

**Comparison of Remuneration Policy for Board Members, Board Committees and Executive Management
(Before and after the amendments)**

Articles before the modification	Articles after the modification																						
<p>Clause No. 4 - Standards of the remuneration of the members of the Board of Directors and the committees emanating from the Board and the Executive Management: 13- None.</p>	<p>Clause No. 4 - Standards of the remuneration of the members of the Board Directors and committees emanating from the board: 13- Regulating the granting of company's shares to the members of the board of directors and the executive management, whether it is a new issue or shares are purchased by the company.</p>																						
<p>Clause No. 5- Controls for the remuneration for the members of the Board Directors and committees emanating from the Board and the Executive Management: B- If the remuneration of the non-executive or independent member exceeds the amount of two hundred and fifty thousand (250,000) Riyals, it must be attached a report from the Remuneration Committee to clarify the reasons for that, and how its related to the company's performance and the member's performance. D- None. E- None. F- None. G- None. K- None. T- None.</p>	<p>Clause No. 5- Controls for the remuneration for the members of the Board Directors and committees emanating from the Board and the Executive Management: B- Delete and replace it with item No. C in the previous policy (remunerations are calculated based on the actual attendance of the member) C- The members of the Board Directors are not allowed to vote on the remuneration of the Board of Directors at the meeting of the General Assembly, and it is prevented to do so, whether he voted behalf on himself or behalf on other. D- If the remuneration for a member of the board of directors is a certain percentage of the company's profits, this percentage may not exceed (10%) of the net profits, after deducting the reserves decided by the general assembly in application of the provisions of the law and the company's articles of association, and after distributing a profit to the shareholders. not less than (5 %) of the company's paid-up capital, provided that the entitlement to this remuneration is proportional to the number of parties the member attends, and any estimate to the contrary is void. E- The remuneration of independent board members may not be a percentage of the profits achieved by the company or be based directly or indirectly on the profitability of the company. F- The remuneration shall be paid at the end of the session, and the company may stop the payment if the membership of the board member is terminated due to his absence or dereliction in his work, or if the audit committee or the board of directors finds that the remuneration decided upon for any member of the board of directors was based on inaccurate or misleading information after it was presented to the The General Assembly or its inclusion in the annual report of the Board Directors. G- The Board of Directors may recommend to the General Assembly later to change some of the rules of this policy.</p>																						
<p>Clause No. 6- The members of the board of directors, the committees emanating from the board of directors and the executive management are entitled to the following remunerations: A- The members of the Board of Directors are entitled to an amount of 200,000 riyals (two hundred thousand riyals) as an annual reward, in accordance with the company's rules for disbursing remuneration. B - Members of the Audit Committee are entitled to an amount of 50,000 riyals (fifty thousand riyals) as an annual remuneration, in accordance with the company's rules for disbursing remunerations. C- A member of the Board of Directors shall be entitled to an allowance for attending the Board of Directors session, an amount of 4,000 riyals (four thousand riyals) for each session of the Board. D- A member of any of the committees emanating from the Board of Directors (the Nominations and Remunerations Committee, the Audit Committee, and any of the other committees emanating from the Board) is entitled to an amount of 2000 riyals (two thousand riyals) as an attendance allowance for each meeting in each committee separately. E - A certain amount of 10,000 riyals (ten thousand riyals) is paid on a quarterly basis, with not exceed than 40,000 riyals annually, to the vice chairman of the board of directors in return for his deputizing for the chairman of the board. F- The Board of Directors, based on the recommendation of the Nominations and Remunerations Committee, determines the remunerations of the company's senior executives, if any.