

Details of Paid Compensation and Remuneration

Board Remunerations 2024								
Name	Position	Specific Amount *	Fixed Remunerations				Remunerations of the Chairman, Managing Director or Secretary, if a Member**	Total
			Allowance for Attending Board Meetings	Total Allowance for Attending Committee Meetings	In-kind Benefits	Remunerations for Technical, Managerial and Consultative Work		
Non-Executive Directors								
HH Prince Naïf Bin Sultan Bin Mohammed Bin Saud Al Kabeer	Chairman	550,000	15,000	12,000			600,000	1,177,000
Mr. Sulaiman Bin Abdulkadir Almuhaidib	Vice Chairman	400,000	15,000	-				415,000
Mr. Bader Bin Abdullah Al Issa	Member	700,000	15,000	18,000				733,000
Mr. Mohammed Bin Mansour Almousa	Member	550,000	12,000	12,000				574,000
HH Prince Saud Bin Sultan Bin Mohammed Bin Saud Al Kabeer	Member	550,000	12,000	6,000				568,000
Mr. Waleed Bin Khalid Fatani	Member	550,000	35,000	20,000				605,000
Total		3,300,000	104,000	68,000	-	-	600,000	4,072,000
Independent Directors								
Mr. Ammar Bin Abdulwahid Alkhudairy	Member	700,000	15,000	18,000				733,000
Mr. Hosam Bin Ali Alqurashi	Member	550,000	15,000	6,000				571,000
Mr. Salman Bin Abdelmuhsin Alsudeary	Member	600,000	15,000	15,000				630,000
Sub Total		1,850,000	45,000	39,000	-	-	-	1,934,000
Total		5,150,000	149,000	107,000	-	-	600,000	6,006,000

* This amount includes annual remuneration for membership of the Board of Directors and fixed remunerations for membership of committees

**Subject to EGM approval

Variable Remunerations

Percentage of the Profits	Periodic Remunerations	Short Term Incentive Plans	Long Term Incentive Plans	Granted Shares	Total	End-of- service Award	Aggregate Amount	Expenses Allowance
					-		1,177,000	
					-		415,000	
					-		733,000	
					-		574,000	
					-		568,000	
					-		605,000	
-	-	-	-	-	-	-	4,072,000	-
					-		733,000	
					-		571,000	
					-		630,000	
-	-	-	-	-	-	-	1,934,000	-
-	-	-	-	-	-	-	6,006,000	-

Paid to five top Senior Executives 2024 (including CEO and CFO) *

The five top Senior Executives, including the Chief Executive Officer (CEO) and the Chief Financial Officer (CFO), receive a remuneration according to employment contracts signed with them. The following table illustrates details of remuneration and compensation paid to Senior Executives.

Fixed Remunerations				
Remunerations of Top 5 Senior Executives (CEO and CFO Included)	Salaries	Allowances	In-kind Benefits	Total
For 2024 (ﷲ)	11,380,000	3,736,082	390,000	15,506,082
For 2023 (ﷲ)	8,880,000	2,217,996	390,000	11,487,996

*The Company committed to disclose total remuneration of the Senior Executive Management in accordance with the requirements of Article 93(4-b) of the Corporate Governance Rules. In order to protect the interests of the Company, its shareholders and its employees, and to avoid any damage that may result from the disclosure in details as per job titles and positions, the description of remuneration is not presented pursuant to Appendix (1) Remuneration Schedule of Corporate Governance Rules related to Senior Executives

Committees

Board of Directors

Name	Position	Fixed Remuneration (ﷲ)*	Meeting Attendance Allowance (ﷲ)	Total (ﷲ)
HH Prince Naif Bin Sultan Bin Mohammed Bin Saud Al Kabeer	Chairman	400,000	15,000	415,000
Mr. Sulaiman Bin Abdulkadir Almuheidib	Vice Chairman	400,000	15,000	415,000
Mr. Ammar Bin Abdulwahid Alkhudairy	Member	400,000	15,000	415,000
Mr. Bader Bin Abdullah Al Issa	Member	400,000	15,000	415,000
Mr. Hosam Bin Ali Alqurashi	Member	400,000	15,000	415,000
Mr. Mohammed Bin Mansour Almousa	Member	400,000	12,000	412,000
Mr. Salman Bin Abdelmuhsin Alsudeary	Member	400,000	15,000	415,000
HH Prince Saud Bin Sultan Bin Mohammed Bin Saud Al Kabeer	Member	400,000	12,000	412,000
Mr. Waleed Bin Khalid Fatani	Member	400,000	35,000	435,000
Total		3,600,000	149,000	3,749,000

