Board People's Committee

The Board People's Committee (BPC) of Engro Holdings Limited is established to support the Board in overseeing human capital strategy, succession planning, executive remuneration, performance management, and HR governance across the Group.

Key Highlights:

- Comprises at least three non-executive directors, with a majority being independent directors. The Committee Chair must be an independent director.
- Meets at least twice annually and reports its recommendations to the Board after each meeting.
- Reviews and recommends HR policies and human capital strategies for the Holding Company and provides oversight of key people-related policies across subsidiaries.
- Oversees succession planning for the CEO and senior leadership and supports talent development across the Group.
- Recommend executive remuneration frameworks and ensures compensation practices are fair, performance-based, and compliant with applicable laws.
- Oversees CEO performance evaluation and reviews performance targets linked to compensation.
- Monitors compliance with corporate governance requirements, labor laws, and related regulatory obligations.
- Reviews its TOR and performance annually and provides relevant disclosures in the Annual Report where applicable.