

REMUNERATION POLICY OF RAMKRISHNA FORGINGS LIMITED FOR THE MEMBERS OF BOARD AND EXECUTIVE MANAGEMENT

1st Revision date	28 July, 2018
2nd Revision date	18 January, 2022
Current Revision date	24 July, 2024
Authority approving the policy	Board of Directors

1. Preamble

- 1.1** The remuneration policy provides a framework for the members of the Board of Directors ("Board"), Key Managerial Personnel ("KMP") and the Senior Management Personnel ("SMP") of the Company (collectively referred to as "Executives").

The expression 'Senior Management' shall mean officers/personnel of the listed entity who are members of its core management team excluding Board of Directors and normally this shall comprise all members of management one level below the Chief Executive Officer/Managing Director/Whole-time Director (including Chief Executive Officer/Manager, in case they are not part of the Board), functional heads and shall specifically include Company Secretary and Chief Financial Officer of the Company.

- 1.2** This policy would be reviewed every year by the Nomination and Remuneration Committee of the Board of Directors.

2. Aims & Objectives

- 2.1** The aims and objectives of this remuneration policy may be summarized as follows:

2.1.1 The remuneration policy aims to enable the Company to attract, retain and motivate highly qualified members for the Executives.

2.1.2 The remuneration policy seeks to enable the Company to provide a well-balanced and performance-related compensation package, taking into account shareholder interests, industry standards and relevant Indian corporate regulations.

2.1.3 The remuneration policy will ensure that the interests of the Executives are aligned with the business strategy and risk tolerance, objectives, values and long-term interests of the Company and will be consistent with the "pay-for-performance" principle.

2.1.4 The remuneration policy will ensure that remuneration to KMP & SMP 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.

3. Principles of Remuneration

- 3.1** Support for Strategic Objectives: Remuneration and reward frameworks and decisions shall be developed in a manner that is consistent with, supports and reinforces the achievement of the Company's vision and strategy.
- 3.2** Transparency: The process of remuneration management shall be transparent, conducted in good faith and in accordance with appropriate levels of confidentiality.
- 3.3** Internal equity: The Company shall remunerate the KMP & SMP in terms of their roles within the organisation. Positions shall be formally evaluated to determine their relative weight in relation to other positions within the Company.
- 3.4** External equity: The Company shall strive to pay an equitable remuneration, capable of attracting and retaining high quality personnel. Therefore the Company will remain logically mindful of the ongoing need to attract and retain high quality people and the influence of external remuneration pressures.
- 3.5** Flexibility: Remuneration and reward offerings shall be sufficiently flexible to meet both the needs of individuals and those of the Company whilst complying with relevant tax and other legislation.
- 3.6** Performance-Driven Remuneration: The Company shall entrench a culture of performance driven remuneration through the implementation of the Performance Incentive System.
- 3.7** Affordability and Sustainability: The Company shall ensure that remuneration is affordable on a sustainable basis.

4. Nomination and Remuneration Committee

- 4.1** The Remuneration and Compensation Committee of the Board of Directors shall be re-named as Nomination and Remuneration Committee. Members of the Committee shall be appointed by the Board and shall comprise of 3 (three) or more Directors, all of whom shall be Non-Executive Directors out of which not less than two-thirds shall be Independent Directors.
- 4.2** The Chairperson of the Committee shall be an Independent Director.
- 4.3** The Committee shall be inter-alia responsible for:
- 4.3.1** Formulating framework and/or policy for remuneration, terms of employment including service contracts, policy for and scope of pension arrangements, etc for Executives and reviewing it on a periodic basis;
- 4.3.2** Formulate the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy, relating to the remuneration for Directors.

4.3.3 For every appointment of an Independent Director, the Committee shall evaluate the balance of skills, knowledge and experience on the Board and on the basis of such evaluation, prepare a description of the role and capabilities required of an Independent Director. The person recommended to the Board for appointment as an Independent Director shall have the capabilities identified in such description. For the purpose of identifying suitable candidates, the Committee may:

- a. use the services of external agencies, if required;
- b. consider candidates from a wide range of backgrounds, having due regard to diversity; and
- c. consider the time commitments of the candidates.

