

RAJASTHAN TUBE MANUFACTURING COMPANY LIMITED

Nomination, Remuneration & Evaluation Policy

1. INTRODUCTION AND OBJECTIVE

Pursuant to the provisions of Section 178 of the Companies Act, 2013 read with rules made there under and Part A of Part D of Schedule II of SEBI (Listing Obligations & Disclosure Requirements), 2015, the Company has constituted Nomination and Remuneration Committee (herein after referred to as “Committee”) which formulated a Nomination and Remuneration Policy to ensure that the Board and top management is appropriately constituted to meet its fiduciary obligations to stakeholders, to identify persons who are qualified to become Directors and who may be appointed in senior management and/or as Key Managerial Personnel (KMP) of the Company in accordance with the criteria’s laid down, recommend to the Board the appointment, removal, remuneration of the Directors, Senior Management and KMP and evaluation of every Director’s performance, in line with the provisions of the Companies Act, 2013 and rules prescribed therein and as per the Listing Agreement with Stock Exchange(s), as amended from time to time and/or such other statutory notification, amendment or modification, as may be applicable.

2. APPLICABILITY AND EFFECTIVE DATE

The Policy shall be applicable to:

1. The Board of Directors of the Company
2. KMP of the Company
3. Senior Management of the Company
4. Such other person(s) as may be prescribed by the law time being in force

This policy shall be effective from December 1, 2015.

3. CRITERIA FOR IDENTIFICATION AND REMOVAL OF DIRECTORS, KEYMANAGERIAL PERSONNEL (KMPs) AND SENIOR MANAGEMENT PERSONNEL (SMPs)

Criteria for Identification:

1. The Committee shall identify and determine the integrity, qualification, expertise and experience of the person for appointment as Director, KMPs or SMPs and recommend to the Board his / her appointment.
2. The criteria for determining independence of an Independent Director and qualification of a Director shall be governed by the Companies Act, 2013 and rules made there under.

3. A person should possess requisite qualification, expertise and experience for the position he / she is considered for appointment. The Committee has discretion to decide whether the qualification, expertise and experience possessed by a candidate are adequate for the concerned proposed position.
4. The HR policy of the Company shall be applicable to KMPs and SMPs.
5. The minimum and maximum age limit of persons shall be governed by all applicable laws for the time being in force and may be relaxed or extended subject to compliance of applicable provisions of law / rule / regulations.

Criteria for Removal:

The Committee may recommend to the Board for:

1. Removal of any Director, who is disqualified, under Companies Act, 2013 and rules made there under or due to any other reason recorded in writing.
2. Removal of any KMPs / SMPs, who is disqualified due to any reason recorded in writing.

4. CRITERIA FOR EVALUATION OF DIRECTOR'S PERFORMANCE

The Board / Committee shall carry out need based evaluation of performance of every Director at least once in a year and Board / Committee, if required, may engage the services of any outside agency for evaluation process and cost of the same shall be borne by the Company.

For evaluation of performance of Non Executive Directors, the following criteria shall also be considered:

- attendance of Director at Board and Committee meetings;
- participation during discussions; and
- expression of independent views;

For evaluation of performance of Executive Directors, the following criteria shall also be considered: performance in their respective area and its growth;

- contribution towards growth of the business;
- providing solutions for critical situation, if any;
- and other notable achievements;

5. POLICY ON REMUNERATION

Remuneration to Directors:

1. The Non Executive Directors including Independent Directors shall be paid sitting fee as may be decided by the Board from time to time for attending meetings of Board and Committees thereof subject to ceiling limit as provided in Companies Act, 2013 and rules made there under. The out of pocket expenses incurred by Directors to attend the meetings shall be reimbursed. The Non

Executive Directors including Independent Directors may also be paid commission in accordance with provisions of the Companies Act, 2013 and rules made there under.

2. The Executive Directors including Managing Director(s) shall be paid remuneration as recommended by Nomination and Remuneration Committee considering their qualification, experience and market condition and if such remuneration exceeds the prescribed limits under the Companies Act, 2013 and rules made there under, it shall be approved by the prescribed authorities. The remuneration payable to any one Executive Director shall not exceed five percent of the net profits of the company and if there is more than one such Executive Director shall not exceed ten percent of the net profits of the company which shall be calculated in manner as provided in section 198 of the Companies Act, 2013. In case of no profits or inadequate profits the remuneration shall be paid in accordance with schedule V of the Companies Act, 2013.

REMUNERATION TO KMPS / SMPS:

The KMPS / SMPs shall be paid remuneration in accordance with their term of appointment and such remuneration shall be based on total cost to company (CTC) which may include a balance between fixed and incentive pay. The above remuneration shall be subject to annual increments which will be based on his / her performance as per annual appraisal of KMPS / SMPs.

REMUNERATION OF OTHER EMPLOYEES

Apart from Directors, KMPS and Senior Management, the remuneration for rest of the employees is determined on the basis of the role and position of the individual employee, including professional experience, responsibility, job complexity and local market conditions.

The remuneration of other employees mainly comprises basic salary and in addition to basic salary, they are also provided allowances, perquisites etc. as per the Company's policy and statutory requirements, where applicable.

AMENDMENT

The Board of Directors on its own and/or as per the recommendations of Nomination and Remuneration Committee can amend this Policy, as and when it deemed fit.