

SALIK Company (P.J.S.C.)
Invitation to the Annual General Meeting

The Board of Directors of Salik Company PJSC (Public Joint-Stock Company) (the “Company”) hereby gives notice that the Annual General Meeting (“AGM”) of the Company will be held in person **at One&Only One Za’abeel Hotel, Stellar Ballroom, Dubai**, and electronically via the Lumi remote participation platform, **on Thursday, 9th April 2026**, at 12:00 PM, to consider the following agenda items:

Agenda:

- 1- To consider and approve the Board’s report on the Company’s activities and financial position for the financial year ended 31 December 2025.
- 2- To consider and approve the external auditor’s report for the financial year ended 31 December 2025.
- 3- To consider and approve the balance sheet and profit and loss account for the financial year ended 31 December 2025.
- 4- **To consider the Board’s recommendation regarding the distribution of cash dividends amounting to 11.8712 fils per share (AED 890,341 thousand), which includes distributing 100% of the net profit for the second half of 2025 (AED 782,504 thousand) and distributing a special dividend (of AED 107,837 thousand).**
- 5- To consider the discharge or refusal to discharge Board members from liability, their removal, and the initiation of liability claims against them, as the case may be, in respect of the financial year ended 31 December 2025.
- 6- To consider and approve the Board’s proposals concerning directors’ remuneration and to determine such remuneration of AED 4,950,000.
- 7- To consider and approve the Board Remuneration Policy of the Company, including the framework governing the remuneration of Board Committee members, and the fixed annual retainer fees payable for membership and chairmanship of Board Committees, in accordance with applicable laws and regulatory requirements (In particular, the Company’s Articles of Association and Article (29), Clause (3), of the Chairman of the Capital Market Authority’s - CMA (the “Authority”) Board of Directors Resolution No. (3/R.M) of 2020 concerning the approval of the Corporate Governance Guide for Public Joint-Stock Companies).
- 8- To consider the discharge or refusal to discharge the external auditors from liability, their dismissal, and the initiation of liability claims against them, as the case may be, in respect of the financial year ended 31 December 2025.
- 9- To consider and approve the appointment of PricewaterhouseCoopers Limited Partnership (**PwC**) as the Company’s external auditor for the financial year ending 31 December 2026,

and to determine their professional fees to AED 1,432,000 (excluding VAT) (comprising AED 1,072,000 for the audit of the annual financial statements, review of interim financial statements, and related reporting requirements; and AED 360,000 for the issuance of an independent opinion on the effectiveness of the Company's internal control over financial reporting (ICFR), in accordance with applicable regulatory requirements).

Notes

1. Each shareholder has the right to discuss the items included in the agenda of the General Assembly and to direct questions to the Board of Directors and the external auditor. The Board and the auditor shall respond to such questions to the extent that doing so does not prejudice the interests of the Company.
2. Any shareholder entitled to attend the AGM may appoint a proxy of their choice—other than a Board member, an employee of the Company, or an employee of a securities brokerage firm—under a duly approved special proxy. A proxy representing multiple shareholders may not, in that capacity, exercise voting rights exceeding five percent (5%) of the Company's issued share capital. Shareholders lacking legal capacity or otherwise legally incapacitated shall be represented by their lawful representatives, in accordance with Article 40(1) and (2) of the Authority's Board Chairman's Decision No. (3/Chairman) of 2020 approving the Governance Guide for Public Joint-Stock Companies. Shareholders may refer to the disclosure published on the Company's page on the relevant market's website regarding proxy approval procedures.
3. A shareholder that is a legal person may, pursuant to a resolution of its board or its duly authorized representative, appoint one of its representatives or officers to attend the AGM. The appointed representative shall exercise the powers specified in the relevant authorization.
4. The right to vote at the AGM shall be limited to shareholders registered in the Company's share register as at Wednesday 8th of April 2026.
5. Entitlement to receive dividends shall be limited to shareholders registered in the Company's share register as of 20th April 2026 (Monday), the market must deposit the cash dividends in the bank accounts of the shareholders within thirty days from the date of the General Assembly resolution.
6. Shareholders must update their contact details with the Dubai Financial Market to ensure receipt of dividends.
7. Shareholders may review the Company's financial statements and its governance and sustainability (integrated) report plus all documents pertaining to the agenda of the Annual General Assembly on the Dubai Financial Market's website at [Dubai Financial Market - Region's leading financial exchange](#) and the Company's website at [General Assembly Meetings](#).
8. The AGM shall be quorate if shareholders of the Company present in person or represented by proxy hold not less than fifty percent (50%) of the Company's issued share capital. **If quorum**

