

Board Remunerations Policy



This document aims at setting clear principles which provide for the basis for remunerations of Chairman and the Members of Board of Directors of Emirates Telecommunications Group Company PJSC (hereinafter referred to as the "e&"). These principles are tailored in a way that complies with relevant provisions of the Company's Articles of Association ("AoA") and the provisions of the Chairman of Securities and Commodities Authority Resolution No.(3/Chairman) of 2020 Concerning the Approval of Joint Stock Companies Governance Guide. Further, the Policy took into consideration the competitive, challenging and evolving nature of telecom sector.

In accordance with Article 33 (1) of the Articles of Association, the remunerations of the Board shall be paid as a lump sum based on a recommendation by the Board and approval of the General Assembly provided that such remuneration does not exceed (0.5%) of the net profits for the closed financial year after deducting the depreciations and reserves.



This Policy has the following components

A. Board Annual Fees:

e& Board	
Role	Retainer
Chairman	AED 4,400,000
Vice Chairman	AED 2,640,000
Board Member	AED 1,760,000



B. Board Committees' Annual Fees:

e& Board Committees			
Role	Investment & Finance Committee	Other Committees	Second Committee
Com. Chairman	AED 1,056,000	AED 634,000	AED 422,000
Com. Member	AED 880,000	AED 528,000	AED 352,000

- When there is more than one fee against different committees' chairmanship or membership, the higher amount will be considered.
- Business travel expenses, telephone, data, cable TV and other services are subject to e& relevant policies and manuals.

