finance and Accounting, establishing a solid foundation for his professional



journey. He is known for encouraging innovation, supporting growth, and fostering a culture of achievement.

Wissam Farid Haddad

Board Member - Non-Independent and Non-Executive

Wissam Haddad is a distinguished professional with an extensive background spanning over 20 years in investment banking, real estate, and private equity. He has built a reputation for his visionary leadership in executing transformative financial transactions and pioneering innovative solutions within the financial sector. As the Group Head of Investment Banking at SICO B.S.C.(c) since 2014, Wissam has been at the forefront of numerous high-profile deals, including advising on the execution of a USD 11 billion cross-border M&A and cross listing of one the region's largest financial institutions. His expertise has not only led to the successful completion of multi-million-dollar transactions but has also earned recognition through several prestigious awards for his initiatives in capital markets. Wissam's academic foundation includes a Bachelor of Commerce from Concordia University in Canada, where he honed his financial acumen. Additionally, he contributes his insights and leadership as a board director at SICO Invest LLC in the UAE, further solidifying his influence in the investment landscape.

Moayed Tawfeeq Al-moayed

Board Member - Independent and Non-Executive

Moayed T. Al-moayed is an experienced investor and entrepreneur with a strong background in strategic planning, company building and corporate development. He graduated from the University of Miami with a Bachelor's degree in Entrepreneurship and earned a diploma in Philanthropy from Georgetown University. Moayed has held leadership roles in various regions, including Saudi Arabia, UK, Bahrain, and the UAE. As a co-founder of Calo, he successfully scaled the company to generate over nine figures in annualized revenue. He is also a partner at Pinnacle Capital, where he manages a \$200 million venture capital program. With investments in more than 30 technology-enabled startups and a proven track record of implementing innovative strategies, Moayed is a dynamic force in driving growth and success across a wide range of sectors.

7. Dates of meetings of the Board of Directors and the Board subcommittees

First: Board of Directors meetings: The Board of Directors held 4 meetings during the financial year 2025:

#	Board Member	the date				Attendance percentage
		February 24, 2025	May 12, 2025	August 11, 2025	November 12, 2025	
1	Mr.Hamad Rashid Hilal Isa	✓	✓	✓	✓	%100
2	Mr. Abdullah Rashid Hilal Isa	✓	✓	✓	✓	%100
3	Mr. Ali Rashid Hilal Isa	✓	✓	✓	✓	%100
4	Mr. Faisal Rashid Hilal Isa	✓	✓	✓	✓	%100
5	Mr. Khaled Mohamed Khaled Matar	✓	✓	✓	✓	%100
6	Mr. Wissam Farid Boutros Haddad	✓	✓	✓	✓	%100
7	Mr.MoayedTawfiq Abdul Rahman Al-moayed	✓	✓	✓	✓	%100

Second: Nomination and Remuneration Committee Meetings: The committee held two meetings during the financial year 2025:

#	Committee member	11 th February 2025	22 nd December 2025	Attendance percentage
1	Mr. Wissam Farid Boutros Hadda	✓	✓	%100
2	Mr. Khaled Mohamed Khaled Matar	✓	✓	%100
3	Mr. Ali Rashid Hilal Isa	✓	✓	%100

Third: Audit, Risk and Corporate Governance Committee Meetings: The committee held 4 meetings during the financial year 2025:

#	Committee member	19 th February 2025	8 th May 2025	7 th August 2025	9 th November 2025	Attendance percentage
1	Mr. Faisal Rashid Hilal Isa	✓	✓	✓	✓	%100
2	Mr. Wissam Farid Boutros Haddad	✓	✓	✓	✓	%100
3	Mr. Moayed Tawfiq Abdul Rahman Al-moayed	✓	✓	✓	✓	%100

8. Code of Conduct

The Board of Directors adopted a Code of Conduct for all employees, which includes procedures for handling conflicts of interest. This Code of Conduct also requires all members of the Board, the executive management team, and employees to adhere to the highest standards of professionalism and care in the performance of their duties.

Members of the Board of Directors and employees are required to observe the rules and ethics of work at all times in accordance with the approved Code of Conduct.

If a board member senses a matter that may involve a conflict of interest, he must notify the board so that the board can take appropriate action and decisions.

Every member of the company's board of directors understands that he is subject to the laws and procedures applied in the company and is therefore fully and personally responsible for all his actions before the company and the company's shareholders in the event of his breach of his legal obligations and his commitment to the company.

A board member makes every effort to manage his own business affairs separately from the company, its clients, or its shareholders, in order to avoid any suspicion of conflict of interest.

