

**Members of Nomination and Remuneration Committee:**

Mr. Vinod Kumar Kothari, *Independent Director* – Chairman  
Mr. Dipak Kumar Banerjee, *Independent Director* – Member  
Mr. Ashok Bhandari, *Independent Director* – Member

**Terms of Reference of the Nomination and Remuneration Committee:**

- (1) formulation of the criteria for determining qualifications, positive attributes and independence of a director and recommend to the board of directors a policy relating to, the remuneration of the directors, key managerial personnel and other employees;
- (2) formulation of criteria for evaluation of performance of independent directors and the board of directors;
- (3) devising a policy on diversity of board of directors;
- (4) identifying persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, and recommend to the board of directors their appointment and removal;
- (5) whether to extend or continue the term of appointment of the independent director, on the basis of the report of performance evaluation of independent directors;
- (6) recommend to the board, all remuneration, in whatever form, payable to senior management;
- (7) shall specify the manner for effective evaluation of performance of Board, its committees and individual directors to be carried out either by the Board, by the Nomination and Remuneration Committee or by an independent external agency and review its implementation and compliance; and
- (8) To perform such other function as may be delegated by the Board of Directors from time to time.