*Subject to EGM Approval

Variable Remunerations								
Periodic Remunerations	Profits	Short Term Incentive Plans	Long Term Incentive Plans	Granted Shares	Total	End of Service Award	Other Benefits	Aggregate Amount
-	-	13,299,750		5,925,549	19,225,299	-	1,801,286	36,532,667
-	-	9,713,750		4,993,497	14,707,247	-	1,399,608	27,594,851

Remuneration and Nomination Committee

Name	Position	Fixed Remuneration (except for the allowance for attending Board meetings) (ﷲ)	Meeting Attendance Allowance (ﷲ)	Total (ﷲ)
Mr. Ammar Bin Abdulwahid Alkhudairy	Chairman	150,000	6,000	156,000
Mr. Bader Bin Abdullah Al Issa	Member	150,000	6,000	156,000
Mr. Hosam Bin Ali Alqurashi	Member	150,000	6,000	156,000
HH Prince Saud Bin Sultan Bin Mohammed Bin Saud Al Kabeer	Member	150,000	6,000	156,000
Total		600,000	24,000	624,000

Audit Committee

Name	Position	Fixed Remuneration (except for the allowance for attending Board meetings) (ﷲ)	Meeting Attendance Allowance (ﷲ)	Total (ﷲ)
Mr. Raied Bin Ali Alseif	Chairman	200,000	15,000	215,000
Mr. Abdulrahman Moulay Albizioui**	New Member	80,000	6,000	86,000
Mr. Eid Bin Faleh Al Shamri	Member	200,000	15,000	215,000
Dr. Salah Altaleb	Member	200,000	15,000	215,000
Mr. Salman Bin Abdelmuhsin Alsudeary	Member	200,000	15,000	215,000
Mr. Sulaiman Bin Naser Alhatlan*	Former Member	80,000	6,000	86,000
Total		960,000	72,000	1,032,000

*Membership ended June 2024

**Membership started September 2024

Risk Committee

Name	Position	Fixed Remuneration (except for the allowance for attending Board meetings) (ﷲ)	Meeting Attendance Allowance (ﷲ)	Total (ﷲ)
Mr. Waleed Bin Khalid Fatani	Chairman	150,000	20,000	170,000
Mr. Raied Bin Ali Alseif	Member	150,000	12,000	162,000
Mrs. Vanessa Fisk	Member	150,000	12,000	162,000
Total		450,000	44,000	494,000

Investment Committee

Name	Position	Fixed Remuneration (Except for the allowance for attending Board meetings) (ﷲ)	Meeting Attendance Allowance (ﷲ)	Total (ﷲ)
Mr. Bader Bin Abdullah Al Issa	Chairman	150,000	12,000	162,000
Mr. Ammar Bin Abdulwahid Alkhudairy	Member	150,000	12,000	162,000
Mr. Mohammed Bin Mansour Almousa	Member	150,000	12,000	162,000
HH Prince Naif Bin Sultan Bin Mohammed Bin Saud Al Kabeer	Member	150,000	12,000	162,000
Total		600,000	48,000	648,000

Company Committees

With the exception of the Audit Committee, which shall be formed by the resolution of the Company's Ordinary General Assembly, the Board may at any time establish specialized committees as may be needed depending on the Company's circumstances in order to enable it to effectively perform its duties. The formation of committees shall be made in accordance with general procedures developed by the Board, which shall determine the duties, duration and powers of each committee, and the way in which the Board monitors the activities of each committee. The Committee shall inform the Board of its findings or decisions with complete transparency. The Board shall regularly follow up

the activities of such committees to ensure the performance of the duties dedicated to them. Each committee shall be responsible before the Board for its activities; this shall not relieve the Board of its responsibility for such activities, duties and powers that it has delegated to such committee. The list of non-Board Company Committee members are: