



Board Remunerations Policy

This Policy aims at setting clear principles which provide the basis for remunerations of the Chairman and the Members of Board of Directors of Dana Gas PJSC (hereinafter referred to as the "Company"). These principles are tailored in a way that complies with relevant provisions of the Company's Articles of Association 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, these principles take into consideration the competitive, challenging and evolving nature of Oil and Gas sector.

This Policy has the following components:

Annual Board Fees:

In accordance with Article 40 of the Articles of Association, the remuneration of the Chairman and Board Members may be a percentage of the Company's net profit provided that shall not exceed 10% of the net profit after deducting all depreciations and reserves and shall be submitted for consideration by the General Assembly.

The Chairman and the Members of the Board are not eligible for any fees against the attendance of Board meetings.

Oversees Directors are eligible for attendance fee of AED 15,000 per meeting plus Actual Air Tickets if they physically attended the meeting.

Special remuneration:

The Board of Directors may determine by Board resolution a special remuneration to a member who serves in any committee, who makes special efforts or who performs additional work to serve the Company in excess of his regular duties as a member in the Company Board.