



NLC India Limited
(%Navratna+ Govt. of India Enterprise)

POLICY RELATING TO REMUNERATION OF DIRECTORS AND OTHER EMPLOYEES

A. Remuneration of Whole Time Directors.

The salary and/or allowances and PRP (based on performance of the Company and Individual) of the Whole Time Directors are decided by the Ministry of Coal from time to time, based on the DPE guidelines issued from time to time.

B. Remuneration of Independent Directors

Independent Directors are appointed by the President of India on the recommendation of Department of Public Enterprises. The remuneration to Independent Directors is paid by way of sitting fee for attending Board of Directors meeting and Committees meetings thereof. The sitting fee is being paid to Independent Directors within the ceiling limit prescribed under Section 197 (5) read with Rule 4 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

C. Remuneration of Government Directors

No remuneration either by way of salary/allowances or sitting fee is paid to a Government Director representing Ministry of Coal.

D. Remuneration of employees including other KMP

NLC India Ltd being a Government Company within the meaning of Section 2 (45) of the Companies Act, 2013, operating under the Ministry of Coal, the remuneration, Allowances and PRP (based on performance of the Company, Unit and Individual) and other benefits of the employees of the Company are fixed/ decided by the Department of Public Enterprises (DPE).and NLCIL Board, from time to time.