

Amendments to the list of member policies, standards, controls and procedures for compensation & rewards

The Board of Directors, the committees emanating from the Board of Directors and the Executive Management (Comparison)

<u>Current Text</u>	<u>New Text</u>
<p><u>Purpose of the policy:</u></p> <p>The "Remuneration Policy for the Board of Directors, its committees, and the executive management of the Anaam International Holding Company Group" has been prepared with the aim of complying with Paragraph (1) of Article (61) of the Corporate Governance Regulations issued by the Capital Market Authority pursuant to its Resolution No. (8-6-2017) dated 5/16. / 1438 AH, corresponding to 02/13/2017 AD, which stipulated that the Remuneration and Nominations Committee would prepare a clear policy for the remuneration of members of the Board of Directors and the committees emanating from the Board and Executive Management and submit it to the Board of Directors for consideration in preparation for its approval by the General Assembly.</p> <p><u>Policy objective:</u></p> <p>The primary goal is to determine clear standards for the rewards of members of the Board of Directors, its committees, and senior executives in light of the requirements of the company's system and the rules and regulations of the Capital Market Authority. It also aims to attract individuals with a degree of competence, ability, and talent in order to work in the Board of Directors, committees, and executive management by adopting stimulating plans and programs. Rewards are linked to performance, which contributes to improving the company's performance and achieving its goals and the interests of its shareholders.</p> <p><u>Principles of rewards:</u></p> <p>Anaam Holding Group Company intends to maintain internal justice through fairness in reward practices consistent with jobs in terms of geographical location, conditions and work environment, as well as maintaining competition by defining reward practices and harmonizing them with the different sectors of the internal work environment and comparison between other companies within the framework of conditions. Different geography and continuity in paying rewards for good performance by estimating the value of each individual's performance and the duration of his contribution to the development and growth of the business.</p>	<p>1- Purpose of the policy:</p> <p>The "Remuneration Policy for the Board of Directors, its committees, and the executive management of Anaam International Holding Company Group" was prepared with the aim of complying with Paragraph (1) of Article (58) of the Corporate Governance Regulations issued by the Capital Market Authority pursuant to Resolution No. (8-16-2017) dated 5/16. 1438 AH corresponding to 2/13/2017 AD, amended by Authority Council Resolution No. 8-5-2023 dated 6/25/1444 AH corresponding to 1/18/2023 AD, which stipulated that the Remuneration and Nominations Committee shall prepare a clear policy for the remuneration of members of the Board of Directors and committees. emanating from the Board and Executive Management and submitting them to the Board of Directors for consideration in preparation for approval by the General Assembly.</p> <p>2- Policy objective:</p> <p>The primary goal is to determine clear standards for the rewards of members of the Board of Directors, its committees, and senior executives in light of the requirements of the company's system and the rules and regulations of the Capital Market Authority. It also aims to attract individuals with a degree of competence, ability, and talent in order to work in the Board of Directors, committees, and executive management by adopting stimulating plans and programs. Rewards are linked to performance, which contributes to improving the company's performance and achieving its goals and the interests of its shareholders.</p> <p>3- Principles of rewards:</p> <p>Anaam Holding Group Company intends to maintain internal justice through fairness in reward practices consistent with jobs in terms of geographical location, conditions and work environment, as well as maintaining competition by defining reward practices and harmonizing them with the different sectors of the internal work environment and comparison between other companies within the framework of conditions. Different geography and continuity in paying rewards for good performance by estimating the value of each individual's performance and the duration of his contribution to the development and growth of the business.</p>

Rewards Policy:

The Remuneration and Nominations Committee is responsible for recommending to the Board of Directors the remuneration of Board members, committee members and senior executives of the company in accordance with the approved policy as follows:

1. Harmony with the company's strategy and goals.
2. Providing rewards for the purpose of urging members and executive management to make the company successful and develop in the short and long term.
3. Rewards are determined based on the level of the job, the tasks and responsibilities assigned to its occupant, the academic qualifications, experiences, skills, and level of performance.
4. The size and nature of work and the degree of risk at the company.
5. Aiming to attract, retain and motivate professional competencies.
6. Taking into account the practices of other companies in determining bonuses.
7. Stop disbursing or recovering the reward if it turns out that it was decided based on incorrect information provided by the member or the executive management in order to prevent exploitation of the job status to obtain undeserved rewards.
8. Organizing the granting of shares in the company to members of the Board of Directors or Executive Management, whether they are a new issue or shares purchased by the company.

Board member remuneration:

The remuneration for members of the company's Board of Directors consists of a certain amount, an allowance for attending sessions, benefits in kind, or a percentage of profits. It is permissible to combine two or more of these benefits in accordance with the provisions contained in the Companies Law, the Corporate Governance Regulations, and the rules and standards set by the Capital Market Authority in This particular. The remuneration may be of varying amounts in light of a policy issued by the Remuneration and Nominations Committee and approved by the General Assembly. The annual report

4- Rewards policy and standards:

The Remuneration and Nominations Committee is responsible for recommending to the Board of Directors the remuneration of Board members, committee members, and senior executives of the company in accordance with the approved standards and policy, as follows:

1. Harmony with the company's strategy, goals, and skills necessary to manage it.
2. Providing rewards for the purpose of urging board members and executive management to make the company successful and develop in the short and long term.
3. Rewards are determined based on the level of the job, the tasks and responsibilities assigned to its occupant, the academic qualifications, experiences, skills, and level of performance.
4. The size and nature of work and the degree of risk at the company.
5. Aiming to attract, retain and motivate professional competencies.
6. Taking into account the practices of other companies in determining bonuses.
7. The remuneration of members of the Board of Directors may be of varying amounts to reflect the extent of the member's experience, his specializations, the tasks assigned to him, his independence, the number of sessions he attends, and other considerations.
8. The Board of Directors determines, in accordance with its discretion and decision, the special remuneration received by the Chairman of the Board, his deputy, and the Managing Director, in addition to the remuneration prescribed for members, within the limits of what is stipulated in the Companies Law, its regulations, and the company's bylaws.
9. Stop disbursing or recovering the reward if it turns out that it was decided based on incorrect information provided by the member or the executive management in order to prevent exploitation of the job status to obtain undeserved rewards.
10. In the event of developing a program to grant shares in the company to members of the Board of Directors, Executive Management and its employees, whether it is a new issue or shares purchased by the company, this will be done under the supervision of the Remuneration and Nominations Committee and in accordance with the company's bylaws and the relevant rules and regulations of the Capital Market Authority.

5- Board Members' Remuneration:

1. The remuneration for members of the company's Board of Directors consists of a certain amount, an allowance for attending sessions, benefits in kind, or a percentage of profits. It is permissible to combine two or more of these benefits in accordance with the provisions contained in the Companies Law, the Corporate Governance Regulations, and the rules and standards set by the Market Authority. Finance in this regard. The remuneration may be of varying amounts in light of a policy issued by the Remuneration and Nominations Committee and approved by the General Assembly. The annual report of the Board of Directors to the General Assembly of shareholders

of the Board of Directors to the General Assembly of shareholders must include a comprehensive statement of all the remuneration, expense allowance, and other benefits obtained by members of the Board of Directors during the year.

It should also include a statement of the number of Board sessions and the number of sessions attended by each member from the date of the last meeting of the General Assembly.

If the members' remuneration is a percentage of profits, the provisions stipulated in Article (20) and Article (46) of the company's bylaws and Article (76) of the companies' bylaws must be taken into account, provided that the total amount received by a member of the Board of Directors of rewards and financial or in-kind benefits does not exceed an amount. 500 thousand riyals in accordance with the controls set by the competent authority, provided that the entitlement to this reward is proportional to the number of sessions attended by the member.

Attendance allowance for Board and committee members:

The allowance for attending the sessions of the Board of Directors and the committees affiliated with the Board is 3,000 riyals for each session.

Committee members' rewards:

The work regulations for each committee include the remuneration for its members.

Executive management rewards:

The Remuneration and Nominations Committee reviews the salary scale specified for all employees and senior executives and the incentive program and plans on an ongoing basis and approves them based on the recommendation of the executive management. The executive management's rewards include the following:

1. Monthly basic salary,
2. Allowances include, but are not limited to, housing allowance, car allowance, telephone allowance, and children's education allowance.
3. Medical insurance benefits, work injuries and disability insurance policy, etc.
4. Benefits of annual leaves, travel tickets, and end-of-service benefits.

must include a comprehensive statement of all the remuneration, expense allowance, and other benefits obtained by members of the Board of Directors during the year.