9. Introductory Program and Management Training

The company is keen to ensure that all members of the Board of Directors have the knowledge, ability and experience to perform the tasks required of them, and therefore the company is keen to promote awareness among new and existing members.

10. Performance Evaluation

According to the Corporate Governance Charter, the overall performance of the Board of Directors is evaluated through the annual general meeting of shareholders and it is absolved of any liability.

11. Remuneration

When discussing the remuneration item, the Board of Directors takes into account the overall performance of the company, as well as an independent assessment of the performance of the Board member and his commitment to achieving the objectives and fulfilling the responsibilities required of him and agreed upon.

The approval of the Board of Directors' remuneration is within the scope of the Ordinary General Assembly and is done in accordance with the provisions of the Commercial Companies Law, the decisions issued by the Minister of Industry and Commerce and the regulations applied by the Central Bank of Bahrain.

The Board of Directors of Al Abraaj Restaurants Group formed a Nomination and Remuneration Committee, its responsibilities include reviewing and adopting remuneration policies, evaluating the remuneration system, and ensuring its proper implementation and management. The committee is also responsible for submitting recommendations regarding Board of Directors remuneration to the Ordinary General Assembly. No remuneration has been approved for the members of the Board of Directors in 2025 .

12. Compliance with corporate governance requirements

The company is committed to continuously reviewing and developing its corporate governance policies to ensure compliance with the changing requirements of regulatory bodies and to ensure adherence to international best practices related to corporate governance. The company is committed to keep the Board members informed of all developments in the field of corporate governance and its procedures and to respond to their inquiries, if any. This comes within the context of the Board's commitment to adhering to standards that protect the interests of the company and its shareholders.

With regard to the requirements of the Central Bank of Bahrain - specifically Volume 6 (HC 1.5.2, 3.2.1, 4.2.2) the company will restructure its Board of Directors committees to comply with the Central Bank's requirements and the Corporate Governance Charter.

13.Executive management

The following is a list of the job titles of the company's executive management members:

Ali Ibrahim Ali Amara

General Manager of the Group

Since 2022, he has served as the Group General Manager overseeing the company's various departments and restaurant operations. His expertise is wide ranging, including organisational management, operational efficiency and compliance, business planning and franchising. His experience spans 16 years of working in the industry. Ali was the Regional Operations Manager at PRIDE Restaurant Management (2020–2022), where he developed operational procedures to enhance profitability and efficiency. From 2015 to 2020, Ali served as Area Operations Manager for Dairy Queen International in the Middle East and North Africa. There, he implemented regional business plans, supported franchise development, and ensured compliance with brand and operational standards. Ali holds an MBA from Chifley Business School, Australia, and a Bachelor of Commerce in Accounting from Mansoura University, Egypt.

Mohamed Ramadan

Financial Manager

Joined AlAbraaj Restaurants Group BSC Closed in 2024, serving as the Chief Financial Officer. He is an experienced finance executive with a strong background in financial management, strategy, and system transformation. He is responsible in analysing financial data, leading major finance change initiatives, and enhancing business performance. His expertise is in financial and management accounting, venture capital, cash flow planning, risk management, and system transformation. Before joining AlAbraaj Restaurants Group, he was a Corporate Finance Manager at Bonapal Consultancy and Management from 2022 to 2024. There, he played a role in mergers and acquisitions, conducted due diligence, and led digitalization efforts across. Previously, he worked as a Finance



Manager at BMMI BSC, overseeing financial management for multiple supermarkets, restaurants, and a hotel camp across Bahrain, KSA, and Iraq. He holds multiple professional qualifications, including being a qualified Associate of Chartered Institute of Management Accountants (UK) and a Chartered Global Management Accountant (CPA USA & CIMA UK Body) as well as a Fellow Member of Institute of Cost and Management Accountants in Pakistan.

Hashmeya Alsaba

Board Secretary, Legal Advisor, Compliance Officer, and Investor Relations Officer

Joined in 2025, Ms. Hashmeya serves as the Board Secretary, Legal Counsel, Compliance Officer and Investors relations at Alabraaj Restaurants Group. Prior to joining the company, she served as the legal and compliance manager at Inovent BSC. She holds a Bachelor's degree in Law and International Diploma in Compliance in addition to Professional Anti-Money Laundering Certification (ACAMS). Brining a strong foundation in both legal expertise and regulatory governance, with a proven track record of guiding companies through complex legal frameworks and fostering a culture of compliance, Ms. Hashmeya is dedicated to upholding the highest ethical and professional standards.

