

## **Nomination and Remuneration Policy**

### **1. Introduction**

In terms of Section 178 of the Companies Act, 2013, as amended from time to time, this policy on nomination and remuneration of Directors, Key Managerial Personnel (KMP), Senior Management and other employees of the Company has been formulated by the Nomination and Remuneration Committee of the Company and approved by the Board of Directors on 12.10.2019. This policy shall act as a guideline for determining, inter-alia, qualifications, positive attributes and independence of a Director, matters relating to the remuneration, appointment, removal and evaluation of performance of the Directors, Key Managerial Personnel & Senior Management.

### **2. Objectives**

The Nomination and Remuneration Committee and this Policy shall be in compliance with Section 178 of the Companies Act, 2013 and rules framed thereunder. The Key Objectives of the Nomination and Remuneration Committee would be as under:

- a. To recommend to the Board appointment and removal of Directors, Key Managerial Personnel and Senior Management in accordance with criteria laid down.
- b. To carry out evaluation of every director's performance.
- c. To recommend to the Board a remuneration policy including the following:
  - (i) Criteria for determining qualifications, positive attributes and independence of a director;
  - (ii) Remuneration for the Directors, Key Managerial Personnel and Senior Management;
  - (iii) Ensuring that the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate directors of the quality required to run the company successfully;
  - (iv) Ensuring that relationship of remuneration to performance is clear and meets appropriate performance benchmarks;
  - (v) Ensuring that remuneration to directors, key managerial personnel and senior management involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals.

{2}

### **3. Definitions**

**'Act'** means the Companies Act, 2013 and rules thereunder.

**"Board"** means the Board of Directors of the Company

**'Committee'** means Nomination and Remuneration Committee of the Company as constituted or reconstituted by the Board.

**"Company"** means BG LI-IN Electricals Limited.

**"Independent Director"** means a Director of the Company, not being in whole time employment and who is neither a promoter nor belongs to the promoter group of the Company and who satisfies the criteria for independence as prescribed under Section 149 of the Companies Act, 2013.

**"Key Managerial Personnel"** means Key managerial personnel as defined under the Companies Act, 2013 and includes:

- i. Managing Director or Executive Director or Chief Executive Officer or Manager
- ii. Whole-time Director;
- iii. Company Secretary;
- iv. Chief Financial Officer and
- v. such other officer as may be prescribed.

**"Policy"** means Nomination and Remuneration Policy.

**"Senior Management"** means personnel of the Company who are members of its core management team (Internal Board) excluding the Board of Directors.

### **4. Functions of Committee:**

The Nomination and Remuneration Committee shall, inter-alia, perform the following functions:

- a. Identify persons who are qualified to become Directors and who may be appointed in senior management in accordance with the criteria laid down, recommend to the Board their appointment and removal.

{3}

- b. To recommend to the Board a policy for following:
- (i) Determining qualifications, positive attributes and independence of a director;
  - (ii) Remuneration for the Directors, Key Managerial Personnel and Senior Management;
  - (iii) Remuneration is reasonable and sufficient to attract, retain and motivate directors of the quality required to run the company successfully;
  - (iv) Relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and
  - (v) Remuneration to directors, key managerial personnel and senior management involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals.
  - (vi) Performance evaluation of Independent Directors and the Board
  - (vii) Board diversity

The Chairperson of the Nomination and Remuneration Committee or, in his absence, any other member of the committee authorised by the Chairperson in this behalf shall attend the general meetings of the company. Provided that Nomination and Remuneration Committee shall set up mechanism to carry out its functions and is further authorized to delegate any / all of its powers to any of the Directors and / or officers of the Company, as deemed necessary for proper and expeditious execution.

**5. Constitution of Committee:**

- i. The Committee shall consist of a minimum 3 non-executive directors, majority of them being independent.
- ii. The quorum shall be either two members or one third of the members of the Committee whichever is higher
- iii. Membership of the Committee shall be disclosed in the Annual Report.
- iv. Term of the Committee shall be continued unless terminated by the Board of Directors.

**6. Chairperson:**

- i. Chairperson of the Committee shall be an Independent Director.
- ii. Chairperson of the Company may be appointed as a member of the Committee but shall not be a Chairman of the Committee.
- iii. In the absence of the Chairperson, the members of the Committee present at the meeting shall choose one amongst them to act as Chairperson.

{4}

**7. Frequency of Meeting:**

The meeting of the Committee shall be held at such regular intervals as may be required.

