

Remuneration Policy

Panther Tyres Limited is committed to maintaining a fair, transparent, and governance-driven remuneration framework for its Board of Directors. The Company's remuneration practices are designed to attract, retain, and motivate qualified individuals while ensuring compliance with applicable laws, regulations, and the Company's Articles of Association.

Directors' Meeting Fee

- Independent and Non-Executive Directors are eligible to receive a meeting fee for attending meetings of the Board of Directors and its committees.
- Meeting fees are determined within the limits approved by the Board in accordance with the Company's Articles of Association.
- The Board may review and revise the meeting fee from time to time, where appropriate.
- All payments are made through banking channels after deduction of applicable taxes.

Directors' Remuneration

- Directors' remuneration is determined based on the level of responsibility, expertise, and contribution, while safeguarding the independence of Non-Executive Directors.
- The determination and payment of remuneration are carried out in compliance with the Companies Act, 2017 and the Company's Articles of Association.
- The Board approves directors' remuneration through a transparent process, and any director whose remuneration is under consideration does not participate in the discussion or decision-making process.
- All remuneration payments are made through banking channels after deduction of applicable taxes.