



KEY ELEMENTS OF DIRECTORS' REMUNERATION POLICY

The objective of Directors' remuneration policy is to put in place an allowance and remuneration package for the members of the Board of Directors and its Committees.

Al Meezan Investment Management Limited has a duly approved, formal and transparent procedure for remuneration and entitlement of Directors. This includes Directors' fee for attending the Board and Board committee meetings as per policy of the Company.

The level of remuneration is appropriate to attract, retain and commensurate with the level of responsibility and expertise offered by the members of the Board and Committees and in line with the market practice.