



بایرکتے پینکاری،  
ہمارے ذمہ داری

**Key elements of the  
Remuneration Policy  
of the Board of Directors,  
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- The Board of Directors of MCB Islamic Bank have formulated the Remuneration Policy of the Board of Directors, Board Committees and Executive Directors (the “Policy”). The Shareholders of the Bank have approved the remuneration in their Annual General Meeting held on March 27, 2023, as recommended by the Board of Directors.
- The Policy has been prepared in accordance with the regulatory requirements.
- The Policy aims to set out the requirements and methodology for the determination of the scale of the remuneration to be paid, from time to time, to the Chairman and other Directors for attending the Board of Directors, Board Committees meetings and other allowable expenses.
- The Policy is applicable to Non-Executive/Independent Directors, Executive Director(s) and the Chairman of the Board of Directors.
- The Board, shall approve the scale of remuneration to be paid to the Chairman and its other Members {excluding Executive Director(s)}, for attending Board and its Committees meetings.
- The Board may determine additional remuneration for a director including the Chairman of Board and Chairman of any Board’s Sub-Committees of the Bank for performing extra services. However, such additional remuneration shall not exceed the limits as prescribed by the State Bank of Pakistan.
- The above mentioned remuneration shall also be approved by the Shareholders of the Bank, on a pre or post facto basis, in general meeting of the Bank.