

## EMPLOYEE STOCK OWNERSHIP PLAN (ESOP) – EMPLOYEE TERMS & CONDITIONS

By enrolling in the Employee Stock Ownership Plan (ESOP), I acknowledge that:

- My participation is entirely voluntary and have made an independent decision to participate.
- I am not relying on the company for investment advice.
- Participation does not guarantee financial gain or share value appreciation.
- The ESOP is not part of base salary or guaranteed compensation.
- Shares will be vested according to the plan vesting schedule ( will be communicated) .
- Unvested shares will be purchased by ESOP if employee:
  - Resigned
  - Employment is terminated
- Special provisions may apply in cases of:
  - Death
  - Disability
- I am clear that participation in the ESOP:
  - Does not constitute a contract of employment
  - Does not guarantee continued employment
- I am aware that ESOP benefits:
  - Are not considered in calculating end-of-service benefits (EOSB)
- I acknowledge that the Company may:
  - Amend, suspend, or terminate the ESOP at any time
  - Any such changes will be communicated to participants
  - Continued participation constitutes acceptance of amendments
- These Terms & Conditions are governed by:
  - The laws of the Kingdom of Saudi Arabia (for local participants)

BY ACCEPTING PARTICIPATION IN THE ESOP, I CONFIRM THAT:

- I UNDERSTAND THE RISKS AND OBLIGATIONS ASSOCIATED WITH PARTICIPATION
- I HAVE READ, UNDERSTOOD, AND AGREED TO THESE TERMS & CONDITIONS AND THE GOVERNING PLAN.

EMPLOYEE ACKNOWLEDGMENT (DIGITAL ACCEPTANCE)

EMPLOYEE NAME: \_\_\_\_\_ LOOKUP \_\_\_\_\_

EMPLOYEE ID: \_\_\_\_\_ LOOK UP \_\_\_\_\_

SIGNATURE: \_\_\_\_\_ DIGITAL \_\_\_\_\_

DATE: \_\_\_\_\_ DATE OF ACCEPTANCE \_\_\_\_\_