

CLAUSE 49 (VIII)(C)(3)

Criteria of making payments to Non – Executive Directors:

The Company is paying at present Rs. 7500/- on account of Board meeting and Rs. 2500/- on account of Committee meeting for attending these meetings plus out of pocket expenses to Non – Executive Directors of the Company.

Remuneration Policy:

The Remuneration Policy is directed towards rewarding performance based on achievements on a periodical basis. The remuneration policy is in consonance with the existing industry practice.

See Page no.9 of 42nd Annual report 2013-14 of Pebco Motors Limited for more clarification.