

786 Investments Limited

Director's Remuneration Policy

INTRODUCTION

The Remuneration Policy for Directors (“the Remuneration Policy”) of **786 Investments Limited** has been prepared in accordance with the provisions of **Section 170 of the Companies Act, 2017**, read together with **Regulation No. 17 of the Code of Corporate Governance**.

This policy aims to set out the requirements and methodology for the determination of remuneration of the Board of Directors, the Board Committees and the Executive Directors.

The Board of Directors of **786 Investments Limited**, on the recommendation of the Human Resources & Remuneration Committee (HR&RC), will approve the remuneration to be paid to Board Members (Directors) for attending Board and its Committees’ meetings. Such level of remuneration will be appropriate and commensurate with the level of expertise and experience of each Member and responsibility assigned.

Any amendments from time to time to this Policy, if any, shall be considered by the Board in light of changes in applicable laws and/or such external circumstances that directly apply to the scope of this Policy.

PURPOSE

This policy aims to set out the requirements and methodology of the determination of remuneration of the **786 Investments Limited Board of Directors, the Board Committees, and the Executive Directors**.

The Board of Directors of **786 Investments Limited** has adopted this policy to ensure that the requirements of the Listed Companies (Code of Corporate Governance) Regulations, 2017 and Section 170 of the Companies Act, 2017 are appropriately addressed.

SCOPE AND APPLICABILITY

This policy shall apply to all types of Directors (Executive, Non-Executive and Independent etc.) who attend Board meetings, Audit Committee meetings, Human Resource and Remuneration Committee meetings and any other committee meetings.

TERMS OF THE POLICY

Pursuant to the Act and Articles of the Company, the Board is authorized to fix remuneration of Directors from time to time. The fee of the Directors for attending the Board and Committee meetings of the Company shall be as determined by the Board of Directors from time to time. Such

compensation shall also be approved by the Shareholders on a pre or post facto basis, as applicable, in the Annual General Meeting.

REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

The Board of Directors (“BOD”), on recommendation of HR&RC and CEO, shall, from time to time, determine and approve the remuneration of the Chairman, Non-Executive Directors, Executive Directors and Independent Directors etc. of the Board for attending Board Meetings.

The level of remuneration shall be appropriate and commensurate with the level of responsibility and expertise offered by the Directors.

Members of the BOD may also be paid all travel/hotel/ancillary expenses related to:

- Attending Board Meetings;
- Attending General Body Meetings;
- Company business travelling.

The Board may further determine and approve additional remuneration for any member of the Board for performing additional services, including but not limited to:

- Holding the office of Chairman;
- Providing special attention to the business of the Company;
- Performing services which are assigned by BOD and are outside the scope of the ordinary duties of a member of the BOD.

No individual member of the BOD shall determine his/her own remuneration.

REMUNERATION OF THE EXECUTIVE DIRECTORS

The remuneration of the Executive Directors, in addition to salary and ancillary benefits and any amendments thereof, shall be determined and approved by the Board on the recommendation of the HR&RC and the CEO.

REMUNERATION OF THE BOARD COMMITTEES MEMBERS

The Board of Directors, on recommendation of HR&RC and CEO, shall, from time to time, determine and approve the remuneration of the members of the Board Committees for attending Board Committee meetings.

The level of remuneration shall be appropriate and commensurate with the level of responsibility and expertise offered by the members of the Board Committees, and shall be aimed at attracting and retaining members needed to govern the Board Committees successfully, and creating value addition.

Members of the Board Committees may also be paid all travel/hotel/ancillary expenses related to their attendance at Board Committee Meetings.

The BOD may further determine and approve additional remuneration for any member of the Board Committees for performing any additional services which are assigned by the BOD or Chairman of the committee and are outside the scope of the ordinary duties of a member of the Board Committee.

TRAVELING, BOARDING AND LODGING EXPENSES

The Board members who are not residing in Karachi, their travel expenses and similar expenses in connection with their participation in Board meetings are to be reimbursed by the Company.

Company Secretary shall either make all arrangements for travelling, boarding and lodging of Board Members for attending Board and its Committees meetings and any other meeting relating to Company's business, or reimburse such expenses to Board Members, on actual basis, subject to the submission of original bills along with Company expense claim sheet.

The Chairman and all types of Directors shall be entitled for maximum of Business Class air travelling, boarding, lodging expenses and/or any ancillary expenses incurred for attending Board and its Committees meetings and any other meeting relating to Company's business, on actual basis.

Member's guest entertainments while on company business trip will not be reimbursed.

PAYMENT AND DISBURSEMENT

Remuneration shall be fixed invariably in Pakistani Rupees (PKR) and all applicable taxes will be deducted at source.

The travel and other necessary expenses incurred by the Directors for attending meetings of the Board and its committees shall be reimbursed at actual by claiming expenses and submitting original bills to the Company.

The payment of remuneration, travelling, boarding/lodging and other expenses for attending Board and its Committees meetings shall be made either through Pay Orders/Cross Cheques or direct credit into the designated Bank Accounts of the Board Members and subject to the deduction of applicable taxes, if any.

Subject to participation in the meetings of the Board and its Committees, the payment of remuneration shall be made to the Board Members preferably before the close of the respective quarter of each calendar year.

No cash payment will be made against any sort of expense or remuneration.

DISCLOSURE

Proper disclosures of remuneration and other benefits/facilities provided to the Board Members shall be made in the annual financial statements.

The disclosure shall also include the details of attendance of each Director in Board and Committees meetings.

The Company will provide tax deduction certificate for the purpose of tax returns and it would be the responsibility of individuals to disclose such income in their annual returns.

REVIEW OF THE POLICY

The Remuneration Policy shall be reviewed by the Board of Directors on need basis.

Any changes therein shall be approved by the Shareholders on a pre or post facto basis in its Annual General Meeting.

Date: April 9, 2026