Item #8:

Remuneration Policy for Board of Directors, Committees Members and Executive Management (Amended)

Table of Amendments to Remuneration Policy for Board of Directors, Committees Members and Executive Management

The key amendments introduced to the Remuneration Policy for Board Members, Committee Members and Executive Management ("the Policy") include general enhancements aimed at improving clarity and accuracy, thereby increasing the Policy's efficiency and facilitating its application.

The following table includes the proposed modifications. It is important to note that the amendments are categorized based on the highlighted colors as follows:

- Red-colored amendments indicate the deletion of all or part of the provisions in the Policy.
- Green-colored amendments indicate the addition of a completely new provision or partial additions to existing provisions in the Policy.

Remuneration Policy for Board of Directors, Committees Members and Executive Management	
Main Text in The Policy	**Text After Amendment in The Policy**
Article Three: Definition of Committees	
Committees: The Audit Committee, the Nomination and Remuneration Committee, the Governance, Risk and Compliance Committee, the Investment Committee and any other committee formed by the Board and determined to be included within the scope of this Policy.	Committees: The Audit Committee, the Nomination and Remuneration Committee, the Governance, Risk and Compliance Committee, the Investment Committee and any other committee formed by the Board.
Article Four: Paragraph (c) and (d)	
a. The Nomination and Remuneration Committee reviews this Policy and submits it to the Board for approval before its ratification by the General Assembly. b. The General Assembly approves this policy and approves any amendments thereto. c. The Department has the following responsibilities: 1. Review this policy and propose any amendments to it and submit it to the	a. The Nomination and Remuneration Committee reviews this Policy and submits it to the Board for approval before its ratification by the General Assembly. b. The General Assembly approves this policy and approves any amendments thereto.

Nomination and Remuneration Committee annually, or in the event of need. 2. Preparing the necessary procedures for the implementation of this policy. d. The duties and responsibilities set forth in this policy shall be performed by the Nomination and Remuneration Committee in respect of Subsidiaries, without prejudice to the policies and procedures of the Subsidiaries, in the event of a resolution issued by the Board of Directors of Subsidiaries to delegates the Nomination and Remuneration Committee.	
Article Five: Paragraph (d)	
a. The Board members of the Holding Company may not vote on the item regarding the remuneration at the General Assembly meeting. b. The Holding Company Board Member's and committee's remuneration shall be a certain in accordance with article (6) of this policy. c. The remunerations mentioned in this policy shall be paid in Saudi riyals only. d. The annual remuneration of the Board shall be disbursed after approving it in the annual General Assembly meeting.	a. The Board members of the Holding Company may not vote on the item regarding the remuneration at the General Assembly meeting. b. The Holding Company Board Member's and committee's remuneration shall be a certain in accordance with article (6) of this policy. c. The remunerations mentioned in this policy shall be paid in Saudi riyals only.
Article Five: Paragraph (d)	
e. The dates of entitlement and dispersion of the remunerations are as follows: 1. For the Board members as of the date of their appointment or election. 2. For the Committee members as of the date of their appointment. f. The remuneration of the Committees Members shall be disbursed after the end of the fiscal year.	d. The dates of entitlement and dispersion of the remunerations are as follows: 1. For the Board members as of the date of their appointment or election. 2. For the Committee members as of the date of their appointment. 3. A committee or board member whose membership has expired is entitled to receive the compensation, irrespective of the end of the financial year. This must be disclosed as part of the annual report. The Board of Directors has the discretion to withhold payment until the end of the financial year, should it deem appropriate. e. The remuneration of the Board and Committees Members shall be disbursed after the end of the fiscal year.
Article Six: Paragraph (d)	
d. Each Board member is entitled to an annual compensation of SAR (200,000) for his membership in one or more committee.	d. Each committee member is entitled to an annual compensation of SAR (200,000) for his membership in one or more committee.

Article Six	
Added Paragraph	e. When approving the remuneration of the Board members and its committees, consideration shall be given to the member's contribution, attendance and participation in the topics raised in the meetings, and contributions made by the board member which serve the company best interest and enable it to execute its strategy.
Article Ten	
Added Paragraph	10.2. If the approved remuneration of a member of the Board or one of its committees is based on inaccurate information, then the case shall be submitted to the Board for appropriate decision making. The relevant regulations shall be taken into consideration when considering the rules of justice and preserving the rights of the shareholders of the Company. 10.3. The Board's decision in the previous paragraph shall be either to suspend the payment of the reward subject of the bid, if it was not paid, or reclaim it in part or in full according to the circumstances of the case.