is not met, a second meeting shall be convened on Thursday 16th April 2026 at 12:00 PM at the Company's HQ at suite no. 400 – 4th floor - Festival Tower – Dubai Festival City. The adjourned meeting shall be deemed quorate regardless of the number of shareholders present. In this case (i.e., if the quorum is not met on the first meeting date), the shareholder registered as of the business day preceding the General Assembly meeting (i.e., Wednesday, 15 April 2026) shall be entitled to vote at the General Assembly meeting. The shareholder entitled to dividends shall be the shareholder registered in the Company's shareholder register as of Monday, 27 April 2026.

9. Shareholders may review the *Guide to Minority Investor Rights* published on the Authority's website at [Minority Investor Protection | Regulations | Capital Market...](#) and the applicable corporate governance and AGM procedures at [Corporate Governance/ General Assembly Procedures | Regulations |...](#) .
10. Instructions for electronic registration, participation and voting will be shared with shareholders prior to the meeting.

Instructions for Registration, Attendance, and Electronic Voting for the Meeting:

1. A registration invitation will be sent to shareholders listed in the shareholder register via SMS and email, including the registration link, at least (21) days prior to the General Assembly meeting date.
2. After verifying the accuracy of the registration details, login credentials will be sent before the meeting date. These will include the meeting attendance link, as well as the username and password for approved shareholders and authorized representatives, via SMS and the email address registered in the registration form.
3. For any inquiries related to registration, attendance, or electronic voting, please review the instructions available on the Smart General Assembly Portal (<https://www.smartagm.ae>), use the support channels available on the portal, or contact the company via email at: investor.relations@salik.ae

ANNUAL GENERAL ASSEMBLY MEETING
OF SALIK COMPANY PJSC
PROXY FORM

اجتماع الجمعية العمومية السنوي
لشركة سالك (ش.م.ع.)
نموذج توكيل

I/We
in my/our capacity as a shareholder/s of Salik
Company PJSC (the “**Company**”), holder/s of
..... shares in the share capital
of the Company,

hereby appoint

Mr./Mrs.

Mobile no.

as my/our proxy and authorize him/her to attend on
my/our behalf the General Assembly Meeting to be
held on Thursday, 09 April 2026 or if adjourned, the
second meeting thereof (the “**General Assembly**”)
and to vote in my /our name and on my / our behalf
on all the resolutions of the General Assembly.

أنا/نحن
بصفتي/بصفتنا مساهم/مساهمين في شركة سالك ش.م.ع.
("الشركة") بعدد سهم في
رأس مال الشركة،

أعيّن / نعيّن بموجب هذا التوكيل

السيد/السيدة

هاتف متحرك

وكيلاً عني/عنا وأفوض/نفوض الوكيل بأن يحضر اجتماع
الجمعية العمومية للشركة المقرر انعقاده يوم الخميس بتاريخ
09 ابريل 2026 أو إذا تأجل، الاجتماع التالي ("الجمعية
العمومية")، ويصوت بإسمي/باسمنا ونيابة عني/عنا على
جميع قرارات الجمعية العمومية

Date

Shareholder Signature

.....

Shareholder Mobile no.

.....

Proxy approved/attested by:

Tel/Mobile no.:

حرر في

توقيع المساهم

.....

الهاتف المتحرك

.....

الجهة التي اعتمدت التوكيل:

أرقام تواصل جهة الاعتماد:

<p style="text-align: center;">Disclosure Regarding Proxy Regulations for Attending General Assembly Meeting for Salik Company (P.J.S.C)</p>	<p style="text-align: center;">إفصاح توضيحي بشأن ضوابط التوكيل لحضور الجمعية العمومية لشركة سالك (ش.م.ع)</p>
<p>Pursuant to Clauses (1), (2), and (3) of Article (40) of the Chairman of the Authority's Board of Directors' Resolution No. (3/R.M) of 2020 concerning the approval of the Corporate Governance Guide for Public Joint Stock Companies, the Company would like to inform its esteemed shareholders of the following:</p> <p>First: Any shareholder who has the right to attend the General Assembly may appoint a representative to attend on his/her behalf, provided that such representative is not a member of the Board of Directors, an employee of the Company, an employee of a securities brokerage company, or an employee thereof.</p> <p>The appointment must be made pursuant to a specific written proxy expressly granting the proxy holder the right to attend General Assembly meetings and vote on its resolutions.</p> <p>A proxy holder, acting on behalf of a number of shareholders, may not hold in such capacity more than (5%) of the Company's issued share capital. Shareholders lacking legal capacity or with diminished capacity shall be represented by their legal representatives.</p> <p>Second: The shareholder's signature on the proxy referred to above must be duly certified</p>	<p>استنادًا إلى أحكام البنود (1) و(2) و(3) من المادة (40) من قرار رئيس مجلس إدارة الهيئة رقم (3/ر.م) لسنة 2020م بشأن اعتماد دليل حوكمة الشركات المساهمة العامة، تود الشركة أن تُحيط السادة المساهمين علمًا بما يلي:</p> <p>أولًا: يجوز لكل مساهم له حق حضور اجتماعات الجمعية العمومية أن ينيب عنه من يختاره، على ألا يكون من أعضاء مجلس الإدارة أو من العاملين بالشركة أو بشركة وساطة في الأوراق المالية أو من العاملين بها.</p> <p>وذلك بموجب توكيل خاص ثابت بالكتابة، يتضمن نصًا صريحًا يخول الوكيل حق حضور اجتماعات الجمعية العمومية والتصويت على قراراتها.</p> <p>ويُشترط ألا يكون الوكيل ممثلًا لعدد من المساهمين حائزًا بهذه الصفة على ما يزيد عن (5%) من رأس مال الشركة المصدر. كما يُمثل ناقصي الأهلية وفاقدتها النائبون عنهم قانونًا.</p> <p>ثانيًا: يتعين أن يكون توقيع المساهم الوارد في التوكيل المشار إليه أعلاه معتمدًا لدى إحدى الجهات التالية،</p>

by one of the following authorities. The Company shall take the necessary measures to verify such certification:

- i. A Notary Public.
- ii. A Chamber of Commerce or an Economic Department in the United Arab Emirates.
- iii. A bank or company licensed in the United Arab Emirates, provided that the principal holds an account with such entity.
- iv. A financial market licensed in the United Arab Emirates.
- v. Any other entity licensed to perform attestation services.

Third: The proxy form must include the shareholder's contact details and the contact details of brokerage firm who approved the proxy.

Fourth: This form / proxy / authorization is provided as a guidance template. The principal may issue the proxy in accordance with the limits and authorities deemed appropriate under the applicable law and regulations, provided that the shareholder's signature appearing on the proxy is duly certified by one of the authorities referred to above.

For further information or clarification, please contact: investor.relations@salik.ae

وعلى الشركة اتخاذ الإجراءات اللازمة للتحقق من صحة الاعتماد:

- i. الكاتب العدل.
- ii. غرفة تجارة أو دائرة اقتصادية داخل دولة الإمارات العربية المتحدة (الدولة).
- iii. بنك أو شركة مرخصة داخل الدولة.
- iv. سوق مالي مرخص داخل الدولة.
- v. أي جهة أخرى مرخص لها بمزاولة أعمال التوثيق.

ثالثاً: يتعين تضمين نموذج التوكيل بيانات التواصل الخاصة بالمساهم وأرقام التواصل الخاصة بممثل عن شركة الوساطة الذي اعتمد التوكيل.

رابعاً: يُعد هذا النموذج / التوكيل / التفويض نموذجاً استرشادي، ويجوز للموكل إصدار التوكيل وفقاً للحدود والصلاحيات التي يراها مناسبة وفقاً للقوانين والإجراءات المرعية الاجراء، شريطة الالتزام بأن يكون توقيع المساهم الوارد في الوكالة هو التوقيع المعتمد من/ لدى إحدى الجهات المشار إليها أعلاه.

للمزيد من المعلومات أو الاستفسارات، يرجى التواصل عبر البريد الإلكتروني: investor.relations@salik.ae