

## **PACE (PAKISTAN) LIMITED**

### **TERM OF REFERENCE OF THE HUMAN RESOURCE AND REMUNERATION COMMITTEE**

1. Recommendation of Human Resource policies to the Board of Directors
2. Recommending to the Board the selection, evaluation, compensation (including retirement benefits) and succession planning of the Chief Executive Officer (CEO).
3. Recommending to the Board the selection, evaluation, compensation (including retirement benefits) of Chief Operation Officer (COO), Chief Financial Officer, Company Secretary and Head of Internal Audit.
4. Consideration and approval on recommendations of CEO on such matters for key management positions who report directly to CEO or COO
5. Ensuring co-ordination between the other departments of the Company
6. Determination of compliance with relevant statutory requirements
7. Consideration of any other issue or matter as may be assigned by the Board of Directors