



40 REMUNERATION OF CHIEF EXECUTIVE, DIRECTORS AND EXECUTIVES

- a) The aggregate amount charged in the financial statements for remuneration, including all benefits to Chief Executive, Directors and Executives of the Company is as follows:

	2024				2023			
	Chief Executive	Directors	Executives	Total	Chief Executive	Directors	Executives	Total
	(Rupees in thousands)							
Managerial remuneration	7,961	15,458	11,871	35,290	7,237	14,052	10,348	31,637
House rent	3,582	6,956	5,344	15,882	3,257	6,324	4,657	14,238
Staff retirement benefits	22,932	46,256	22,364	91,552	2,640	5,233	5,034	12,907
Bonus	2,412	4,684	3,141	10,237	2,412	4,684	4,128	11,224
Medical	813	1,505	280	2,598	643	1,500	237	2,380
Utilities	1,200	2,400	2,161	5,761	864	1,747	1,476	4,087
Leave fare assistance	1,558	3,742	99	5,399	1,387	4,897	76	6,360
	<u>40,458</u>	<u>81,001</u>	<u>45,260</u>	<u>166,719</u>	<u>18,440</u>	<u>38,437</u>	<u>25,956</u>	<u>82,833</u>
Total	<u>1</u>	<u>2</u>	<u>5</u>	<u>8</u>	<u>1</u>	<u>2</u>	<u>5</u>	<u>8</u>

- b) The chief executive, directors and certain executives are also provided with free use of the Company's maintained cars, household items and other benefits in accordance with their terms of employment.
- c) Aggregate amount charged in the financial statements against fee for attending meetings to six non-executive directors was Rs. 2.088 million (2023: Rs. 2.860 million).