

NOMINATION AND REMUNERATION (N&R) COMMITTEE



STATEMENT OF N&R COMMITTEE MEMBERS AND THEIR TASKS/DUTIES

The N&R Committee is composed of the following members as of 31st Dec 2022:

Name of AC Members	Position	Status
Engr. Abdulla Atatreh	Chairman	Independent/Non-Executive Director
Mr. Mohamed Ahmad Alhammadi ¹	Member	Independent/Non-Executive Director
Dr. Abdulaziz Fahad H. Alongary	Member	Independent/Non-Executive Director
Ms. Manwa Alaa Al Brich	Member	Independent/Non-Executive Director

The primary tasks of the N&R Committee are as follows:

- Verification of ongoing independence of independent board members.
- Formulation and annual review of the policy on granting remunerations, benefits, incentives and salaries to Board members and employees.
- Determination of Company's need for resource and basis of selection.
- Formulation, supervision of application and annual review of the Company's human resources and training policy.
- Organization and follow-up procedure of nomination to the membership of the Board of Directors.

¹ Mr. Mohamed Alhammadi's Board Membership ended on April 28th, 2022.

NUMBER OF N&R COMMITTEE MEETINGS HELD DURING THE YEAR 2022 ALONG WITH DATES/ ATTENDEES

N&R Committee Meetings held during 2022	20/04/2022	03/10/2022
Engr. Abdulla Atatreh – Committee Chairman	✓	✓
Mr. Mohamed Ahmad Alhammadi – Member ¹	✓	-
Dr. Abdulaziz Fahad H. Alongary – Member	-	✓
Ms. Manwa Alaa Al Brich – Member	✓	✓

« Engr. Abdulla Atatreh, N&R Committee Chairman, acknowledges his responsibility for the committee system in the Company, review of its work mechanism and ensuring its effectiveness. »

¹ Mr. Mohamed Alhammadi's Board Membership ended on April 28th, 2022.