During the year, in terms of rewards, expense allowances, and other benefits, it should also include a statement of what Board members received in their capacity as workers or administrators, or what they received in exchange for technical or administrative work or consultations (if any), and it should also include a statement of the number of Board meetings and the number of sessions held. Attended by every member.

2. The Board member is entitled to the reward starting from the date he joins the council, provided that its amount is proportional to the period of actual membership.

3. The annual remuneration prescribed under this policy is paid to members of the Board, the committees, and the Secretary based on the recommendation of the Remuneration and Nominations Committee, and in accordance with the Board of Directors' decision to approve the recommendation at the end of the year. Allowances for attending sessions are also paid to the Board and the committees every quarter.

4. Members of the Board of Directors may not vote on the Board's remuneration item at the General Assembly meetings.

5. If members' remuneration is a percentage of profits, the following must be taken into account:

A - The remuneration for independent board members should not be a percentage of the profits achieved by the company, or be based directly or indirectly on the company's profitability.

B - That the specific percentage of net profits be determined based on a recommendation from the Remuneration and Nominations Committee in the event that the company achieves profits, provided that it is presented to the General Assembly of Shareholders for approval, in a manner that does not conflict with the company's bylaws or other relevant regulations.

6. If the General Assembly decides to terminate the membership of a member of the Board of Directors who is absent due to his failure to attend three consecutive meetings or five separate meetings of the Board during the term of his membership without a legitimate excuse, then this member is not entitled to any remuneration for the period following the last meeting he attended, and he must return all The rewards paid to him during that period.

6- Attendance allowance for members of the Board and committees:

1. The allowance for attending the sessions of the Board of Directors and the committees affiliated with the Board is 3,000 riyals for each session.

2. The attendance allowance for the Board and committee sessions for the secretary of the Board and committees is 2000 riyals for each session.

7- Committee members' rewards:

1. The Board of Directors determines the remuneration of members of its committees and attendance allowances based on the recommendation of the Remuneration and Nominations Committee and based on this policy.

5. Short- and long-term incentive plans linked to performance indicators according to the annual evaluation, stock options, etc.

6. The general plans, programs and guidelines for senior executives' remuneration are approved by the Remuneration and Nominations Committee.

7. The CEO implements the remuneration policy for executives and senior employees in light of the general plans and guidelines approved by the committee.

General standards and controls for rewards:

1. The remuneration of members of the Board of Directors may be of varying amounts, reflecting the extent of the member's experience, his specializations, the tasks assigned to him, his independence, the number of sessions he attends, and other considerations.

2. The remuneration of independent board members must not be a percentage of the profits achieved by the company or be based directly or indirectly on the company's profitability, so that the connection of their remuneration does not affect the independence of their decisions.

3. The Board of Directors determines, in accordance with its discretion and decision, the special remuneration received by the Chairman of the Board, his deputy, and the Managing Director, in addition to the remuneration stipulated for members, within the limits of what is stipulated in the Companies Law, its regulations, and the company's bylaws.

4. Board members may not vote on the remuneration item for board members at the general assembly meeting in order to ensure the independence of the decision issued by the company's general assembly regarding the remuneration item for board members.

The competent authority in this policy:

The Remuneration and Nominations Committee is responsible for periodically reviewing this policy, evaluating its effectiveness in achieving its objectives, and reviewing and updating the policy with the aim of responding to changes occurring in the market environment and conditions.

Final provisions (publication and amendment):

This policy shall be implemented and adhered to by the company as of the date of its approval by the General Assembly of Shareholders. It must also be published on the company's website to enable shareholders, the public and stakeholders to view it.

2. Committee members' remuneration consists of an annual remuneration (a certain amount), an allowance for attending sessions, and other allowances.

3. In the event that a member of the Board of Directors holds membership in two or more of the Board's committees, it is sufficient to pay the remuneration of one committee for the annual remuneration specified for the Board's committees.

