

Statement of Compliance with Listed Companies

(Code of Corporate Governance) Regulations, 2019

Name of Company: Fauji Fertilizer Bin Qasim Limited

Year ended: December 31, 2023

The Company has complied with the requirements of the Regulations in the following manner:

1. The total number of Directors are Nine, including the Chief Executive Officer who is deemed Director, as per the following:
 - a. Male: 7
 - b. Female: 2
2. The composition of the Board is as follows:
 - a. Independent male Directors 1
 - b. Independent female Directors 2
 - c. Non-Executive Directors 5
 - d. Chief Executive Officer 1
3. The Directors have confirmed that none of them is serving as a Director on more than seven listed companies, including this Company.
4. The Company has prepared a code of conduct and has ensured that appropriate steps have been taken to disseminate it throughout the company along with its supporting policies and procedures.
5. The Board has developed a vision / mission statement, overall corporate strategy and significant policies of the Company. The Board has ensured that complete record of particulars of significant policies along with their date of approval or updating is maintained by the Company.
6. All the powers of the Board have been duly exercised and decisions on relevant matters have been taken by Board / Shareholders as empowered by the relevant provisions of the Act and these Regulations.
7. The meetings of the Board were presided over by the Chairman and, in his absence, by a Director elected by the Board for this purpose. The Board has complied with the requirements of Act and the Regulations with respect to frequency, recording and circulating minutes of meeting of Board.
8. The Board have a formal policy and transparent procedures for remuneration of directors in accordance with the Act and these Regulations.
9. All Directors of the Board are certified under "Directors' Training Programme". Moreover, the Company has also arranged the training for one (1) Head of the Department in the year 2023. The Company is planning to arrange Directors' training for their female executives in 2024.
10. The Board has approved appointment of Chief Financial Officer, Company Secretary and Head of Internal Audit, including their remuneration and terms and conditions of employment and complied with relevant requirements of the Regulations.
11. Chief Financial Officer and Chief Executive Officer duly endorsed the financial statements before approval of the Board.
12. The Board has formed committees comprising of members given below:
 - a. Audit Committee
 - (i) Ms. Saira Nasir, Chairperson (Independent Female Director)
 - (ii) Syed Bakhtiyar Kazmi, Member (Non-Executive Director)
 - (iii) Ms. Pouruchisty Sidhwa, Member (Independent Female Director)
 - (iv) Mr. Bahauddin Khan, Member (Independent Male Director)
 - b. HR and Remuneration Committee
 - (i) Ms. Pouruchisty Sidhwa, Chairperson (Independent Female Director)
 - (ii) Mr. Sarfaraz Ahmed Rehman, Member (Non-Executive Director)
 - (iii) Dr. Nadeem Inayat, Member (Non-Executive Director)
 - c. Investment Committee
 - (i) Dr. Nadeem Inayat, Chairperson (Non-Executive Director)
 - (ii) Mr. Sarfaraz Ahmed Rehman, Member (Non-Executive Director)
 - (iii) Mr. Bahauddin Khan, Member (Independent Male Director)

(iv) Ms. Saira Nasir,
(Independent Female Director)

d. Technical Committee

- (i) Mr. Qamar Haris Manzoor, Chairperson
(Non-Executive Director)
- (ii) Mr. Sarfaraz Ahmed Rehman, Member
(Non-Executive Director)
- (iii) Mr. Arif-ur-Rehman, Member
(Chief Executive Officer)
- (iv) Mr. Bahauddin Khan, Member
(Independent Male Director)

13. The Terms of Reference of the aforesaid committees have been formed, documented and advised to the committee for compliance.
14. The frequency of meetings of the committee were as per following:
- a. Audit Committee - Quarterly
 - b. HR and Remuneration Committee – Quarterly
 - c. Investment Committee - On required basis
 - d. Technical Committee – Twice a year
15. The Board has set up an effective internal audit function staffed with persons who are suitably qualified and

experienced for the purpose and are well conversant with the policies and procedures of the Company.

16. The statutory auditors of the Company have confirmed that they have been given a satisfactory rating under the Quality Control Review program of the Institute of Chartered Accountants of Pakistan and registered with Audit Oversight Board of Pakistan, that they and all their partners are in compliance with International Federation of Accountants (IFAC) guidelines on code of ethics as adopted by the Institute of Chartered Accountants of Pakistan and that they and the partners of the firm involved in the audit are not a close relative (spouse, parent, dependent and non-dependent children) of the Chief Executive Officer, Chief Financial Officer, Head of Internal Audit, Company Secretary or Director of the Company.
17. The statutory auditors or the persons associated with them have not been appointed to provide other services except in accordance with the Act, these regulations or any other regulatory requirement and the auditors have confirmed that they have observed IFAC guidelines in this regard.
18. We confirm that all requirements of the regulations 3, 6, 7, 8, 27, 32, 33 and 36 of the Regulations have been complied with.



Arif ur Rehman
Chief Executive Officer

Date: 25 January 2024

Place: Islamabad



Waqar Ahmed Malik
Chairman

Independent Auditors' Review Report

Review Report on the Statement of Compliance Contained in Listed Companies (Code Of Corporate Governance) Regulations, 2019

To the members of Fauji Fertilizer Bin Qasim Limited

We have reviewed the enclosed Statement of Compliance with the Listed Companies (Code of Corporate Governance) Regulations, 2019 (the Regulations) prepared by the Board of Directors of Fauji Fertilizer Bin Qasim Limited (the Company) for the year ended 31 December 2023 in accordance with the requirements of regulation 36 of the Regulations.

The responsibility for compliance with the Regulations is that of the Board of Directors of the Company. Our responsibility is to review whether the Statement of Compliance reflects the status of the Company's compliance with the provisions of the Regulations and report if it does not and to highlight any non-compliance with the requirements of the Regulations. A review is limited primarily to inquiries of the Company's personnel and review of various documents prepared by the Company to comply with the Regulations.

As a part of our audit of the financial statements we are required to obtain an understanding of the accounting and internal control systems sufficient to plan the audit and develop an effective audit approach. We are not required to consider whether the Board of Directors' statement on internal control covers all risks and controls or to form an opinion on the effectiveness of such internal controls, the Company's corporate governance procedures and risks.

The Regulations require the Company to place before the Audit Committee, and upon recommendation of the Audit Committee, place before the Board of Directors for their review and approval, its related party transactions. We are only required and have ensured compliance of this requirement to the extent of the approval of the related party transactions by the Board of Directors upon recommendation of the Audit Committee.

Based on our review, nothing has come to our attention which causes us to believe that the Statement of Compliance does not appropriately reflect the Company's compliance, in all material respects, with the requirements contained in the Regulations as applicable to the Company for the year ended 31 December 2023.



EY Ford Rhodes

Chartered Accountants

Engagement Partner: Omer Chughtai

Date: 22 February 2024

Place: Islamabad

UDIN: CR202310120ulHqJ7tml