



**PANTHER**

ANNUAL REPORT

2022

WHEELS OF THE  
**NATION**  
MOVING TOWARDS PROSPERITY

PANTHER HOUSE



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# KEY FINANCIAL HIGHLIGHTS 2022

Rs. in Million  
**20,460**  
Net Revenue  
Earned

Rs. in Million  
**2,243**  
Gross Profit  
Earned

Rs. in Million  
**421**  
Net Profit For  
the Year

Rs. in Million  
**19,396**  
Total Assets

Rs. in Million  
**6,856**  
Shareholders'  
Equity

Rs. in Million  
**9,452**  
Current  
Liabilities

**10.97%**

Gross Profit  
Ratio

**24%**

CAGR

**7.14%**

Return on  
Equity

**40.81**

Breakup Value  
Per Share

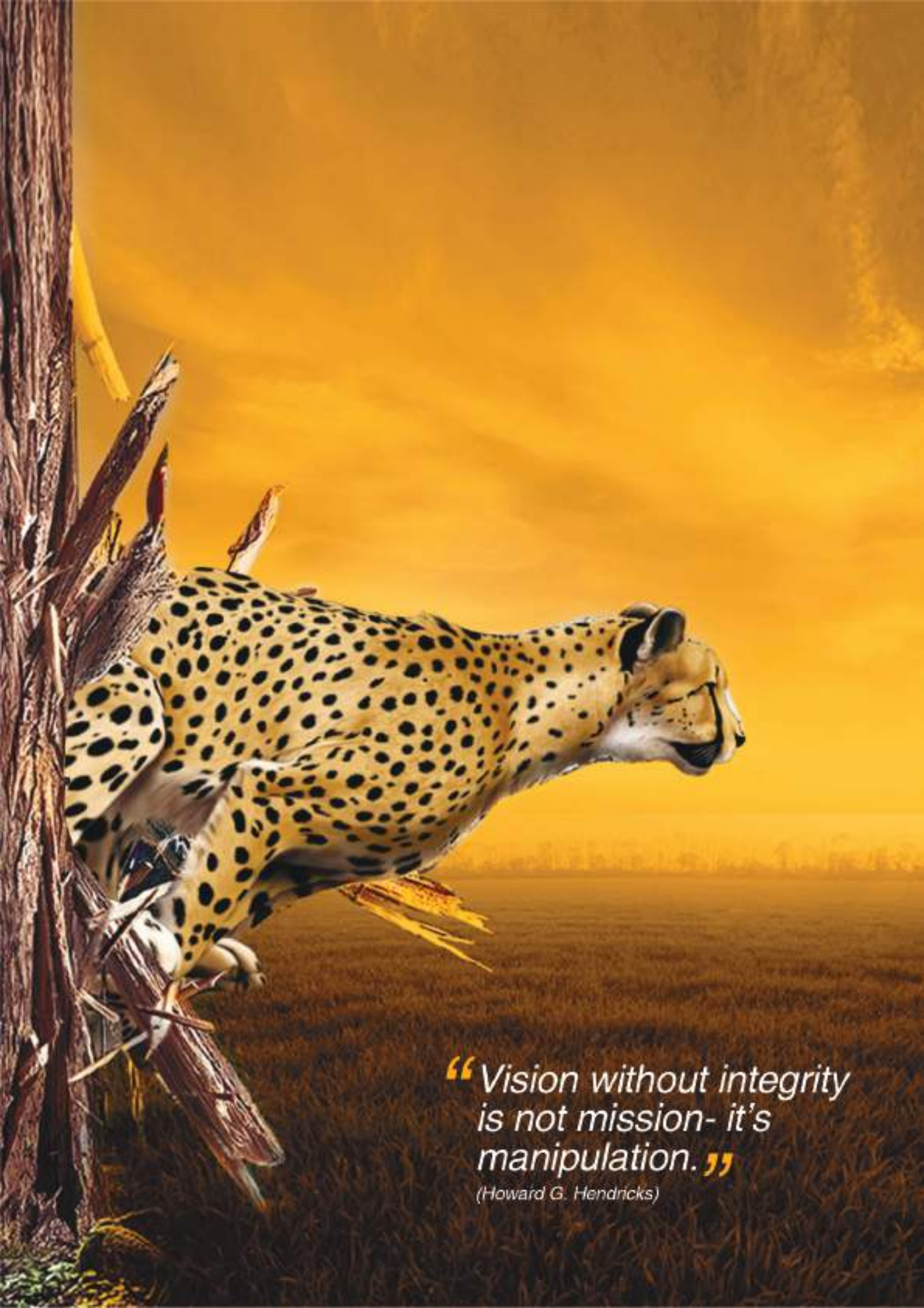
**2.03**

Interest Cover  
Ratio

**1.22**

Assets  
Turnover





*“Vision without integrity  
is not mission- it’s  
manipulation.”*

*(Howard G. Hendricks)*

# VISION & MISSION STATEMENT



## OUR VISION

To be the Leading and innovative Tyre Company of Pakistan, driving the Nation to achieve speed with safety by moving the wheels of economy towards shared Growth and Prosperity of all stakeholders.





## CORPORATE OBJECTIVES

- Follow international best standards and benchmarks for sustainable growth.
- Increase efficiency and productivity through good management practices.
- Improve financial strength and profitability through strong controls.
- Be an environmentally friendly entity.
- Create collective wealth and prosperity in the society.

## CORE CORPORATE VALUES

- We will always maintain the highest standards of 'Integrity' in all our corporate affairs.
- We will place 'Loyalty' to our Nation and the Customers above everything else.
- We will continue to strive for 'Ingenuity' and innovation in our systems and products.
- We will always 'Respect' each and every stakeholder of our Company.

## BUSINESS PRINCIPLES

- To always ensure that the Company complies with the definition of its vision, mission and corporate objectives.
- To always comply with all relevant laws, rules and regulations as may be applicable.
- To maintain absolute transparency in all transactions in accordance with established corporate norms and best practices.
- To ensure arms' length in dealing with any party (including affiliate, or other related party) director or senior management with respect to transactions in which there is or likely to be a conflict of interest.
