



Agility Public Warehousing Company K.S.C.P

Compensation Report
2025

Nomination and Remuneration

The Board of Directors has formed the Nomination and Remuneration Committee in accordance with the rules stipulated in article 4-1 of the Corporate Governance Module.

Committee's main responsibilities are:

- Recommending nomination or re-nomination of members for Board members and Executive Management.
- Setting a clear remuneration policy for Board members and Executive Management.
- Determining the required and appropriate skills for the Board of Directors and reviewing those requirements on an annual basis.
- Develop job descriptions for the Board members.
- Prepare on an annual basis a report within the governance report that includes the total remuneration granted to Board members, Executive management and managers.

The Company, in compliance with the standards of transparency set forth in leading practices and Corporate Governance regulation, has prepared a detailed report on all the benefits awarded to the members of the Board and the Executive Management during 2025 as follows:

Board of Directors Remuneration

Board remuneration is recommended by the Board Nomination and Remuneration Committee and approved by the shareholders during the general assembly meeting. The total board remuneration should not exceed 10% of the company's net profits after deducting depreciation and reserves. Total board remuneration paid during the year 2025 was as follows:

Remuneration and benefits paid to the Board Members during the financial year 2025						
Total Number of Members	Remuneration and benefits through the parent company approved by the AGM on 22 May 2025				Remuneration and benefits through the subsidiaries	
	Fixed remuneration and benefits (KD)	Variable Remuneration and benefits (KD)			Fixed remuneration (For executive Position) (KD)	Variable Remuneration (For executive Position) (KD)
	Fixed Benefits	Annual Remuneration	Committees' fees	Special Remuneration	Monthly Salaries	Bonus
7	0	300,000	300,000	0	0	0

Note: Annual Remuneration and committee fees are what has been "paid" in 2025 for the year 2024.

Executive Management Remuneration

Executive Management remuneration consists of two components. The first component is fixed compensation which primarily reflect the professional experience and organizational responsibility as set out in the staff member's job description and terms of employment. The second component is variable remuneration linked to the achievement of approved targets. This compensation policy is reviewed by the Nomination and Remuneration Committee and relative departments on an annual basis. The total remuneration given to Executive Management for the year 2025 was as follows:

Total remunerations and benefits for the highest paid senior executives during the financial year 2025										
Total Executives	Remuneration and Benefits through the parent Company							Remuneration and benefits through the subsidiaries		
	Fixed remuneration and benefits (KD)						Variable remuneration and benefits (KD)		Fixed remuneration (KD)	Variable remuneration (KD)
	Total Monthly Salaries	Health Insurance	Annual Tickets	Housing Allowance	Transportations Allowance	Children's education allowance	Annual Bonus*	Special Bonus	Salaries/ others	Other Bonus
5	468,368	20,000	10,559	22,571	7,661	20,600	1,170,029	0	0	0

Note: Annual Bonus figure is what has been "paid" in 2025 for the year 2024.

There was no material deviation from the company's compensation policy approved by the board.