Geraldine "Grace" Sablan-Liamco

Administrative Director and Coordinator

Since joining the company in 2002, Geraldine has progressed through various roles and responsibilities within the Alabraaj Restaurants Group. Currently serving as Managing Director and Coordinator, she has prior experience in .franchising, human resources, office operations, and administrative support. With over 25 years of experience, her responsibilities include scheduling, project monitoring, policy compliance, collaboration with franchise partners, and managing various organizational functions, all of which contribute to operational efficiency and organizational growth. Prior to her current role, she briefly worked as a secretary/interpreter at Chaknam Recruitment Agency, handling workforce



inquiries and visa documents. She also worked as an administrative assistant at STI Systems Services and the Systems Technology Institute, where she was responsible for record-keeping, budget management, and coordinating departmental activities. Geraldine holds a Bachelor of Arts in Communication from the University of the East in Manila.

Salwa Abdel Aziz Ibrahim Rashdan

Human Resources Manager

Joined in 2004, she is a practiced Human Resources Manager. Her current role in the company encompasses a broad range of responsibilities, including overseeing recruitment, training, career development, compensation, and employee relations. She is adept at staying current with employment laws and market trends, ensuring that the company's HR policies and procedures are both compliant and effective. Her expertise extends to developing and implementing comprehensive HR strategies, maintaining competitive pay plans, managing employee and benefits programs. Prior to her current role, she held positions as Administration Sr. Supervisor and Administration Supervisor at AlAbraaj Restaurants Group. She began her career as a Researcher and Program Coordinator for The Mother Child Education Program. She holds a BA in Community Services from the University of Bahrain. Received her Diploma in Bahrain Labor Law from the Bahrain Training Institute and a certificate in Human Resource Development Program from the Institute of Leadership & Management (RIPA International UK).

Yasmine Deeb

Brand Development Manager

Since 2024, she has served as Brand Development Manager. She is an accomplished professional with extensive experience in marketing, communications, and brand management across diverse sectors. Her role involves overseeing branding, communication channels, product development, online and offline promotions, and conducting market research. Prior to her current role, she was the Marketing & Communication Director at Empty Quarter Consultancy,



where she managed marketing and communication strategies for various clients in Bahrain and Saudi Arabia. She also held significant positions at Villa Mama in London and Bahrain, and AlGhalia Hospitality WLL in Bahrain. She began her career as a Communications & Marketing Manager at Medi Resto Company in Lebanon. She obtained her Master's degree in Information and Communication from Université Saint-Joseph and a Bachelor's degree in Advertising and Marketing from the same institution. Her educational background is complemented by a French Baccalaureate.

Osama Habib Al-Nuwain

Training Manager

Joined in 2022 serving as a Training Manager. He is an accomplished professional specializing in training and development, business management, and strategic consulting. He excels in developing and delivering training programs that enhance service excellence, culinary skills, and operational efficiency. He is responsible in conducting needs assessments, creating onboarding processes, and ensuring compliance with industry standards. With over a decade of experience, he has a proven track record of designing and implementing effective training programs and initiatives. Previously, Osama was the General Manager at UNI Institute in Bahrain (2021-2022), where he set the strategic direction for the center, oversaw vocational training programs and managed financial operations. His previous roles include being a Business Development Consultant (2019-2021), he also served as General Manager at Seed Training Centre (2014-2019), where he managed operations and developed staff training programs, and as HR & Training Manager at Awal Gulf Manufacturing (2014-2015). Osama holds an MSc in Management of Information Technology from the University of Sutherland (UK), a BTech Higher National Diploma in Computer Studies from Wigan and Leigh College (UK), and an Associate Diploma in Computer Science from the University of Bahrain.



Ali Ibrahim Al-Sheikh

Purchasing Manager

Started in 2001, beginning his career in Al Abraaj Restaurants Group as a restaurant manager, he now serves as the Purchasing Manager. His role involves developing purchasing strategies, managing supplier relationships, negotiating contracts, and ensuring the seamless procurement of high-quality ingredients and products. His expertise lies in restaurant operations, supply chain optimization, inventory management, and building strong vendor relationships, making him an integral part of the organization. Before his tenure as a Purchasing Manager, Ali honed his leadership skills as a Restaurant Manager at AlAbraaj Restaurants Group from 2001 to 2013. There, he successfully managed daily operations, recruited and trained staff, and focused on customer service to enhance the restaurant's performance. Ali holds a Diploma in Computer Studies from Delmon Academy in Bahrain.