4.3.4 Recommend to the Board of Directors, all remuneration, in whatever form, payable to SMPs and KMPs.

4.3.5 Identifying persons who are qualified to become directors and who may be appointed as Directors in accordance with the criteria laid down in this policy, recommend to the Board their appointment and removal and carry out their evaluation.

4.3.6 Formulating terms for cessation of employment and ensure that any payments made are fair to the individual and the Company, that failure is not rewarded and that the duty to mitigate loss is fully recognised;

4.3.7 Whether to extend or continue the term of appointment of an Independent Director, on the basis of the report of performance evaluation of Independent Directors.

4.3.8 Devising a Policy on diversity of Board of Directors.

4.3.9 Specifying 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.

4.4. The Committee shall inter-alia:

4.4.1 review the ongoing appropriateness and relevance of the remuneration policy;

4.4.2 ensure that all provisions regarding disclosure of remuneration, including pensions, are fulfilled;

4.4.3 obtain reliable, up-to-date information about remuneration in other companies;

4.4.4 ensure that no director or Executive is involved in any decisions as to their own remuneration;

4.5. Without prejudice to the generality of the terms of reference of the Nomination and Remuneration Committee set out above, the Committee shall:

4.5.1 operate the Company's share option schemes (if any) or other incentives schemes (if any) as they apply to. It shall recommend to the Board the total aggregate amount of any grants to the Executives (with the specific grants to individuals to be at the discretion of the Board) and make amendments to the terms of such schemes (subject to the provisions of the schemes relating to amendment);

4.5.2 liaise with the trustee / custodian of any employee share option scheme which is created by the Company for the benefit of the Executives; and

4.5.3 review the terms of executive Directors' service contracts from time to time.

5. Procedure for selection and appointment of the Board Members

5.1. Board membership criteria

The Committee, along with the Board, reviews on an annual basis, appropriate skills, characteristics and experience required of the Board as a whole and its individual members. The objective is to have a Board with diverse background and experience in business, government, academics, technology and in areas that are relevant for the Company's global operations.

In evaluating the suitability of individual Board members, the Committee takes into account many factors, including general understanding of the Company's business dynamics, global business and social perspective, educational and professional background and personal achievements.

In addition, Directors must be willing to devote sufficient time and energy in carrying out their duties and responsibilities effectively. They must have the aptitude to critically evaluate management's working as part of a team in an environment of collegiality and trust.

The Committee evaluates each individual with the objective of having a group that best enables the success of the Company's business.

5.2. Selection of Board Members/ extending invitation to a potential director to join the Board

One of the roles of the Committee is to periodically identify competency gaps in the Board, evaluate potential candidates as per the criteria laid above, ascertain their availability and make suitable recommendations to the Board. The objective is to ensure that the Company's Board is appropriate at all points of time to be able to take decisions commensurate with the size and scale of operations of the Company.

The Committee also identifies suitable candidates in the event of a vacancy being created on the Board on account of retirement, resignation or demise of an existing

Board member. Based on the recommendations of the Committee, the Board evaluates the candidate(s) and decides on the selection of the appropriate member.

The Board then makes an invitation (verbal / written) to the new member to join the Board as a Director. On acceptance of the same, the new Director is appointed by the Board.

6. Procedure for selection and appointment of Executives other than Board Members

- 6.1 The Committee shall actively liaise with the relevant departments of the Company to study the requirement for management personnel, and produce a written document thereon;
- 6.2 The Committee may conduct a wide-ranging search for candidates for the positions of the KMP and SMP within the Company, within enterprises controlled by the Company or within enterprises in which the Company holds equity, if any, and on the human resources market;
- 6.3 The professional, academic qualifications, professional titles, detailed work experience and all concurrently held positions of the initial candidates shall be compiled as a written document;
- 6.4 A meeting of the Committee shall be convened and the qualifications of the initial candidates shall be examined on the basis of the conditions for appointment of the KMP and SMP;
- 6.5 Before the selection of a KMP and SMP, the recommendations of and relevant information on the relevant candidate(s) shall be submitted to the Board of Directors;
- 6.6 The Committee shall carry out other follow-up tasks based on the decisions of and feedback from the Board of Directors.

