



HABIB BANK  
حیب بینک

**General Manager**  
Pakistan Stock Exchange Limited  
Stock Exchange Building,  
Stock Exchange Road,  
Karachi.

February 6, 2023

Dear Sir,

**Subject: Material Information**

This is to inform you that in accordance with the Risk Aligned Remuneration Policy of the Bank, the deferred component of the variable compensation for Material Risk Takers ("MRT") / Material Risk Controllers ("MRC") / designated General Managers ("GM") of the Bank is vested in a pool under a Trust, in the form of HBL shares purchased from the open market by a Brokerage House, on behalf of the Trust. Each year, 1/3<sup>rd</sup> of the deferred variable compensation for a given year will vest and the corresponding HBL shares are transferred to the relevant employees.

Accordingly, as part of the first tranche of the deferred compensation for the year 2021, 1,007,995 shares of the Bank have been credited into the CDC accounts of 127 employees, as part of the second tranche of the deferred compensation for the year 2020, 881,513 shares of the Bank have been credited into the CDC accounts of 121 employees and as part of the third tranche of the deferred compensation for the year 2019, 840,377 shares of the Bank have been credited into the CDC accounts of 101 employees at the rate of Rs. 72.41 for the shares transferred on February 01<sup>st</sup> 2023 and Rs. 72.98 for the shares transferred on February 02<sup>nd</sup> 2023, by M/s. Akhtar and Hassan (Pvt) Limited, one of the Trustees, through the Brokerage House.

Furthermore, all the applicable rules, regulations would be duly complied including the obligations under PSX Regulations and the Securities Act 2015 by the Bank and its employees.

The above is for your information and necessary action.

Yours faithfully,

**Jamal Naair**  
**Chief Human Resource Officer**

**Uzman Naveed Chaudhary**  
**Company Secretary**

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