- To ensure that there is a declaration of a conflict of interest by any shareholder, or a director or senior management of the Company as soon as such conflict becomes apparent.

### OUR MISSION

To enable People and Businesses to realize their full potential and maximize Value to all stakeholders.





# CODE OF CONDUCT CULTURAL VALUES & ETHICAL PRINCIPLES

## BASIC PRINCIPLE

Panther Tyres Limited manages to conduct its businesses with honesty, integrity and in accordance with the highest ethical and legal standards. This code is intended to provide guidance to all stakeholders and applies to all board members, senior management and employees of the Company.

## WORK ENVIRONMENT

### **Safety & Security of Employees**

We are committed to provide a safe and healthy work environment and preventing accidents. Threats, intimidation and violence have no place at Panther Tyres.

### **Employee Privacy**

We maintain employee's personal information which relates to an individual's employment, including compensation, medical and benefit information, these are kept confidential and private.

### **Positive Environment**

As a corporate citizen, the Company stands to provide a positive and thriving environment for everyone to excel and bond with each other like a family. We do not tolerate discrimination or harassment based on race, color, religion, gender, national origin, ethnicity, sex, age, disability or any other characteristic.

### **Alcohol & Drugs Abuse**

Management of the company expects employees to perform their duties free from the influence of Alcohol and illegal drugs, or the abuse of prescribed or over-the-counter drugs.

### **Protection Against Harassment of Women**

We have zero tolerance towards harassment of women at work place. All female employees are encouraged to speak out when a co-worker's conduct makes her uncomfortable. Any employee found guilty of such act will face strict disciplinary action.

## CULTURE

Our culture demonstrates the manifestation of shared values and beliefs, which we practice every day to move towards a better and more successful organization. Our values provide the foundation of our culture and bind us into a successful team yearning to outperform the competition.