7. Compensation Structure

(a) Remuneration to Non-Executive Directors including Independent Directors:

Remuneration / Commission: The Committee may recommend the payment of remuneration / commission to Non- Executive Independent Directors in accordance with the statutory provisions of the Companies Act, 2013, and the rules made thereunder and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as may be amended from the time being in force.

Sitting Fees: The Non- Executive Directors including the Independent Directors may receive remuneration by way of fees for attending meetings of Board and its Committee thereof. Provided that the amount of such fees shall not exceed the maximum amount as provided in the Companies Act, 2013, per meeting of the Board or Committee(s).

Limits on Commission: Commission may be paid to Non-Executive Independent Directors within the monetary limit approved by Shareholders, from time to time, subject to the limits computed as per the applicable provisions of the Companies Act, 2013, and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Sitting fees paid to the Non-

Executive Independent Directors shall not form part of the percentage ceiling on Commission payable to them.

Stock Options: An Independent Director shall not be entitled to any stock option of the Company.

No profits or Inadequacy of profits: In case of no profits or inadequacy of profits during a financial year, the remuneration payable to Non-Executive Independent Directors of the Company, shall be subject to the limits prescribed under the Act and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The sitting fee shall be payable immediately after the board / committee meeting to those Directors who attend the meeting, The Commission shall be payable at the end of the financial year, during approval of the Annual Financial Statements, as determined by the Board of Directors.

(b) Remuneration to Executive Directors, Key Managerial Personnel(s) & Senior Management Personnel(s):

The Company has a credible and transparent framework in determining and accounting for the remuneration of the Managing Director / Whole-time Directors (MD/WTDs), Key Managerial Personnel(s) (KMPs) and Senior Management Personnel(s) (SMPs). Their remuneration shall be governed by the external competitive environment, track record, potential, individual performance and performance of the Company as well as industry standards. The remuneration determined for MD/WTDs, KMPs and SMPs are subjected to the approval of the Board of Directors in due compliance with the provisions of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The remuneration for the KMPs and the SMPs at the time of the appointment and subsequent increments shall be recommended by the Committee and approved by the Board. Executive Directors of the Company are not paid any sitting fee.

8. Role of Independent Directors

- 8.1 The Committee shall, in consultation with the Independent Directors of the Company, prepare and submit this policy to the Board for its approval.
- 8.2 The Independent Directors shall have the power and authority to determine appropriate levels of remuneration of the Executives and have a prime role in appointing and where necessary recommending removal of the Executives.

9. Approval and Publication

- 9.1 This remuneration policy as framed by the Committee shall be recommended to the Board of Directors for its approval.
- 9.2 This policy shall be hosted on the Company's website at www.ramkrishnaforgings.com.
- 9.3 This policy shall also form part of Director's Report to be issued by the Board of Directors in terms of the Companies Act, 2013.

10. Supplementary provisions

- 10.1 This Policy shall formally be implemented from the date on which they are adopted pursuant to a resolution of the Board of Directors.
- 10.2 Any matter not provided for in this Policy shall be handled in accordance with relevant State laws and regulations and the Company's Articles of Association. If this Policy conflict with any laws or regulations subsequently promulgated by the state or with the Company's Articles of Association as amended pursuant to lawful procedure, the relevant state laws and regulations and the Company's Articles of Association shall prevail, and this Policy shall be amended in a timely manner and submitted to the Board of Directors for review and adoption.
- 10.3 The right to interpret this Policy vests in the Board of Directors of the Company.

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