



AL MUATAMAD IND.
METALIC CONST. CO. L.L.C

EXECUTICE COMPENSATION POLICY

Policy Statement

Our executive compensation policy is designed to attract, retain, and motivate top talent while aligning with the company's strategic goals and performance. Compensation packages are competitive and include a mix of base salary, performance-based incentives, and long-term equity. We ensure transparency and fairness, with oversight from our compensation committee to align rewards with shareholder interests and company performance.