

# Details of Paid Compensation and Remuneration

Board Remunerations 2022								
Fixed Remunerations								
Name	Position	Specific amount *	Allowance for attending Board meetings	Total Allowance for attending committee meetings	In-kind benefits	Remunerations for technical, managerial and consultative work	Remunerations of the Chairman, Managing Director or Secretary, if a member	Total
<b>Independent Directors</b>								
Mr. Ammar bin Abdulwahid Al Khudairy	Member	500,000	15,000	15,000	-	-	-	530,000
Mr. Hosam Ali Al Qurashi**	Member	140,959	6,000	3,000	-	-	-	149,959
Mr. Salman Abdelmuhsin Al Sudeary**	Member	161,096	6,000	6,000	-	-	-	173,096
Mr. Peter Amon*	Member	209,041	91,500	9,000	-	-	-	309,541
Mr. Saad bin Abdulmohsen Al Fadly*	Member	328,493	6,000	6,000	-	-	-	340,493
<b>Total</b>		<b>1,339,589</b>	<b>124,500</b>	<b>39,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,503,089</b>
<b>Non-Executive Directors</b>								
HH Prince Naif bin Sultan bin Mohammed bin Saud Al Kabeer	Chairman	350,000	15,000	15,000	-	-	500,000	880,000
Mr. Sulaiman A.K. Al Muhaidib	Vice Chairman	200,000	15,000	-	-	-	-	215,000
Mr. Bader bin Abdullah Al Issa	Member	410,411	15,000	18,000	-	-	-	443,411
Mr. Mohammed Mansour Al Mousa**	Member	140,959	6,000	6,000	-	-	-	152,959
HH Prince Saud bin Sultan bin Mohammed bin Saud Al Kabeer	Member	350,000	15,000	6,000	-	-	-	371,000
Mr. Waleed bin Khalid Fatani	Member	350,000	35,000	24,000	-	-	-	409,000
Mr. Sultan Abdulmalik Al Sheikh*	Member	209,041	9,000	3,000	-	-	-	221,041
<b>Total</b>		<b>2,010,411</b>	<b>110,000</b>	<b>72,000</b>	<b>-</b>	<b>-</b>	<b>500,000</b>	<b>2,692,411</b>
<b>Sub Total</b>		<b>3,350,000</b>	<b>234,500</b>	<b>111,000</b>	<b>-</b>	<b>-</b>	<b>500,000</b>	<b>4,195,500</b>

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

\*Membership ended on 6 August 2022

\*\*Membership started on 7 August 2022

## Board Remunerations 2022

## 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
-	-	-	-	-	-	-	530,000	-
-	-	-	-	-	-	-	149,959	-
-	-	-	-	-	-	-	173,096	-
-	-	-	-	-	-	-	309,541	-
-	-	-	-	-	-	-	340,493	-
-	-	-	-	-	-	-	<b>1,503,089</b>	-
-	-	-	-	-	-	-	880,000	-
-	-	-	-	-	-	-	215,000	-
-	-	-	-	-	-	-	443,411	-
-	-	-	-	-	-	-	152,959	-
-	-	-	-	-	-	-	371,000	-
-	-	-	-	-	-	-	409,000	-
-	-	-	-	-	-	-	221,041	-
-	-	-	-	-	-	-	<b>2,692,411</b>	-
-	-	-	-	-	-	-	<b>4,195,500</b>	-

## Paid to Five Top Senior Executives 2022 (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.

Remunerations of Top Five Senior Executives (CEO & CFO Included)	Fixed Remunerations (SAR)			
	Salaries	Allowances	In-kind benefits	Total
<b>For 2022 (SAR)</b>	<b>8,640,000</b>	<b>2,510,000</b>	<b>390,000</b>	<b>11,540,000</b>
For 2021 (SAR)	7,707,234	2,440,541	690,000	10,837,775

\*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 (SAR)	Meeting Attendance Allowance (SAR)	Total (SAR)
HH Prince Naif bin Sultan bin Mohammed bin Saud Al Kabeer	Chairman	200,000	15,000	215,000
Mr. Sulaiman A.K. Al Muhaidib	Vice Chairman	200,000	15,000	215,000
Mr. Ammar bin Abdulwahid Al Khudairy	Member	200,000	15,000	215,000
Mr. Bader bin Abdullah Al Issa	Member	200,000	15,000	215,000
Mr. Hosam Ali Al Qurashi**	Member	80,548	6,000	86,548
Mr. Mohammed Mansour Al Mousa**	Member	80,548	6,000	86,548
Mr. Salman Abdelmuhsin Al Sudeary**	Member	80,548	6,000	86,548
HH Prince Saud bin Sultan bin Mohammed bin Saud Al Kabeer	Member	200,000	15,000	215,000
Mr. Waleed bin Khalid Fatani	Member	200,000	35,000	235,000
Mr. Peter Amon*	Member	119,452	91,500	210,952
Mr. Saad bin Abdulmohsen Al Fadly*	Member	119,452	6,000	125,452
Mr. Sultan Abdulmalik Al Sheikh*	Member	119,452	9,000	128,452
<b>Total</b>		<b>1,800,000</b>	<b>234,500</b>	<b>2,034,500</b>

