

## **NOMINATION AND REMUNERATION POLICY**

Our policy on the appointment and remuneration of Directors and Key Managerial Personnel provides a framework based on which our human resource management aligns their recruitment plans for the strategic growth of the Company. The Nomination and Remuneration policy is provided herewith pursuant to Section 178(4) of the Companies Act and Clause 49(IV) (B)(4) of the Listing Agreement.

The Company considers human resources as its invaluable assets. This policy has been formulated to pay equitable remuneration to the Directors, KMPs and employees of the Company and to harmonize the aspirations of human resources consistent with the goals of the Company.

The policy covers the following points:

**Size and composition of the Board:** Periodically reviewing the size and composition of the Board to ensure that it has variety of perspectives and skills in the best interests of the Company as a whole

**Directors:** Formulate the criteria determining qualifications, positive attributes and independence of a Director

**Evaluation of Performance:** Formulates the criteria and framework for evaluation of performance of every Director on the Board of the Company.

### **Remuneration framework and Policies:**

1. The remuneration of the Managing Director, whole time Directors and KMPs
2. The remuneration policies for all employees including KMPs, senior management and other employees including basic pay, incentive payment etc.
3. To identify and ascertain the integrity, qualification, expertise and experience of the person for the respective positions.
4. The remuneration to the Managing Director is as per the provisions of Companies Act, 2013.