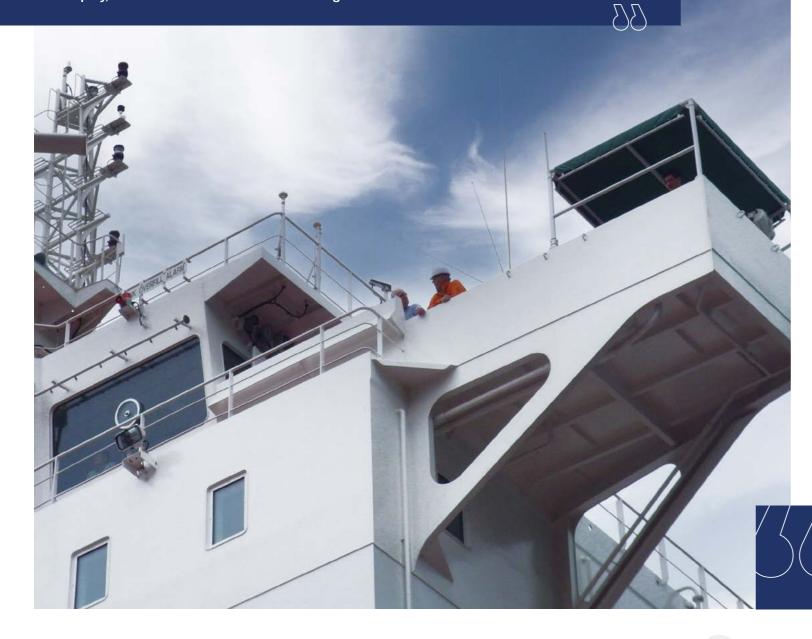
Number of Audit Committee meetings held during the year 2021 along with the dates/attendees

Audit Committee Meetings held during 2021

NAME OF BOARD MEMBER	31/03/2021	10/05/2021	11/08/2021	14/11/2021
Mr. Ahmad Kilani – Committee Chairman	\bigotimes	\bigotimes	\bigotimes	\bigotimes
Dr. Abdul Rahman Al Afifi – Member	\bigotimes	\bigotimes	\bigotimes	\bigotimes
Mr. Mohamed Ahmad Alhammadi – Member	\otimes	\bigotimes	\bigotimes	\bigotimes

Mr. Ahmad Kilani, Audit Committee Chairman, acknowledges his responsibility for the committee system in the Company, review of its work mechanism and ensuring its effectiveness.



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 2021:

NAME OF AC MEMBERS	POSITION	STATUS
Engr. Abdulla Atatreh	Chairman	Independent/Non-Executive Director
Mr. Mohamed Ahmad Alhammadi	Member	Independent/Non-Executive Director
Eng. Waleed Mohammad Mohammad*	Member	Independent/Non-Executive Director
Dr. Abdulaziz Fahad H. Alongary**	Member	Independent/Non-Executive Director

* Eng. Waleed Mohammad Mohammad resigned from his position as a board member on June 10th 2021. ** Dr. Abdulaziz Fahad H. Alongary was appointed as N&R Committee member to replaced the resigned member

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.

Number of N&R Committee meetings held during the year 2021 along with dates/attendees

N&R COMMITTEE MEETINGS HELD DURING 2021	31/08/2021	10/06/2021	14/11/2021
Engr. Abdulla Atatreh	\bigotimes	\bigotimes	\bigotimes
Mr. Mohamed Ahmad Alhammadi	\otimes	\bigotimes	\bigotimes
Eng. Waleed Mohammad Mohammad*	\bigotimes	Resigned	Resigned
Dr. Abdulaziz Fahad H. Alongary**	(N/A)	\bigotimes	\bigotimes

* Eng. Waleed Mohammad Mohammad resigned from his position as a board member on June 10th 2021. ** Dr. Abdulaziz Fahad H. Alongary was appointed as N&R Committee member to replaced the resigned 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.

- 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.

 $\nabla \nabla$