CHEMISTRY THAT MATTERS™

JOB OFFER

Name: Md Omar Reza

Job Title: Lead Engineer, Inspection

Company: Saudi European Petrochemical Company (IBN ZAHR)

Basic Salary: 30,674.00 SAR

Housing Allowance: 7,668.50 SAR

Transportation: 2,000.00 SAR

Grade: 14

Job Offer

The Job Offer duration is 5 working days.

Offer is subject to granting of employment visa by government authorities or transfer sponsorship to SABIC.

Contract Duration

Two years, thereafter renewable by mutual agreement annually.

Living Accomodation

The Company shall, at its option, pay to the Employee a housing allowance equivalent to 25% of monthly basic salary, with an annual minimum of thirty thousand Saudi Riyals (SAR 30,000), with no maximum limit or provide the employee with a housing unit according to the Company's Policies and Procedures, and as per standards determined solely by the Company.

Transport Allowance

Ten percent (10%) of monthly basic salary, maximum SR. 1000/month for Grade 13 and below and maximum SR. 2000/month for Grade 14 and above.

Shift Allowance

Employees assigned to shift work schedules will receive shift allowance of 15% of their monthly basic salary.

Working Schedule

5 days / week (40 hours) ; The normal workdays are Sunday through Thursday, with Friday and Saturday as rest days.

Annual Paid Vacation

Twenty two (22) working days equivalent to 30 days (Including Weekends)

Twelve (12) working days of official holidays per year

Eid Al-Fitr - Five (5) working days, as may be decided by the Company

Eid Al-Adha - Five (5) working days, as may be decided by the Company

Founding day - One (1) day (observed on 22 February)

National day - One (1) day (observed on the first day of the Libra, 23 September)

Children's Education Allowance

The Company is aware of its non-Saudi married employees' need to provide for their children's education at local private schools within the work area.

The company shall cover the educational costs of the non-Saudi employee's children who are physically resident in the Kingdom of Saudi Arabia (education fees, student card, tests, transportation, books, and registration fees).

If the children are not physically resident in the Kingdom, the Company shall incur the education expenses up to maximum 10% of the annual basic salary of the employee, excluding any allowances.

The following additional terms and conditions shall apply to all of the above cases:

Employee contract shall provide for children education eligibility.

Children age must be 5-18 years and not more than 4 children.

Eligible employee must be an incumbent of grade 10 and above or the equivalent in technical grades.

Education shall be based upon the nationality of the employee and according to his national school working in the city where the employee is working. Other nationalities who do not have national schools, parallel school shall be taken as a standard (according to approved policy in Reimbursement Guide). If the employee wishes to give his children a different type of education, he shall incur the difference in costs between schools.

Payment shall be directly to schools or to employee, as deemed suitable by the Company.

End of Service Award

A half (½) month's salary (base pay + housing and transportation allowances) for each of the first five (5) years of service, and one (1) month's salary for each year of service following the first five years.

Death and Permanent Total Disability Benefit

If an employee dies or becomes permanently and totally disabled, based on a report issued by the medical authority approved by the Company, then his services shall be terminated and he shall be granted a compensation of four hundred thousand Saudi Riyals (SAR 400,000.00).

Medical

Free medical coverage for the employee and wife and four (4) children below 18 years of age who are staying in Kingdom, in hospitals and clinics designated by the company.

Air Tickets

One round trip ticket (economy excursion) per year for employee, his wife and four (4) children below 18 years of age to the point of origin.

Excess Baggage

Upon expatriation and repatriation, non-Saudi employees, based on their signed contract terms, will be allowed to transport, at the company's expense, from their respective homes of record to the work location and return, up to (500) kilograms of excess baggage for married status employees provided not to exceed (SAR 10,000), and (300) kilograms

for single status employees provided not to exceed (SAR 6,000). As an alternative, the company will reimburse the employee for actual freight costs of the excess baggage, provided that documents showing such actual costs shall be presented. The company or its designated agent, inside or outside Saudi Arabia, may transport the employee's baggage on his behalf, in which case the employee shall pay for baggage in excess of the above figures. Note: Unused excess weight may not be claimed later.

This Employment Offer is subject of Passing the Employment Medical Examination. This job offer is also contingent upon the favorable result of the employee medical examination to be arranged by Company.

After accepting the job offer and prior to the start date, the candidate must approve the employment contract through QIWA platform within one working day. If not completed withing this timeframe, the offer will be considered cancelled.

SABIC Global Talent Acquisition

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