

**The General Manager**  
Pakistan Stock Exchange Ltd.  
Stock Exchange Building  
Stock Exchange Road  
Karachi.


**Dear Sir,**

**CERTIFIED COPY OF RESOLUTIONS PASSED AND ADOPTED  
BY THE SHAREHOLDERS OF NATIONAL BANK OF PAKISTAN  
AT EXTRAORDINARY GENERAL MEETING**

In compliance with Clause 5.6.9 (b) of PSX Regulations, please find attached the attested copy of the Resolutions adopted in the Extraordinary General Meeting ("EOGM") of the Bank, held on November 22, 2024 at 04:00 P.M. in Karachi.

The above may be noted for your information and record purpose.

Yours truly,

  
(S. M. Ali Zamin)  
Secretary (Board)

Encl: (02)

**CERTIFIED COPY OF RESOLUTIONS PASSED AND ADOPTED BY THE SHAREHOLDERS IN THE EXTRAORDINARY GENERAL MEETING AT CRYSTAL BALLROOM, MARRIOTT HOTEL, KARACHI AND THROUGH ELECTRONIC MEANS HELD ON NOVEMBER 22, 2024**

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**Ordinary Business:**

1. **To confirm minutes of the 75<sup>th</sup> Annual General Meeting (AGM) of Shareholders held on March 28, 2024.**

**"RESOLVED THAT** the minutes of the 75<sup>th</sup> Annual General Meeting of shareholders held on March 28, 2024, physically and through electronic means, be and are hereby confirmed."

**Special Business:**

2. **To consider and approve the compensation package of the President/CEO of the Bank, as recommended by the Board of Directors.**

**"RESOLVED THAT** the following compensation package of Mr. Rehmat Ali Hasnie, President/CEO of the Bank, as recommended by the Board of Directors of the Bank with effect from the date he assumed the office of the President/CEO, NBP i.e., August 07, 2023 to August 06, 2026 (for a period of three years), be and is hereby approved in terms of Section 11 (3) (a) of the Banks (Nationalization) Act, 1974 subject to deduction of applicable taxes:

<b>Subject</b>	<b>Compensation Package of Mr. Rehmat Ali Hasnie, President/CEO - NBP</b>
Gross Salary	PKR 9.0 million per month
Variable Salary / Annual Performance Bonus	The Performance bonus of the President/CEO will be based on Key Performance Indicators, as approved by the shareholders.
House Rent Allowance	PKR 1.0 million per month in lieu of concessional staff home loan.
Utilities, Security arrangements and Domestic Help	<ul style="list-style-type: none"><li>○ Utilities (Electricity, gas, water) at actual.</li><li>○ Two (2) telephone(s) at residence / Two (2) Mobile Phone(s) and monthly bills at actual.</li><li>○ Security arrangement to be provided by the Bank. Deployment of four (04) security guards i.e. two security guards on 12 hours shift basis at residence.</li></ul>





	<ul style="list-style-type: none"> <li>○ Salary of five (05) persons for domestic help (PKR 150,000/-) per month on reimbursement basis.</li> </ul>
Home Furnishing Allowance	Amount equivalent to one gross salary payable once during tenure of the Presidency.
Vehicles and Fuel	The President/CEO would be provided with one new vehicle up to 2,800 cc (Local assembled) and one best available car from the Bank's pool, with the option to purchase one car at 10% of the cost or WDV, whichever is higher at separation or on expiry of the contract. Fuel for the Bank provided vehicle at actual.
Drivers	Two drivers to be provided by the Bank or alternatively, salary of two drivers to be reimbursed @ PKR 35,000/- per driver per month.
Leave Entitlement	Annual leave of 30 days and casual / sick leave 18 days per annum. Annual leave may be accumulated up to 90 days, which is encashable on the basis of last drawn gross salary.
Generator facility at Residence	Up to PKR 0.8 Million generator to be amortized over the period of contract.
Official Travel/Expenses Reimbursement	As per Bank's travel policy available for senior executives of the Bank.
Medical	Full-fledged Medical / Dental coverage for self and dependent family members within Pakistan on reimbursement basis at actual. No post separation or retirement medical / dental facility will be available.
Group / Life Insurance	Life Insurance coverage to be provided by the Bank (Amount PKR 30 million) during the tenure of contract. 50% yearly premium to be paid by him and remaining 50% yearly premium to be paid by the Bank during the tenure of contract only.
Terminal Benefits	Gratuity to be paid at one-month last drawn gross salary for each year of service. Six (06) months or more to be treated as a completed year of service.
Club Membership	Membership (Entry fee) for one club of incumbent's choice to be paid by the Bank. Subscription / other charges of 3 clubs at actuals to be paid by the Bank.
Annual Salary and Benefits Review	The package shall remain fixed during the tenure of the contract.
Separation from Bank's Service	<p>In case of Termination of Contract: Three months' notice period or gross salary in lieu thereof to be paid by the Bank.</p> <p>In case of Resignation: Three months' notice period or gross salary in lieu thereof to be paid to the Bank".</p>

