

**Amendments to the Remuneration Policy**  
**Jamjoom Pharmaceuticals Factory Co.**  
**Saudi Listed Joint Stock Company**  
**Nomination & Remuneration Policy**

Text before amendment		Text after amendment	
No. Text Clause	Text	No. Text Clause	Text
<b>5.1</b>	<b><u>Purpose and Scope</u></b>	<b>5.1</b>	<b><u>Purpose and Scope</u></b>
5.1.1	This Policy sets out the guidelines to be followed related to the Nomination and Remuneration Jamjoom Pharmaceuticals Factory's Board and Committees' members and the Executive Management.	5.1.1	<ul style="list-style-type: none"> <li>This Policy sets out the guidelines to be followed related to the Nomination and Remuneration Jamjoom Pharmaceuticals Factory's Board and Committees' members and the Executive Management.</li> <li>The purpose of the remuneration policy is to outline the remuneration for the Board and Board Committees.</li> <li>The policy is designed to attract the right members and compensate them for their contribution, efforts and time.</li> </ul>
<b>5.3</b>	<b><u>Remuneration</u></b>	5.3	<b><u>Remuneration of the Board and Board Committee Members</u></b>

شركة مساهمة - رأس المال ٧٠٠ مليون ريال، س.ت. ١٥٤٥٩٦-٤٠٣٠

عنوان المصنع : رقم القطعة م . ي : ١ : ٣، المنطقة الصناعية، المرحلة الخامسة، جدة ، ت: ١١١١ ١٢ ٦٠٨ ٩٦٦ +، ف: ١٢٢٢ ١٢ ٦٠٨ ٩٦٦ +  
العنوان البريدي: ٦٢٦٧، جدة - ٢١٤٤٢، المملكة العربية السعودية، الإدارة : ت: ٠٠٩٩ ١٢ ٦١٤ ٩٦٦ +، ف: ٠٠٨٨ ١٢ ٦١٤ ٩٦٦ +

Joint Stock Company - Capital SR. 700 Million, C.R. 4030154596

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Jamjoom Pharmaceuticals Factory Co.



- 5.3 5.3.1 The remuneration must be based on a recommendation from the NRC.
- 5.3.2 Upon the recommendation of the NRC, the remunerations shall be recommended by the Board to the General Assembly for approval.
- 5.3.3. Members of the Board and committees shall not vote on the agenda item related to the remuneration of members at the meeting of the General Assembly.
- 5.3.4 The remuneration of the member shall include the following:
- 5.3.4.1 An annual fixed amount
- 5.3.4.2 Allowance based on the number of meetings attended by the member.
- 5.3.4.3 All expenses necessary for the member to attend the sessions and participate in the activities of the Board and/or Committee shall be covered as well, including housing, travel, transportation, and any other expenses.
- 5.3.5 Remunerations shall be calculated in proportion to the actual number of

- 5.3
- The annual Board report to the General Assembly shall disclose details of the remuneration policy, including comprehensive statements of all the amounts received by each Board and Board Committee member during the fiscal year.
  - The report shall also include a statement on number of Board and Board Committees meetings held and the number of meetings attended by each member.

**Remuneration:**

Capacity	Amount in SAR	Note
Chairman of the Board	300,000	In addition to special remuneration
Vice Chairman of the Board	250,000	
Board Member	200,000	
If Board Member and Chairman of a Committee	100,000	In addition to the Board fee
If Board Member and member of a Committee	75,000	In addition to the Board fee
Audit Committee Chairman	125,000	(Non-board Member)
Audit Committee Member	100,000	
Another Committee Chairman	100,000	
Another Committee Member	75,000	

**Executive members treatment:**

- Executive member of the Board are treated as other members.
- Executive member of a Board Committee not being part of the Board receive no remuneration.