\*Membership ended on 6 August 2022

\*\*Membership started on 7 August 2022

	Variable Remunerations (SAR)					End of Service Award	Other Benefits	Aggregate Amount	
	Periodic Remunerations	Profits	Short-term Incentive Plans	Long-term Incentive Plans	Granted shares (insert the value)				Total
	-	-	8,355,250	-	3,331,776	11,687,026	-	1,358,879	24,585,905
	-	-	6,582,066	-	1,087,408	7,669,474	-	5,951,870	24,459,119

## Remuneration and Nomination Committee

Name	Position	Fixed Remuneration (Except for the allowance for attending Board meetings) (SAR)	Meeting Attendance Allowance (SAR)	Total (SAR)
Mr. Ammar bin Abdulwahid Al Khudairy	Chairman	150,000	3,000	153,000
Mr. Bader bin Abdullah Al Issa	Member	60,411	3,000	63,411
Mr. Hosam Ali Al Qurashi**	Member	60,411	3,000	63,411
HH Prince Saud bin Sultan bin Mohammed bin Saud Al Kabeer	Member	150,000	6,000	156,000
Mr. Saad bin Abdulmohsen Al Fadly*	Member	89,589	3,000	92,589
Mr. Sultan Abdulmalik Al Sheikh*	Member	89,589	3,000	92,589
<b>Total</b>		<b>600,000</b>	<b>21,000</b>	<b>621,000</b>

\*Membership ended on 6 August 2022

\*\*Membership started on 7 August 2022

## Audit Committee

Name	Position	Fixed Remuneration (Except for the allowance for attending Board meetings) (SAR)	Meeting Attendance Allowance (SAR)	Total (SAR)
Mr. Raied A. Al Seif	Chairman	200,000	15,000	215,000
Mr. Eid bin Faleh Al Shamri	Member	200,000	15,000	215,000
Mr. Salah Khalid Al Taleb**	Member	80,548	6,000	86,548
Mr. Salman Abdelmuhsin Al Sudeary**	Member	80,548	6,000	86,548
Mr. Sulaiman bin Naser Al Hatlan	Member	200,000	12,000	212,000
Dr. Abdulrahman bin Suliman Al Turaigi*	Member	119,452	9,000	128,452
Mr. Saad bin Abdulmohsen Al Fadly*	Member	119,452	3,000	122,452
<b>Total</b>		<b>1,000,000</b>	<b>66,000</b>	<b>1,066,000</b>

\*Membership ended on 6 August 2022

\*\*Membership started on 7 August 2022

## Risk Committee

Name	Position	Fixed Remuneration (Except for the allowance for attending Board meetings) (SAR)	Meeting Attendance Allowance (SAR)	Total (SAR)
Mr. Waleed Khalid Fatani	Chairman	150,000	24,000	174,000
Mr. Raied A. Al Seif**	Member	59,918	6,000	65,918
Mrs. Vanessa Fisk	Member	150,000	12,000	162,000
Mr. Jayson Day*	Member	90,082	6,000	96,082
<b>Total</b>		<b>450,000</b>	<b>48,000</b>	<b>498,000</b>

\*Membership ended on 6 August 2022

\*\*Membership started on 7 August 2022

## Investment Committee

Name	Position	Fixed Remuneration (Except for the allowance for attending Board meetings) (SAR)	Meeting Attendance Allowance (SAR)	Total (SAR)
Mr. Bader bin Abdullah Al Issa	Chairman	150,000	15,000	165,000
Mr. Ammar bin Abdulwahid Al Khudairy	Member	150,000	12,000	162,000
Mr. Mohammed Mansour Al Mousa**	Member	60,411	6,000	66,411
HH Prince Naif bin Sultan bin Mohammed bin Saud Al Kabeer	Member	150,000	15,000	165,000
Mr. Peter Amon*	Member	89,589	9,000	98,589
<b>Total</b>		<b>600,000</b>	<b>57,000</b>	<b>657,000</b>

\*Membership ended on 6 August 2022

\*\*Membership started on 7 August 2022