Environmental, Social and Governance

Rating Report Summary

Maharah for Human Resources Company (Maharah)

(Saudi Joint Stock Company)

January 2026

Rating Summary

1.1 TASSNIEF Opinion:

Dimension	*Entity Rating*	*Sector Risk Adjustment*	*Overall Rating*
Environmental Dimension	*ESG 4++*	*Low*	*ESG 3*
Social Dimension	*ESG 2*	*Moderate*	*ESG 3+*
Governance Dimension	*ESG 2*	*Moderate*	*ESG 3+*

Maharah for Human Resources Company (Maharah)	
Domicile	*Saudi Arabia*
Overall ESG Rating (including qualitative adjustment)	*ESG 3+*
Outlook	*Stable*
Action Type	*Initial*
Last Rating	*N/A*

TASSNIEF has assigned an ESG Rating of **"ESG 3+"** to Maharah for Human Resources Company (Maharah). The outlook on the rating is "Stable". The assigned ESG rating of ''ESG3+'' indicates low exposure to ESG risk and alignment of ESG in strategy is of good standards.

Tassnief assigns ESG ratings on a scale of "ESG 1" to "ESG 10". The highest rating, "ESG 1" indicates that exposure to ESG risk is very low and alignment of ESG in strategy is of excellent standard, and the lowest rating, "ESG 10" indicates that the exposure to ESG risk is very high and alignment of ESG in strategy is of weak standard. The ESG rating is derived from a weighted average of sub-scores for Environmental dimension (allocated a weight of 30%), Social dimension (allocated a weight of 30%), and Governance dimension (allocated a weight of 40%). The rating for each dimension is derived from a weighted average of the sector risk (allocated a weight of 40%), and the entity rating (allocated a weight of 60%).

About the Company: Maharah is a Saudi Joint Stock Company registered in the Kingdom of Saudi Arabia under the commercial registration number 1010364538 dated February 17, 2013. Maharah is engaged in provision of manpower outsourcing and support services across various sectors. It offers professional, skilled, and ordinary manpower solutions. Maharah is listed on Tadawul.

1.2 Rating Rationale:

The Environmental dimension has an overall rating of "ESG 3". The assigned rating incorporates low sector risk with respect to the Environmental dimension given that core business is based on human capital. Standalone rating of "ESG 4++" on the environment dimension reflects operational sustainability through energy-efficient systems, transition to paperless work, mapping of key environmental risk and a clearly defined road map. However, assessment is constrained by absence of data for key areas.

The Social dimension has an overall rating of "ESG 3+". It is characterized by moderate exposure, as manpower firms rely on social factors like labor rights, diversity & inclusion, worker well-being, human rights and customer experience for business sustainability. Rating of "ESG 2" on the social dimension reflects strong Saudization levels, employee development programs, improving turnover, local supplier engagement, and excellent health and safety performance. Areas of improvement on the social front include female representation particularly in leadership, high employee turnover despite improvement on a timeline basis, and lack of disclosures regarding compliance with shelter standards and well-being of workers.

The Governance dimension has an overall rating of "ESG 3+". The rating draws comfort from moderate sector risk on account of strong laws for corporate governance in Saudi Arabia. Rating of "ESG 2" on the governance dimension incorporates comprehensive ESG strategy, robust governance framework aligned with CMA regulations with strong board independence, though lacking a female board representation. Disclosures are comprehensive given alignment with Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB). However, ESG report lacks assurance by an external party and further room for improvement remains in terms of disclosures.

Sustainability governance is embedded across multiple levels of the organization. A comprehensive ESG strategy has been developed, which supports the Company's corporate objectives, and is communicated across the organization. BoD holds ultimate responsibility for guiding sustainability direction. The Board conducts an annual review of ESG strategy implementation and ensures that sustainability priorities remain integrated within Company's broader strategic objectives. ESG Strategy has been designed to align with the United Nations Sustainable Development Goals with clearly defined roadmap for implementation over the strategy period. Maharah has developed a detailed ESG Operating Model which has been implemented.

RELATED CRITERIA AND METHODOLOGY

Rating Methodology for ESG Rating (v.1 2024) can be found on the website: *www.tassnief.com*

DISCLAIMER

- Simah Rating Agency ("TASSNIEF") has conducted this exercise in accordance with its approved Rating Methodologies and Policies to develop an ESG rating opinion on the rated entity. The ESG ratings and observations presented herein are solely opinions and do not constitute statements of fact or recommendations to purchase, hold, or sell any securities, nor do they serve as advice for any other investment decisions.
- Our assessment is based on certain assumptions and limitations, and we verify the information provided by the rated entity to the extent possible. ESG Ratings are subject to change based on new information, assumptions, and judgements made at the time of the rating. No assurance is given regarding future performance or rating stability.
- The ESG ratings are provided solely for informational purposes and do not constitute investment advice or recommendations. Investors and stakeholders are encouraged to conduct their own thorough due diligence and consider all relevant factors before making any investment or financial decisions. The ratings should not be construed as an endorsement to buy, sell, or hold any securities or financial instruments.
- TASSNIEF is not legally obliged for any losses or damages resulting by errors received in TASSNIEF's information, since the rating was based on what the rated client has provided or what is available from third parties. Rating information includes financial and qualitative data provided by the client, as well as minutes and on-site review.
- The analyses and forecasts in this rating report are inherently forward-looking and cannot be verified. As a result, despite any verification of current facts, ratings and forecasts can be affected by future events or conditions that were not anticipated at the time a rating or forecast was issued or affirmed.
- This rating has not been amended following disclosure to the rated entity or its related party(ies). All analyses related to the rating report are merely opinions of TASSNIEF on the rating date.
- This ESG rating herein was determined was determined using the above-mentioned methodology which is available on our website at www.tassnief.com. This methodology, including any significant adjustments or deviations from standard procedures, was applied to arrive at the rating.
- The rating scale, meaning of each rating category, and relevant risk warnings – including a sensitivity analysis of key assumptions – are also available on our website.
- TASSNIEF confirms that all rating activities related to this credit rating were not outsourced to any third party.

ANALYST:

Talha Iqbal
Senior Rating Analyst
011-250 6627
tiqbal@tassnief.com

ANALYST:

Syed Fahim Haider, ACCA, CPA
Rating Analyst
011-250 6627
sfahim@tassnief.com

TASSNIEF Environmental, Social and Governance (ESG) Rating Scale

Rating Scale	Definitions
ESG 1 **ESG 2**	Exposure to ESG risk is very low and alignment of ESG in strategy is of excellent standards
ESG 3 **ESG 4**	Exposure to ESG risk is low to moderate and alignment of ESG in strategy is of above average to good standards
ESG 5 **ESG 6**	Exposure to ESG risk is medium and alignment of ESG in strategy is of average standards
ESG 7 **ESG 8**	Exposure to ESG risk is high and alignment of ESG in strategy is of below average standards
ESG 9 **ESG 10**	Exposure to ESG risk is very high and alignment of ESG in strategy is of weak standards

****End of Report****