

# Amendments to Alujain's Nominations and Rewards Committee regulations

Article / paragraph	Article title	The article before amendment	The article after amendment
9-2	The annual remuneration of committee members consists of the following	<p><del>The Chairman of the Committee receives a reward of SR (150,000) if he is not a member of the Board of Directors and SR (75,000) if he is a member of the Board, and the member of the Committee receives a reward of SR (100,000) if he is not a member of the Board and SR (50,000) if he is a member of the Board. An allowance for attending the meeting is paid in the amount of SR (3,000), and for members from outside the company's headquarters, a ticket and accommodation are provided, not exceeding the amount of SR (2,000).</del></p>	<p>The Board of Directors determines membership remuneration for its committees, attendance allowances, and other entitlements and benefits based on these regulations, provided that they are disbursed based on the approval of the Board of Directors.</p> <p>Remuneration for membership of committees emanating from the Board of Directors from within and outside the Board consists of an annual bonus (a lump sum), allowances for attending meetings, and other entitlements. The bonus is disbursed based on the recommendation of the Nominations and Remuneration Committee and by a decision of the Board of Directors as follows:</p> <p style="padding-left: 40px;">The Chairman of the Committee shall receive an amount of SR (150,000)</p> <p style="padding-left: 40px;">The committee member receives an amount of SR (100,000)</p> <p>The committee member will be paid an attendance allowance of SR (3,000) for each session of the committee, and the secretary of the committee will pay an amount of SR (1,500) for each session of the committee.</p> <p>Payment to the chairman or member of the committee for additional technical, administrative, or advisory work he performs for the company or the committee, based on the request and approval of the Board. The value of this allowance is determined based on a decision issued by the Board of Directors, and a professional license is required.</p> <p>Members of the committees emanating from the Board of Directors and their secretariat will be provided with a ticket and accommodation outside the city of the meeting, provided that it does not exceed an amount of SR (2,500)</p>