



Mannai Corporation Q.P.S.C

REMUNERATION POLICY

Document Version History

Version No.	Implemented by	Revision / adoption date	Approved by	Reasons
2 (Current version)	Management	30 th April 2023	- Remuneration Committee - Board of Directors	Application of Commercial Companies Law and Corporate Governance Code



Policy of Remuneration to Board Members and Senior Executives

In accordance with Article 18 (second) of the Governance Code for Companies & Legal Entities Listed on the Main Market, the Remuneration Committee is vested with the responsibility of drafting a Remuneration Policy for payment of remuneration of the Chairman and all Board Members as well as Senior Executive Management.

Mannai Corporation aims to remunerate fairly and responsibly by ensuring reward for performance is competitive and by aligning executive reward with shareholders' interests without any discrimination based on race, gender or religion.

Remuneration shall take into account the responsibilities and scope of the functions of the Board Members and members of the Senior Executive Management as well as the performance of the Company.

Compensation at Management and Senior Executive level shall include fixed and performance related components in order to motivate the achievement of objectives and to link rewards to corporate and individual performance.

No Senior Executive or Director is allowed to decide his or her own remuneration.

The Remuneration of the Board Members in relation to their fees and expenses shall be calculated in accordance with the provisions stipulated in the Commercial Companies Law and in accordance with the resolutions, circulars and communications issued by the Qatar Financial Markets Authority in this regard.

The Committee Chairman reports formally to the Board on its proceedings. The Committee shall produce an annual report of the Company's Remuneration Policy and practices which is presented to the shareholders in the General Assembly for approval.

Approvals

Chairman – Remuneration Committee	
Sheikh Suhaim Bin Abdulla Al Thani – Vice Chairman For and on behalf of the Board of Directors of Mannnai Corporation QPSC	