BOARD MEMBERSHIP POLICY

Article (1): Purpose

This policy aims to set standards and procedures regulating membership of the Board of Directors, which have been developed to enhance the company's ability to achieve its goals, grow and sustain its business and ensure compliance with the regulatory requirements and instructions contained in the Companies Law, the Company's Bylaws, the Corporate Governance Regulations and the Executive Regulations of the Companies Law for Listed Joint Stock Companies issued by the Board of Relevant financial market authority.

Article (2): Rules and standards regulating Board Membership

In view of the provisions organizing the membership of the Board of Directors stipulated for in the Law of Companies and the Corporate Governance Regulations, the standards and procedures for membership of the Board of Directors shall be as follows:

First: Criteria for membership of the Board of Directors:

- The candidate must have a record of experience related to current and future company activities, management, economics, accounting, law or governance.
- He must not have a health condition that prevents him from exercising his duties and powers.
- Familiarity with financial and accounting aspects and being able to read and understand data and reports related to them.
- Nominee shall not have been convicted of a crime infringing on honesty or integrity nor shall the nominee be in breach of laws and regulations in Saudi Arabia or elsewhere.
- Nominee's nomination shall not be in breach of the relevant laws, regulations and instructions.
- Nominee shall be good at English and Arabic.

Second: procedures for nomination for the membership of the Board of Directors

- Applicants for nomination for the membership of the Board of Directors who meet the aforementioned criteria shall follow the below procedures:
  - Fill out the CMA Form for nomination for membership of the Board of Directors in Arabic and English
  - Submitting the nomination application form within the period specified in the company's announcement of the opening of nominations for membership in the Board of Directors. All documents described in the announcement must be attached, including the candidate's CV, the acknowledgment on the nomination application form submitted by the company, and all supporting documents and certificates in Arabic and English, officially certified.
  - Declare readiness to perform his/her duties and responsibilities and to dedicate adequate time for attending the meetings of the Board of Directors and the committees in which he/she is a member and that he/he will carry out

the tasks of membership independently and in a way achieving the interests of the Company.

- Declare that he/she has never been convicted of an act infringing on honesty or integrity or violating the laws and regulations in Saudi Arabia or elsewhere. If such declaration proves to be untrue, his nomination or membership will be dropped/cancelled in the Board or the committees in which he/she is a member. Moreover, the Company may claim appropriate compensation from him/her.
- Declare that he/she satisfies the aforementioned criteria for membership. If such declaration proves to be to the contrary, his/her nomination or membership in the Board or the committees in which he is a member will be dropped/cancelled. Moreover, the Corporation may claim appropriate compensation from him.

Article (3): Enforcement

This Policy takes effect as of the date of its approval by the General Assembly. The Board of Directors shall be responsible for enforcing this Policy.
The Board of Directors –supported by the Remuneration and Nomination Committee -shall review this Policy on a periodic basis to verify that it will reflect the changes that may be introduced to the Company's strategic objectives and the relevant legislations and regulations; and to submit recommendations to the General Assembly with respect thereto.