</p>	<p>Clause No. 6- A statement of the details of the remuneration of the Board of Directors and the committees emanating from the Board: 6.1 Board Members</p> <table border="1"> <thead> <tr> <th align="center">Remuneration Clause</th> <th align="center">Remuneration amount</th> </tr> </thead> <tbody> <tr> <td>A specified annual amount for each member of the Board of Directors</td> <td>200,000 riyals (two hundred thousand Saudi riyals)</td> </tr> <tr> <td>Annual remuneration for the Chairman of the Board of Directors</td> <td>200,000 riyals (two hundred thousand Saudi riyals)</td> </tr> <tr> <td>Remuneration for Vice Chairman of the Board of Directors</td> <td>10,000 riyals (ten thousand Saudi riyals) on a quarterly basis, with no more than 40,000 riyals annually</td> </tr> <tr> <td>Allowance for attending a session for each member of the Board of Directors</td> <td>4,000 riyals (four thousand Saudi riyals) for each session</td> </tr> </tbody> </table> <p>6.2 Members of the Audit Committee</p> <table border="1"> <thead> <tr> <th align="center">Remuneration Clause</th> <th align="center">Remuneration amount</th> </tr> </thead> <tbody> <tr> <td>Annual reward for each member</td> <td>50,000 riyals (fifty thousand Saudi riyals)</td> </tr> <tr> <td>Meeting attendance allowance for each member</td> <td>2,000 riyals (two thousand Saudi riyals) attendance allowance for each meeting</td> </tr> </tbody> </table> <p>6.3 Members of the Nomination and Remuneration Committee</p> <table border="1"> <thead> <tr> <th align="center">Remuneration Clause</th> <th align="center">Remuneration amount</th> </tr> </thead> <tbody> <tr> <td>Annual Remuneration for each member</td> <td>50,000 riyals (fifty thousand Saudi riyals)</td> </tr> <tr> <td>Meeting attendance allowance for each member</td> <td>2,000 riyals (two thousand Saudi riyals) attendance allowance for each meeting</td> </tr> </tbody> </table>	Remuneration Clause	Remuneration amount	A specified annual amount for each member of the Board of Directors	200,000 riyals (two hundred thousand Saudi riyals)	Annual remuneration for the Chairman of the Board of Directors	200,000 riyals (two hundred thousand Saudi riyals)	Remuneration for Vice Chairman of the Board of Directors	10,000 riyals (ten thousand Saudi riyals) on a quarterly basis, with no more than 40,000 riyals annually	Allowance for attending a session for each member of the Board of Directors	4,000 riyals (four thousand Saudi riyals) for each session	Remuneration Clause	Remuneration amount	Annual reward for each member	50,000 riyals (fifty thousand Saudi riyals)	Meeting attendance allowance for each member	2,000 riyals (two thousand Saudi riyals) attendance allowance for each meeting	Remuneration Clause	Remuneration amount	Annual Remuneration for each member	50,000 riyals (fifty thousand Saudi riyals)	Meeting attendance allowance for each member	2,000 riyals (two thousand Saudi riyals) attendance allowance for each meeting
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<p>Clause No. 7 None.</p>	<p>Clause No. 7 - The Board of Directors, based on the recommendation of the Nominations and Remunerations Committee, determines the remunerations of the company's senior executives, if any.</p>																						
<p>Clause No. 8 None</p>	<p>Clause No. 8- Disclosure The Board of Directors is committed to the following: A- Disclosure of the remuneration policy and how to determine the remuneration of the members of the Board of Directors and the executive management of the company b- Accurate, transparent and detailed disclosure in the Board of Directors' report about the remunerations granted directly or indirectly to members of the Board of Directors and the Executive Management, and if they are shares in the company, then the value entered for the shares is the market value at the date of maturity. C- Clarify the relationship between the granted rewards and the applicable rewards policy, and indicate any material deviation from this policy. D- The disclosure should be in accordance with Annex No. (1) in the Corporate Governance Regulations. E- A statement of the necessary details regarding the remuneration and compensation paid for each of the following separately: 1- Members of the Board of Directors. 2- Committee members. F- A total statement regarding the remunerations and compensations paid to five senior executives of the company who received the highest remunerations, provided that they include the CEO and the finance manager.</p>																						
<p>Clause No. 9 - None</p>	<p>Clause No. 9 - Effective Date This policy is effective from the date of its approval by the general assembly of shareholders.</p>																						