

DIRECTORS' REMUNERATION POLICY

(Board/Committees' Meeting Fees and Other Related Expenses)

Current version: December, 2025
Previous version: February, 2022

POLICY FOR REMUNERATION TO BE PAID TO THE DIRECTORS INCLUDING CHAIRMAN UPON ATTENDING THE BOARD/COMMITTEES' MEETINGS AND OTHER RELATED EXPENSES

Meeting Fees:

- The non-executive directors, including the Chairman will be eligible to receive an amount of Rs.1,200,000/- for attending one meeting of Board of directors.
- The non-executive directors, including the Chairman, will be eligible to receive an amount of Rs.1,200,000/- for attending a meeting of Board Committee.
- All the fees will be paid in Pak Rupees to the resident Pakistani directors; while the fees will be paid in FCY to the non-resident Pakistani directors.
- The taxes will be deducted at source as per the applicable Laws and Regulations.
- The fee for attending the meetings of any Special Committee of the Board will be decided, from within the regulatory threshold, by the Board of directors at the time of formation of any such Committee.
- The results of the Performance Evaluation of the Board and Individual Directors including the Chairman shall be duly considered by the Board Human Resource and Compensation Committee and Board Nomination Committee while recommending structure, constitution and remuneration of the Directors / chairman.

Travelling Expenses:

- All the expenses related to the travel of directors, including the Chairman, for attending the Board and/or Board Committees' meetings will be borne by the Bank (Returned ticket to and from the place of meeting in Business Class).
- All other logistics related to the Board and Board Committees' meetings will be arranged by the Bank.

Boarding & Lodging:

- The hotel accommodation will be provided and arranged by the Bank for the directors, including the Chairman, for attending the Board and/or Committees' meetings.
- The hotel accommodation will cover the miscellaneous expenses incurred in the hotel during the stay and will be paid as per actual included in the bill of the hotel.
- If the meeting is held in Pakistan and a director (non-resident) make his / her own boarding/lodging arrangements, he/she will be entitled to the sum of Rs.50,000/- per day.

- Where the meeting is held outside Pakistan director (non-resident) make his / her own boarding/lodging arrangements he/she will be entitled to the sum equivalent to USD 750 per day.

Entitlements of the Chairman (Other than Meeting Fees):

In addition to the meeting fees, Director chairing the Board / Board Committee meeting will be entitled to a remuneration of 20% of the Board / committee meeting fee for holding the office of the Chairman. This remuneration will be paid with each meeting fee.

Review of the Remuneration and the Remuneration Policy:

The Board of directors, on the recommendations of Human Resource and Compensation Committee (HRCC), will review the remuneration and this Remuneration Policy as and when required and will make the changes/amendments.

Shareholders Approval:

This Policy will be presented to the shareholders in the forthcoming AGM to seek their post facto approval.

Disclosures:

The amounts of the fees to be paid under this Policy and benefits/facilities to be provided to the directors will be disclosed in the Annual Accounts at its appropriate relevant place in the Notes to the Annual Accounts.

Effective Date:

The Policy will be effective from 18th December, 2025.