



KIOCL Limited

(A Government of India Enterprise)

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POLICY OF REMUNERATION TO DIRECTORS, KMP & OTHER EMPLOYEES

1. INTRODUCTION:

This Policy deals with remuneration of directors, KMP and other employees of KIOCL Limited in terms of Schedule II Part D (1) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

2. POLICY:

Remuneration of employees

KIOCL is a Government Company within the meaning of Section 2 (45) of the Companies Act, 2013. KIOCL being a Central Public Sector Enterprise under Ministry of Steel, the remuneration and other benefits of the employees of the Company are fixed/decided by the Department of Public Enterprises (DPE).

Remuneration of Whole Time Directors

The salary and/or allowances of the Whole Time Directors are decided by the President of India from time to time and till order of President of India is received, their salary shall be paid as per the norms /provisionally.

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.

Remuneration of Government Directors

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

Remuneration of other KMP

The salary and/or allowances of other KMP's are paid as per the Scale of Pay/ Policy of the Company.
