

Remuneration Policy of The Commercial Bank Q.S.C (the “Bank”) Representatives in Other Banks & Companies

01-01-POL-006
November 2023
Version 2.0



Revision History				
Revision Number	Revision Date	Amendment Description	Date Effective	Next Revision Date
Version 1		Developed	December 2016	
Version 2		Deletion of reference to QAR 20,000 and QAR 10,000 attendance fees. Attendance fees and expenses are to be paid as per Specified Entities' internal policies	November 2022	November 2023

Review				
Authorised Reviewer	Date	Signature(s)		
Head of Corporate Affairs				
Group Chief Executive Officer				
Board Remuneration, Nomination and Governance Committee	26/11/2023	M. Mandani	Tariq Al Malki	
Board of Directors	11/12/2023	abdulla al thani Hussain Alfardan  	Jabor Al Thani ijalothman  	M. Mandani Mohammed Almosallam Tariq Al Malki 

Remuneration Policy of The Commercial Bank Q.S.C (the “Bank”) Representatives in Other Banks & Companies

The Remuneration Policy is applicable to any employee appointed to the board of a “Specified Entity” or an “Entity in Qatar” (each as defined below) as a representative of the Bank:

1. **Affiliates, Associates and Subsidiary Company Directorships**

- 1.1. At the date of adoption of this policy, this Article 1 relates to directorships held in National Bank of Oman SAOG, United Arab Bank PJSC and Alternatif bank A.S. (each a “**Specified Entity**”).
- 1.2. Where any employee of the Bank receives remuneration from a “Specified Entity” directly for a director role held in that “Specified Entity”, that remuneration shall be paid directly to the Bank to distribute at the Bank’s sole discretion.
- 1.3. Any employee of the Bank, who is appointed by the Bank to serve as the Bank’s representative on the board of directors of any “Specified Entity”, shall be entitled to receive from the Specified Entity an attendance fee for each board or board committee meeting in line with the approved policies of that Specified Entity.
- 1.4. Any expenses incurred by the employee who is appointed by the Bank to serve as the Bank’s representative on the board of directors of any Specified Entity, which is incurred in the course of those duties shall be reimbursed by the Specified Entity according to its internal policies.

2. **Qatar Affiliates, associates and subsidiary Company Directorships in Qatar.**

- 2.1. At the date of adoption of this policy, this Article (2) relates to directorships held in entities incorporated in the State of Qatar where the Bank has the right to appoint one or more directors (each an “Entity in Qatar”).
- 2.2. Where any employee of the Bank receives remuneration from an “Entity in Qatar” directly for a director role held in that “Entity in Qatar”, that remuneration shall be paid directly to the Bank to distribute at the Bank's sole discretion.
- 2.3. Any employee of the Bank, who is appointed by the Bank to serve as the Bank's representative on the board of directors of any “Entity in Qatar” or at any board committee meeting of an “Entity in Qatar”, shall not be entitled to receive from the Bank any attendance fee for any board meeting or committee meeting attended but shall be reimbursed for any expenses incurred as a result of such appointment.