



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	✓	✓	✓	✓
Dr. Abdul Rahman Al Afifi – Member	✓	✓	✓	✓
Mr. Mohamed Ahmad Alhammadi – Member	✗	✓	✓	✓

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.
- 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.

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	✓	✓	✓
Mr. Mohamed Ahmad Alhammadi	✗	✓	✓
Eng. Waleed Mohammad Mohammad*	✓	Resigned	Resigned
Dr. Abdulaziz Fahad H. Alongary**	N/A	✓	✓

* 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.