Mohammed Antiaz Ahmed

Quality Assurance Manager

Since 2022, he serves as Quality Assurance Manager where he leads the food safety team, oversees compliance with food safety regulations, and manages internal and external audits. He is responsible for updating standard operating procedures, performing vendor audits, and ensuring that food products meet stringent company and regulatory standards. He is an experienced quality assurance and food safety professional with over two decades of expertise in the field that includes auditing and implementing food safety management systems, risk assessment, and training in food safety and quality. Before joining AlAbraaj, he worked as a Quality Assurance & Performance Manager at the Private Affairs of the Custodian of the Two Holy Mosques in Riyadh, Saudi Arabia. He has also held positions as a Quality Assurance Manager at Marka Holdings PJSC and Gourmet Gulf in Dubai, UAE., where he played a key role in developing and implementing quality and food safety programs, and conducting audits. He started his career as a Scientist II at the United States Pharmacopeia in India, and



as a Quality Control Officer in Microbiology at Matrix Laboratories, Hyderabad. He holds a Master's degree in Microbiology from Bharathidasan University and a Bachelor's degree in Microbiology, Biochemistry, and Food & Nutrition from Nagarjuna University.

Christian Paul D'Souza

IT Systems Engineer

Since 2021, he serves as the IT Systems Engineer at Al Abraaj Restaurants Group. He has been instrumental in the development and optimization of in-house IT systems, including a bespoke POS system and comprehensive HR system. His role also involves fortifying company security, creating insightful reports, and implementing various software solutions such as CMMS and ATS. With a formidable background in software development, data analysis, and systems implementation, his expertise spans data analysis and visualization, programming, and machine learning techniques. Before joining AlAbraaj Restaurants Group, he served as an IT Manager and Software Developer at My Market Web & App (2020-2021), where he drove the development of a delivery management system and supervised IT operations. His career also includes a tenure as a Full-Stack Software Developer at Ahlan Technologies SPC (2019-2020), and as a Software Associate Engineer at Accenture India (2017-2018). Christian holds a Bachelor of Computer Science from Mahatma Gandhi Memorial College in Manipal, Karnataka.

14.The executive management's share of the company's stock

None of the executive management team owns shares in the company.

15.Executive Management Remuneration

Executive management compensation is determined in accordance with approved internal regulations and is subject to board approval. The total salaries allowances, and bonuses for executive management for 2025 amounted to BD 203,917 Bahraini dinar.

16. Transactions with related parties

Please refer to note no. (26) From the financial data for the year ended 31st December 2025, in accordance with Article 189 of the Commercial Companies Law.

17. External auditor

At its meeting held on 23rd December 2024, the Constituent General Meeting approved the appointment of BDO Bahrain to review and audit the company's accounts for the financial year ending 31st December 2025. The Board of Directors has approved the fees of the external auditors in the total amount of BD11,650 Bahraini Dinars, in addition to an amount of BD 1,100 Bahraini Dinars representing the total fees not included in the audit services.

18. Communication with shareholders

Al Abraaj Restaurants Group Company is keen to communicate with its shareholders by adhering to the procedures applied in the Bahrain Bourse regarding the disclosure of material information, as well as the press releases issued by the company. Shareholders can also contact the company by visiting its website to view the data, financial statements, and all the key information contained on the site.

19. Details of any violations committed during the financial year ending on 31st December 2025

There are no violations during the year 2025.

20. Social Responsibility

The company did not make any contributions during 2025.

21. Clarify the extent of compliance with the provisions of the Corporate Governance Charter, as follows:

Principle	not	Committed	Fully committed	Explain the reasons for non-compliance (if any).
	committed	Partially		
Principle 1: The company has an effective, scientifically qualified, and experienced board of directors.			Yes	
Principle 2: Members of the Board of Directors and the Executive Management must have complete loyalty and devotion to the company.			Yes	
Principle 3: The board of directors must impose strict and severe restrictions on auditing and financial reporting, internal control, and compliance with the law.			Yes	

Principle 4: The company must put in place effective procedures for appointing, training and evaluating board members.			Yes	
Principle 5: The company must reward board members and senior executives in a fair and responsible manner.			Yes	
Principle 6: The board of directors must establish a clear and effective management structure for the company, defining job titles, powers, tasks and responsibilities.			Yes	
Principle 7: The company must communicate with shareholders, encourage their participation, and respect their rights.			Yes	
Principle 8: The company must disclose its governance.			Yes	

Principle 10 : The board of directors must ensure the accuracy of the financial statements presented to shareholders by engaging external auditors.			Yes	
Principle 11: Through social responsibility, the company should strive to play its role as a good citizen.			Yes	
Principle 9: Companies offering Islamic services adhere to the principles of Islamic law.			-	

*Applies only to companies that offer Islamic services