8- Executive management rewards:

The Board of Directors, based on the recommendation of the Remuneration and Nominations Committee, determines executive management remuneration, which includes the following:

1. Basic salary
2. Allowances that include, but are not limited to, housing allowance, car allowance, telephone allowance, and children's education allowance, according to company policy.
3. Medical insurance benefits, work injuries and disability insurance policy, etc
4. Benefits of annual leaves, travel tickets, and end-of-service benefits.

5. Short- and long-term incentive plans linked to performance indicators according to the annual evaluation, stock options, etc.

6. The general plans, programs and guidelines for senior executives' remuneration are approved by the Remuneration and Nominations Committee.

7. The CEO implements the remuneration policy for executives and senior employees in light of the general plans and guidelines approved by the Remuneration and Nominations Committee and approved by the Council.

9- Details of remuneration for members of the Board and its committees:

1) Members of the Board of Directors

- Attendance allowance of (3,000) riyals per session
- An annual reward of (300,000) riyals for the member.
- Providing tickets and accommodation for the member coming from outside the meeting location

2) Members of Board committees

- Attendance allowance of (3,000) riyals per session
- An annual bonus of (100,000) riyals for the member if he is a member of the Board of Directors.
- An annual bonus of (150,000) riyals for the member if he is from outside the council.
- Providing tickets and accommodation for the member coming from outside the meeting location.

10- The competent authority in this policy:

The Remuneration and Nominations Committee is responsible for periodically reviewing this policy, evaluating its effectiveness in achieving its objectives, and reviewing and updating the policy with the aim of responding to changes occurring in the market environment and conditions.

11- Final provisions (publication and amendment):

These regulations will be reviewed as needed based on a recommendation from the Board, provided that these amendments are presented to the General Assembly of Shareholders for approval at its nearest meeting.

This policy shall be implemented and adhered to by the company as of the date of its approval by the General Assembly of Shareholders. It must also be published on the company's website to enable shareholders, the public and stakeholders to view it. These regulations will be reviewed as needed based on the recommendation of the Board, provided that these amendments are presented to the General Assembly of Shareholders for approval at its nearest meeting.

Current

List of member policies, standards, controls and procedures for compensation & rewards The Board of Directors, the committees emanating from the Board of Directors and the Executive Management

Purpose of the policy:

The "Remuneration Policy for the Board of Directors, its committees, and the executive management of the Anaam International Holding Company Group" has been prepared with the aim of complying with Paragraph (1) of Article (61) of the Corporate Governance Regulations issued by the Capital Market Authority pursuant to its Resolution No. (8-6-2017) dated 5/16. / 1438 AH, corresponding to 02/13/2017 AD, which stipulated that the Remuneration and Nominations Committee would prepare a clear policy for the remuneration of members of the Board of Directors and the committees emanating from the Board and Executive Management and submit it to the Board of Directors for consideration in preparation for its approval by the General Assembly.

Policy objective:

The primary goal is to determine clear standards for the rewards of members of the Board of Directors, its committees, and senior executives in light of the requirements of the company's system and the rules and regulations of the Capital Market Authority. It also aims to attract individuals with a degree of competence, ability, and talent in order to work in the Board of Directors, committees, and executive management by adopting stimulating plans and programs. Rewards are linked to performance, which contributes to improving the company's performance and achieving its goals and the interests of its shareholders.

Principles of rewards:

Anaam Holding Group Company intends to maintain internal justice through fairness in reward practices consistent with jobs in terms of geographical location, conditions and work environment, as well as maintaining competition by defining reward practices and harmonizing them with the different sectors of the internal work environment and comparison between other companies within the framework of conditions. Different geography and continuity in paying rewards for good performance by estimating the value of each individual's performance and the duration of his contribution to the development and growth of the business.

Rewards Policy:

The Remuneration and Nominations Committee is responsible for recommending to the Board of Directors the remuneration of Board members, committee members and senior executives of the company in accordance with the approved policy as follows:

1. Harmony with the company's strategy and goals.
2. Providing rewards for the purpose of urging members and executive management to make the company successful and develop in the short and long term.
3. Rewards are determined based on the level of the job, the tasks and responsibilities assigned to its occupant, the academic qualifications, experiences, skills, and level of performance.
4. The size and nature of work and the degree of risk at the company.
5. Aiming to attract, retain and motivate professional competencies.
6. Taking into account the practices of other companies in determining bonuses.