<p>meetings held and attended by each member.</p> <p>5.3.6. The Company is responsible for providing tickets and accommodations for members that reside outside of the Kingdom or outside the region of the meeting location.</p> <p>5.3.7. The Company shall book business class tickets for all members.</p> <p>5.3.8. The total rewards granted to one member (Board or Committee) during the year must not exceed five hundred thousand Saudi Riyals (500,000 Saudi Riyals).</p> <p>5.3.9. The Company must compensate in cash or bank transfer any member that book his ticket, given that they provide proper documentation of the transaction and related supporting documents.</p>	<p><b>Multi seats:</b></p> <ul style="list-style-type: none"> <li>For Board members and Non-board members, maximum 2 committee seats.</li> </ul> <p><b>Remuneration qualification:</b></p> <ul style="list-style-type: none"> <li>Prorated based on joining and leaving date.</li> <li>Attendance of more than 2/3<sup>rd</sup> = full remuneration.</li> <li>Attendance of less than 2/3<sup>rd</sup> = will be proportionate.</li> </ul> <p><b>Travel and Accommodation Allowances:</b></p> <ul style="list-style-type: none"> <li>The company shall bear any travel and accommodation costs for Board / Board Committee members residing outside Jeddah.</li> <li>The company shall bear any travel and accommodation costs for Board / Board Committee members if the meeting took place outside Jeddah.</li> <li>Airfare tickets (roundtrip) for Board / Board Committee members shall be Business Class.</li> </ul> <p><b>Other Remuneration:</b></p> <ul style="list-style-type: none"> <li>Board member, and his direct family may benefit from the medical insurance policy of the Company provided that NRC approval is obtained, and he/she will bear the cost of the insurance premium.</li> </ul> <p><b>Effective Date:</b></p> <ul style="list-style-type: none"> <li>1 January 2024</li> </ul> <p><b>Special Engagement:</b></p>
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شركة مساهمة - رأس المال ٧٠٠ مليون ريال، س.ت. ٤٠٣٠١٥٤٥٩٦

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العنوان البريدي: ٦٢٦٧، جدة - ٢١٤٤٢، المملكة العربية السعودية، الإدارة : ت: ٩٦٦ ١٢ ٦١٤ ٠٠٩٩ ، ف: ٩٦٦ ١٢ ٦١٤ ٠٠٨٨

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		<ul style="list-style-type: none"> <li>Special assignment / task, fee to be agreed and pre-approved by the Chairman of the Board.</li> </ul> <p><b>Review and Amendments:</b></p> <ul style="list-style-type: none"> <li>Any changes to the policy will need the Nomination and Remuneration Committee recommendation, Board endorsement and General Assembly approval.</li> </ul>
<b>5.4</b>	<b><u>Board Remunerations</u></b>	<b><u>Deleted</u></b>
	<p>5.4.1 The remunerations that the Board of Directors' member receives shall be fair and in accordance with the member's competences as well as the activities and the responsibilities that the member undertakes and endures.</p> <p>5.4.2 Board membership remunerations consist of the following:</p> <p>5.4.3 Annual remuneration/Fixed Bonus for each member of the Board (150,000 Saudi Riyals per year ) provided the number of meetings in the year is 4-6 meetings.</p> <p>5.4.4 Attendance allowance for each session for each Board member (3,000 Saudi Riyals per session) regardless of the way he/she attended (in person, over the</p>	

	phone, virtually and other methods as long as approved by the chairman).		
<b>5.5</b>	<b><u>Committee Remunerations</u></b>		
	<p>5.5.1 Committee membership remunerations consist of the following:</p> <p>5.5.2 Annual remuneration/Fixed Bonus for each member of the Committee (75,000 Saudi Riyals per year) provided the number of meetings in the year is 4-6 meetings. The foregoing does not apply to the Executive Committee.</p> <p>5.5.3 Annual remuneration/Fixed Bonus for each member of the Executive Committee (100,000 Saudi Riyals per year) provided the number of meetings in the year is 6-8 meetings.</p>		<b><u>Deleted</u></b>
<b>5.6</b>	<b><u>Payment Process</u></b>	5.4	<b><u>Payment</u></b>
	5.6.1 Each member must provide the Company with their bank account number / Iban.		<p><b>Payment:</b></p> <ul style="list-style-type: none"> <li>• For the period from January to June, paid in July.</li> <li>• For the period from July to December, paid in January.</li> </ul>

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<p>5.6.2 The Company is committed to paying all remunerations, allowances and compensations by the end of the Company's financial year only after the General Assembly meeting and within a period not exceeding 15 calendar days from that meeting.</p> <p>5.6.3 Remuneration Payments shall be stopped or retrieved if it turns out that it was approved based on inaccurate information presented by the member.</p>	<ul style="list-style-type: none"> <li>• Payment required NRC approval.</li> </ul>
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