

4 - 8 Remuneration of Board Members, Committee Members and Senior Executives

Subject to the Company's Bylaws, remunerations of the Board of Directors shall be determined by the Ordinary General Assembly (OGA) in accordance with the relevant official decisions and instructions issued by the Ministry of Commerce, and within the provisions of the Companies Law and any other relevant supplementary laws, as well as the Company's Bylaws. The attendance, and any other allowances, shall be determined by the Board according to the applicable laws, decisions and directions identified by the competent entities in the Kingdom.

Pursuant to the Company's Bylaws, neither the Board Members nor the Senior Executives have the authority

to vote on their remuneration or indemnities. The remuneration of Senior Executives shall be determined by virtue of each respective employment contract, in accordance with the Company's remuneration policy. Furthermore, neither the Board Members nor the Senior Executives have powers to borrow from the Company or vote on a contract or an arrangement in which they have a material interest.

The following table shows the remunerations of the Board of Directors Members, the Board Committees Members and the top five Senior Executives, including the CEO, the CFO, as stipulated in the Regulations:

Remunerations of Board Members 2023G

(Amounts in SAR)

Name	Position	Annual Remuneration
Non-Executive Members		
Tariq Mutlaq Abdullah AlMutlaq	Chairman of the Board of Directors	300,000
Abdullah Ahmed Sultan Al-Shehri	Vice Chairman	250,000
Essa Abdulla Ahmad Al-Ghurair	Board Member	250,000
Rakan Abdullah Rashid Abunayyan	Board Member	250,000
Independent Members		
Yazeed Abdullah Abdulaziz AlOthman	Board Member	250,000
Massimo Ambrosio	Board Member	322,500
Murad Ahmed AlKatib	Board Member	322,500

Remuneration of Board Committees Members 2023G

(Amounts in SAR)

Name	Position	Annual Remuneration
Nomination and Remuneration Committee Members		
Massimo Ambrosio	Committee Chairman	150,000
Abdullah Ahmed Sultan Al-Shehri	Member	120,000
Rakan Abdullah Rashid Abunayyan	Member	120,000
Ahmed Nasr Hasan Al-Homoud	Member	120,000
Ahmad Misfer Saleh Al Ghamdi	Member	120,000
Audit Committee Members		
Abdulrahman Sulaiman Hammoud Al-Tariqi	Committee Chairman	150,000
Bassem Muhammad Bandari Hussein	Member	120,000
Muhammad Abdullah Saleh Al-Wabel	Member	98,958.90
Murad Ahmed AlKatib	Member	120,000

Remuneration of Top Five Senior Executives 2023G

(Amounts in SAR)

	Annual Remuneration
Remuneration Paid to Top Five Senior Executives (Including the CEO, the CFO)	9,475,905.03

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