7. Stop disbursing or recovering the reward if it turns out that it was decided based on incorrect information provided by the member or the executive management in order to prevent exploitation of the job status to obtain undeserved rewards.

8. Organizing the granting of shares in the company to members of the Board of Directors or Executive Management, whether they are a new issue or shares purchased by the company.

Board member remuneration:

The remuneration for members of the company's Board of Directors consists of a certain amount, an allowance for attending sessions, benefits in kind, or a percentage of profits. It is permissible to combine two or more of these benefits in accordance with the provisions contained in the Companies Law, the Corporate Governance Regulations, and the rules and standards set by the Capital Market Authority in This particular. The remuneration may be of varying amounts in light of a policy issued by the Remuneration and Nominations Committee and approved by the General Assembly. The annual report of the Board of Directors to the General Assembly of shareholders must include a comprehensive statement of all the remuneration, expense allowance, and other benefits obtained by members of the Board of Directors during the year.

It should also include a statement of the number of Board sessions and the number of sessions attended by each member from the date of the last meeting of the General Assembly.

If the members' remuneration is a percentage of profits, the provisions stipulated in Article (20) and Article (46) of the company's bylaws and Article (76) of the companies' bylaws must be taken into account, provided that the total amount received by a member of the Board of Directors of rewards and financial or in-kind benefits does not exceed an amount. 500 thousand riyals in accordance with the controls set by the competent authority, provided that the entitlement to this reward is proportional to the number of sessions attended by the member.

Attendance allowance for Board and committee members:

The allowance for attending the sessions of the Board of Directors and the committees affiliated with the Board is 3,000 riyals for each session.

Committee members' rewards:

The work regulations for each committee include the remuneration for its members.

Executive management rewards:

The Remuneration and Nominations Committee reviews the salary scale specified for all employees and senior executives and the incentive program and plans on an ongoing basis and approves them based on the recommendation of the executive management. The executive management's rewards include the following:

1. Monthly basic salary,
2. Allowances include, but are not limited to, housing allowance, car allowance, telephone allowance, and children's education allowance.
3. Medical insurance benefits, work injuries and disability insurance policy, etc.
4. Benefits of annual leaves, travel tickets, and end-of-service benefits.
5. Short- and long-term incentive plans linked to performance indicators according to the annual evaluation, stock options, etc.
6. The general plans, programs and guidelines for senior executives' remuneration are approved by the Remuneration and Nominations Committee.
7. The CEO implements the remuneration policy for executives and senior employees in light of the general plans and guidelines approved by the committee.

General standards and controls for rewards:

1. The remuneration of members of the Board of Directors may be of varying amounts, reflecting the extent of the member's experience, his specializations, the tasks assigned to him, his independence, the number of sessions he attends, and other considerations.
2. The remuneration of independent board members must not be a percentage of the profits achieved by the company or be based directly or indirectly on the company's profitability, so that the connection of their remuneration does not affect the independence of their decisions.
3. The Board of Directors determines, in accordance with its discretion and decision, the special remuneration received by the Chairman of the Board, his deputy, and the Managing Director, in addition to the remuneration stipulated for members, within the limits of what is stipulated in the Companies Law, its regulations, and the company's bylaws.
4. Board members may not vote on the remuneration item for board members at the general assembly meeting in order to ensure the independence of the decision issued by the company's general assembly regarding the remuneration item for board members.

The competent authority in this policy:

The Remuneration and Nominations Committee is responsible for periodically reviewing this policy, evaluating its effectiveness in achieving its objectives, and reviewing and updating the policy with the aim of responding to changes occurring in the market environment and conditions.

Final provisions (publication and amendment):

This policy shall be implemented and adhered to by the company as of the date of its approval by the General Assembly of Shareholders. It must also be published on the company's website to enable shareholders, the public and stakeholders to view it. These regulations will be reviewed as needed based on a recommendation from the Board, provided that these amendments are presented to the General Assembly of Shareholders for approval at its nearest meeting.

