

Board Remuneration Policy & Executive Management



Text of the article before the amendment	Text of the Article after the Amendment
<p><u>Article Seven: Date and Regulations for the Disbursement of the Bonus</u></p> <ol style="list-style-type: none"> 1. The Company discloses the remuneration of Board members, committees and senior executives in the annual report of the Board of Directors in accordance with the relevant controls and directives. 2. A member of the Board or Committee shall be entitled to the remuneration as of the date of joining the Board or Committee according to the term of his or her membership. 3. The annual remuneration shall be paid to the Board at the end of the financial year. 	<p><u>Article Seven: Date of Entitlement and Rules for Disbursement of Bonus</u></p> <ol style="list-style-type: none"> 1. The Company discloses the remuneration of Board members, committees and senior executives in the annual report of the Board of Directors in accordance with the relevant controls and directives. 2. A member of the Board or Committee shall be entitled to the remuneration as of the date of joining the Board or Committee according to the term of his or her membership. 3. The remuneration of the Council and the Committees shall be disbursed on a semi-annual basis.
<p><u>Article Eight: Remuneration and Compensation</u></p> <ol style="list-style-type: none"> 2. The Board Member shall be granted an annual remuneration of SAR 300,000 or more per year, provided that his attendance shall not be less than 75% of the number of meetings, if the remuneration is calculated according to the percentage of attendance. 3. A member of the committees emanating from the Board of Directors shall be granted an annual remuneration of SAR 100,000 or more per year, provided that his attendance shall not be less than 75% of the number of meetings, if the remuneration shall be calculated according to the percentage of attendance. 	<p><u>Article Eight: Remuneration and Compensation</u></p> <ol style="list-style-type: none"> 2. A member of the Board of Directors shall be granted an annual remuneration of SAR 400,000 or more annually, provided that his attendance shall not be less than 75% of the number of meetings, if less, the remuneration shall be calculated according to the percentage of attendance. 3. The Chairman of the Board of Directors shall be granted an annual remuneration of SAR 180,000 for conducting and directing the Board's work and verifying the performance of its tasks and responsibilities stipulated in the Company's Articles of Association. 4. The member of the committees emanating from the Board of Directors shall be granted an annual remuneration of SAR 150,000 or more annually for the membership of the first and second committees, and the remuneration of the membership of the third committee shall be free of charge, provided that his attendance shall not be less than 75% of the number of meetings, if the remuneration shall be calculated according to the percentage of attendance.