

## **Policy on Appointment and Remuneration of Directors, Key Managerial Personnel and Senior Management**

### **1. Purpose**

The objective of this Policy is to provide a framework and set standards for the appointment of directors with requisite experience and skills who have the capacity and ability to lead the Company. It also defines the role of the Nomination and Remuneration Committee (NRC)

### **2. Accountability**

- a) The Board is responsible for the appointment of directors.
- b) The NRC assesses and selects candidates for directors and recommends to the Board their appointment.

### **3. Role of the Nomination and Remuneration Committee**

The NRC is responsible for:

- a) Reviewing the structure, size and composition of the Board and making recommendations on any proposed changes to the Board;
- b) Making recommendations to the Board on the appointment of Directors, Key Managerial and Senior Management Personnel.
- c) Formulating criteria for evaluation of performance of Directors including Independent Directors and the Board.

### **4. Appointment of Directors**

- a) The NRC considers the following parameters for appointment of Directors:
  - assessing the individual based on industry experience, background, and ability to exercise independent judgement, with due regard to the benefits to the Board;
  - the competence to contribute to the overall effectiveness of the Board and work constructively.
- b) The recommended Board member shall:
  - be well qualified and have experience of management in reputed organization;
  - possess high standards of ethics and personal integrity.
- c) The Directors should ensure that they devote time and attention to the Company's affairs and regularly attend Board and committee meetings.

d) The Company is required to appoint at least one independent non-executive director who must have appropriate professional qualifications on accounting or related financial management expertise.

e) In addition, the independent non-executive directors shall also fulfil the requirements of Section 149 (6) of the Companies Act, 2013.

#### **5. Familiarisation Program**

The Management will adequately brief the Independent Directors so that they are well aware of the functions of the Company.

#### **6. Appointment of Key Managerial Personnel (KMP)**

The Key Managerial Personnel namely

- Chief Financial Officer;
- Chief Operating Officer;
- Company Secretary; and
- such other executives as may be prescribed.

are appointed after taking into account their educational qualifications, experience in related fields, leadership abilities, inter-personal communication skills and other parameters.

The Company believes in rewarding the executives with competitive salary and benefits.

- a) The remuneration is worked out on the basis of cost to Company which includes both fixed and variable costs.
- b) Remuneration is annually reviewed for all the executives in accordance with their performance.