



## **Summary of Amendments to the Remuneration Policy**

	Article	Current Text	Proposed Text
1.	<b>1. Rules of Remuneration Determination</b>	1-1 The members of the Committees shall be remunerated in accordance with the charter of the relevant Committee.	1.1 <del>The members of the Committees shall be remunerated in accordance with the charter of the relevant Committee.</del> The Board of Directors shall determine and approve the remuneration for the membership of its committees – with the exception of the Audit Committee – attendance allowances and entitlements, in accordance with recommendation of the Nomination and Remuneration Committee.
		1-2 Notwithstanding Paragraph 1.1 above, the Nomination and Remuneration Committee shall review and recommend to the Board the remuneration of the members of the Committees.	1.2 <del>Notwithstanding Paragraph 1.1 above, the Nomination and Remuneration Committee shall review and recommend to the Board the remuneration of the members of the Committees.</del> Remuneration for membership in Board Committees consist of an annual bonus, an allowance for attendance at meetings for each meeting of a member and are paid annually.
		-	1.3 The Company shall compensate committee members for the costs incurred by each of them in the event that the meeting takes place outside Riyadh or if the member is not a resident in Riyadh. The compensation shall only

			be for the costs of accommodation, tickets, transportation and an allowance for each working day.
		-	1.4 Remuneration for membership in the Audit Committee shall be approved by the General Assembly upon the recommendation of the Board of Directors.