

## Tax - Employee Notes



| Saudi Arabia   | Incentive Plan/LTIP   |
|--|---|
| <b>When will I be taxed in relation to my plan benefits?</b>                             | <p><b>Grant:</b> No income tax. No social security.</p> <p><b>Vesting:</b> No income tax. No social security.</p> <p><b>Transfer to participant:</b> No income tax. No social security.</p> <p><b>Sale by participant:</b> No tax on gain. No social security.</p>  |
| <b>What is the maximum rate of income tax payable in relation to my plan benefits?</b>   | None  |
| <b>Income tax rates</b>  | There is no individual income tax in Saudi Arabia.  |
| <b>Will my employer withhold income tax in relation to my plan benefits?</b>             | No  |
| <b>Are my plan benefits subject to social security contributions?</b>                    | No  |
| <b>Employee social security</b>  | <p><b>Employee social security (max rate):</b> none, although contributions towards occupational hazards insurance are paid by employers for all employees and contributions towards pension schemes are paid by employers and employees, where the employee is a Saudi national. Contributions are based on only basic wage plus housing allowance (if any).</p> <p><b>Employee social security (cap):</b> no cap.</p> |
| <b>What is the maximum rate of capital gains tax?</b>                                    | None  |
| <b>What is the maximum tax rate payable on dividends?</b>                                | None  |
| <b>Do I have to report any income in relation to the plan to my local tax authority?</b> | Not applicable.   |

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This summary assumes that you only pay tax in one place. Different rules may apply if you pay tax in different places.

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes; retention and holding periods; restrictions on the shares; clawback terms and periods; and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of 9 February 2026. Changes in legislation or practice after this date may affect the tax treatment.

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