Millat Tractors Limited (Committees of the Board)

AUDIT COMMITTEE
1. Mr. Saad Iqbal Chairman
2. Mr. Latif Khalid Hashmi Member
3. Mr. Laeeq Uddin Ansari Member
4. Mrs. Ambreen Waheed Member
The terms of reference are as per Code of Corporate Governance.

HUMAN RESOURCE AND REMUNERATION COMMITTEE (HR & R)
1. Mr. Saad Iqbal Chairman
2. Mr. Laeeq Uddin Ansari Member
3. Mian Muhammad Saleem Member
4. Syed Muhammad Irfan Aqueel Member
5. Mrs. Ambreen Waheed Member
The terms of reference of HR&R committee are as follows:

   i. Recommend to the board for consideration and approval a policy framework for determining remuneration of directors (both executive and non-executive directors).
   ii. Recommending human resource management policies to the board.
   iii. Recommending to the board the selection, evaluation, development, compensation (including retirement benefits) of CFO, Company Secretary and head of Internal Audit.

FINANCE COMMITTEE
1. Mr. Latif Khalid Hashmi Chairman
2. Mr. LaeeqUddin Ansari Member
3. Mian Muhammad Saleem Member
4. Syed MuhammadIrfanAqueel Member
The terms of reference of the Finance Committee are as follows:

   i. Product(s) pricing including tractors:
   ii. Investment/disinvestment of funds:
   iii. Procurement/import of raw materials:
   iv. Capital Expenditure:
   v. Review Budget proposals prior to finalization.
   vi. Approval of Travelling Abroad up to Executive Grade.
   vii. Retainership (approval and fixation of compensation).
   viii. Any matter(s) brought to the notice of committee for consideration.
MARKETING COMMITTEE

1. Mr. Sohail Bashir Rana Chairman
2. Mr. Latif Khalid Hashmi Member
3. Mian Muhammad Saleem Member
4. Syed MuhammadIrфанAqueel Member

The terms of reference of the Marketing Committee are as follows:

i. Formulation of sales/marketing strategy.
ii. Appointment/termination of dealers including agreements.
iii. Allowing commission/discounts.
iv. Approval of priority for early delivery.
v. Introducing of incentive schemes.
vi. Other matters relating to sales & marketing.

The Chairman of Board shall monitor the committees.

BOARD’S COMMITTEE FOR GROUP SUPERVISION (BCGS)

1. Mr. Sikandar Mustafa Khan Chairman
2. Mr. Latif Khalid Hashmi Member
3. Mr. Sohail Bashir Rana Member
4. Mr. LaeeqUddin Ansari Member
5. Mian Muhammad Saleem Member

The Board Committee for Group Supervision is responsible for reviewing over all business performance, major projects including new investment of group companies.