List of member policies, standards, controls and procedures for compensation and rewards

The Board of Directors, the Committees emanating from the Board of Directors and the Executive Management

1- Purpose of the policy:

The “Remuneration Policy for the Board of Directors, its committees, and the executive management of Anaam International Holding Company Group” was prepared with the aim of complying with Paragraph (1) of Article (58) of the Corporate Governance Regulations issued by the Capital Market Authority pursuant to Resolution No. (8-16-2017) dated 5/16/1438 AH corresponding to 2/13/2017 AD, amended by Authority Council Resolution No. 8-5-2023 dated 6/25/1444 AH corresponding to 1/18/2023 AD, which stipulated that the Remuneration and Nominations Committee shall prepare a clear policy for the remuneration of members of the Board of Directors and committees. emanating from the Council and Executive Management and submitting them to the Board of Directors for consideration in preparation for approval by the General Assembly.

2- Policy objective:

The primary goal is to determine clear standards for the rewards of members of the Board of Directors, its committees, and senior executives in light of the requirements of the company’s system and the rules and regulations of the Capital Market Authority. It also aims to attract individuals with a degree of competence, ability, and talent in order to work in the Board of Directors, committees, and executive management by adopting stimulating plans and programs. Rewards are linked to performance, which contributes to improving the company’s performance and achieving its goals and the interests of its shareholders.

3- Principles of rewards:

Anaam Holding Group Company intends to maintain internal justice through fairness in reward practices consistent with jobs in terms of geographical location, conditions and work environment, as well as maintaining competition by defining reward practices and harmonizing them with the different sectors of the internal work environment and comparison between other companies within the framework of conditions. Different geography and continuity in paying rewards for good performance by estimating the value of each individual’s performance and the duration of his contribution to the development and growth of the business.

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4- Rewards policy and standards:

The Remuneration and Nominations Committee is responsible for recommending to the Board of Directors the remuneration of Board members, committee members, and senior executives of the company in accordance with the approved standards and policy, as follows:

1. Harmony with the company's strategy, goals, and skills necessary to manage it.
2. Providing rewards for the purpose of urging board members and executive management to make the company successful and develop in the short and long term.
3. Rewards are determined based on the level of the job, the tasks and responsibilities assigned to its occupant, the academic qualifications, experiences, skills, and level of performance.
4. The size and nature of work and the degree of risk at the company.
5. Aiming to attract, retain and motivate professional competencies.
6. Taking into account the practices of other companies in determining bonuses.
7. The remuneration of members of the Board of Directors may be of varying amounts to reflect the extent of the member's experience, his specializations, the tasks assigned to him, his independence, the number of sessions he attends, and other considerations.
8. The Board of Directors determines, in accordance with its discretion and decision, the special remuneration received by the Chairman of the Board, his deputy, and the Managing Director, in addition to the remuneration prescribed for members, within the limits of what is stipulated in the Companies Law, its regulations, and the company's bylaws.
9. Stop disbursing or recovering the reward if it turns out that it was decided based on incorrect information provided by the member or the executive management in order to prevent exploitation of the job status to obtain undeserved rewards.
10. In the event of developing a program to grant shares in the company to members of the Board of Directors, Executive Management and its employees, whether it is a new issue or shares purchased by the company, this will be done under the supervision of the Remuneration and Nominations Committee and in accordance with the company's bylaws and the relevant rules and regulations of the Capital Market Authority.

5- Board Members' Remuneration:

1. The remuneration for members of the company's Board of Directors consists of a certain amount, an allowance for attending sessions, benefits in kind, or a percentage of profits. It is permissible to combine two or more of these benefits in accordance with the provisions contained in the Companies Law, the Corporate Governance Regulations, and the rules and standards set by the Market Authority. Finance in

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this regard. The remuneration may be of varying amounts in light of a policy issued by the Remuneration and Nominations Committee and approved by the General Assembly. The annual report of the Board of Directors to the General Assembly of shareholders must include a comprehensive statement of all the remuneration, expense allowance, and other benefits obtained by members of the Board of Directors during the year.