**8. Secretary:**

Any member of Committee or capable employee of the Company shall act as Secretary of the Committee.

**9. Minutes of Committee Meeting:**

Proceedings of all meetings shall be recorded and signed by the Chairman of the Committee at the subsequent meeting. Minutes of the Committee meetings will be circulated among the members for their approval and be tabled at the subsequent Board and Committee meetings for noting.

**10. Policy for appointment and removal of Director, KMP and Senior Management:**

**(A) Appointment criteria and qualifications:**

a) The Committee shall identify and ascertain the integrity, qualification, expertise and experience of the person for appointment as Director, KMP or at Senior Management level and recommend to the Board his / her appointment.

b) A person should possess adequate qualification, expertise and experience for the position he / she is considered for appointment. The Committee has discretion to decide whether qualification, expertise and experience possessed by a person are sufficient / satisfactory for the concerned position.

c) The Committee shall devise a policy on Board diversity after reviewing the structure, size and composition (including the skills, knowledge and experience) of the Board which will facilitate the Committee to recommend on any proposed changes to the Board to complement the Company's corporate strategy.

**(B) Removal:**

Due to reasons for any disqualification mentioned in the Act or under any other applicable Act, rules and regulations thereunder, the Committee may recommend, to the Board with reasons recorded in writing, removal of a Director, KMP or Senior Management Personnel subject to the provisions and compliance of the said Act, rules and regulations.

**(C) Retirement:**

The Director, KMP and Senior Management Personnel shall retire as per the applicable provisions of the Act and the prevailing policy of the Company. The Board will have the discretion to retain the Director, KMP, Senior Management Personnel in the same position/ remuneration or otherwise even after attaining theretirement age, for the benefit of the Company.

**11. Policy relating to the Remuneration for the Managing Director, Whole-time Director, KMP and Senior Management Personnel:**

**(A) General:**

- a) The remuneration / compensation / commission etc. shall be subject to the prior/post approval of the shareholders of the Company and Central Government, wherever required.
- b) The remuneration and commission to be paid to the Managing Director, Whole-time Director shall bein accordance with the percentage / slabs / conditions laid down in the provisions of the Act.
- c) Term / Tenure of the Directors shall be as per company's policy and subject to theprovisions of the Act.

**(B) Remuneration to Managing Director / Whole-time / Executive / KMP and Senior Management Personnel:**

a) Fixed pay:

The Managing Director / Whole-time Director/ KMP and Senior Management Personnel shall be eligible for a monthly remuneration as may be approved by the Board. The breakup of the pay scale and quantum of various perquisites including, employer's contribution to P.F, gratuity under Payment of Gratuity Act 1972, free use of Cars with driver for personal & official use including expenditure of cars e.g. fuel, maintenance, pension scheme, reimbursement of medical expenses including premium paid on medical insurance on Directors & his family members, security, servants, and gardener, club fees, accommodation with electricity bill, etc. shall be decided and approved by the Board/the Person authorized by the Board and approved by the shareholders and Central Government, wherever required.

{6}

b) Commission:

Commission may be paid within the monetary limit as approved by shareholders, subject to the limit not exceeding limits as per the applicable provisions of the Act.

c) Minimum Remuneration:

If, in any financial year, the Company has no profits or its profits are inadequate, the Company shall pay remuneration to its Managing Director / Whole-time Director in accordance with the provisions of Schedule V of the Act and if it is not able to comply with such provisions, with the previous approval of the Central Government.

d) Provisions for excess remuneration:

If any Managing Director / Whole-time Director draws or receives, directly or indirectly by way of remuneration any such sums in excess of the limits prescribed under the Act or without the prior sanction of the Central Government, where required, he / she shall refund such sums to the Company and until such sum is refunded, hold it in trust for the Company. The Company shall not waive recovery of such sum refundable to it unless permitted by the Central Government.

***(C) Remuneration to Non- Executive / Independent Director:***

a) Sitting Fees:

The Non- Executive / Independent Director may receive sitting fees for attending meetings of Board or Committee thereof. Provided that the amount of such fees shall be decided by the Board and subject to the limit as provided in the Act.

**12. Amendments**

This Policy may be amended by the board at any time and is subject to (i) amendments to the Companies Act, 2013 (the Act 2013) and the Rules made thereunder.

This policy will be effective from the date of its approval by Board of Directors.

**For BG LI-IN Electricals Limited**

Sd/-  
Mr. Praveen Tulshan

Sd/-  
Mr. Anuprash Bazaz

Sd/-  
Mr. O. G. Somani

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