

**NOMINATION AND REMUNERATION COMMITTEE**

The Board of Directors of the Company has re-constituted Nomination and Remuneration Committee (hereinafter referred as “the Committee”) w.e.f. 2<sup>nd</sup> September, 2020 in the Board Meeting held on 2<sup>nd</sup> September, 2020 in accordance with the Regulation 19 of the SEBI (Listing Obligation and Disclosure Requirement) Regulations, 2015 and Section 178(1) to (4) of the Companies Act, 2013.

The Committee consists of:

S. No	Name of Member	Category	Designation
1.	Mr. Suresh Chander Kapur	Independent Director, Non-Executive	Chairman
2.	Mr. Sandeep Chandra	Independent Director, Non-Executive	Member
3.	Mr. Khushvinder Singhal	Independent Director, Non-Executive	Member

The Company Secretary is the Secretary to the Committee.

The Committee reports to the Board.

The terms of reference of the Committee are to lay out and implement the policy on remuneration packages for Executive Directors and Senior Management personnel.

The Committee while deciding the remuneration package would take into consideration the following:

- employment scenario;
- remuneration packages prevailing in the industry;
- remuneration package of managerial talent of other industries and
- variable pay linked to performance of the Company in general and individual’s performance measured against specific Key Result Areas, which are aligned to the Company’s objectives.

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