During the year, in terms of rewards, expense allowances, and other benefits, it should also include a statement of what Council members received in their capacity as workers or administrators, or what they received in exchange for technical or administrative work or consultations (if any), and it should also include a statement of the number of Council meetings and the number of sessions held. Attended by every member.

2. The council member is entitled to the reward starting from the date he joins the council, provided that its amount is proportional to the period of actual membership.

3. The annual remuneration prescribed under this policy is paid to members of the Council, the committees, and the Secretary based on the recommendation of the Remuneration and Nominations Committee, and in accordance with the Board of Directors' decision to approve the recommendation at the end of the year. Allowances for attending sessions are also paid to the Council and the committees every quarter.

4. Members of the Board of Directors may not vote on the Board's remuneration item at the General Assembly meetings.

5. If members' remuneration is a percentage of profits, the following must be taken into account:

A - The remuneration for independent board members should not be a percentage of the profits achieved by the company, or be based directly or indirectly on the company's profitability.

B - That the specific percentage of net profits be determined based on a recommendation from the Remuneration and Nominations Committee in the event that the company achieves profits, provided that it is presented to the General Assembly of Shareholders for approval, in a manner that does not conflict with the company's bylaws or other relevant regulations.

6. If the General Assembly decides to terminate the membership of a member of the Board of Directors who is absent due to his failure to attend three consecutive meetings or five separate meetings of the Board during the term of his membership without a legitimate excuse, then this member is not entitled to any remuneration for the period following the last meeting he attended, and he must return all The rewards paid to him during that period.

6- Attendance allowance for members of the Board and committees:

1. The allowance for attending the sessions of the Board of Directors and the committees affiliated with the Board is 3,000 riyals for each session.
2. The attendance allowance for the Board and committee sessions for the secretary of the Board and committees is 2000 riyals for each session.

7- Committee members' rewards:

1. The Board of Directors determines the remuneration of members of its committees and attendance allowances based on the recommendation of the Remuneration and Nominations Committee and based on this policy.
2. Committee members' remuneration consists of an annual remuneration (a certain amount), an allowance for attending sessions, and other allowances.
3. In the event that a member of the Board of Directors holds membership in two or more of the Board's committees, it is sufficient to pay the remuneration of one committee for the annual remuneration specified for the Board's committees.

8- Executive management rewards:

The Board of Directors, based on the recommendation of the Remuneration and Nominations Committee, determines executive management remuneration, which includes the following:

1. Basic salary
2. Allowances that include, but are not limited to, housing allowance, car allowance, telephone allowance, and children's education allowance, according to company policy.
3. Medical insurance benefits, work injuries and disability insurance policy, etc.
4. Benefits of annual leaves, travel tickets, and end-of-service benefits.
5. Short- and long-term incentive plans linked to performance indicators according to the annual evaluation, stock options, etc.
6. The general plans, programs and guidelines for senior executives' remuneration are approved by the Remuneration and Nominations Committee.
7. The CEO implements the remuneration policy for executives and senior employees in light of the general plans and guidelines approved by the Remuneration and Nominations Committee and approved by the Board .

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9- Details of remuneration for members of the Board and its committees:

1) Members of the Board of Directors:

- Attendance allowance of (3,000) riyals per session
- An annual reward of (300,000) riyals for the member.
- Providing tickets and accommodation for the member coming from outside the meeting location

2) Members of Board committees

- Attendance allowance of (3,000) riyals per session
- An annual bonus of (100,000) riyals for the member if he is a member of the Board of Directors .
- An annual bonus of (150,000) riyals for the member if he is from outside the Board of Directors .
- Providing tickets and accommodation for the member coming from outside the meeting location.

10- The competent authority in this policy:

The Remuneration and Nominations Committee is responsible for periodically reviewing this policy, evaluating its effectiveness in achieving its objectives, and reviewing and updating the policy with the aim of responding to changes occurring in the market environment and conditions.

11- Final provisions (publication and amendment):

This policy shall be implemented and adhered to by the company as of the date of its approval by the General Assembly of Shareholders. It must also be published on the company's website to enable shareholders, the public and stakeholders to view it. These regulations will be reviewed as needed based on the recommendation of the Board, provided that these amendments are presented to the General Assembly of Shareholders for approval at its nearest meeting.