

## NOMINATION AND REMUNERATION POLICY

Policy No:	TSL/06
Issue Date:	26 <sup>th</sup> May, 2014
Revision No :	01
Revision Date:	25 <sup>th</sup> May, 2022

### Preamble:

The Nomination and Remuneration Committee of Transworld Shipping Lines Limited (Formerly known as Shreyas Shipping & Logistics Limited) (hereinafter referred to as “the Committee”) was established in line with Section 178 of the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

### Objective:

The Key Objectives of this Committee are:

1. To guide the Board in relation to appointment and / or removal of Directors, Key Managerial Personnel and Senior Management of the Company.
2. To carry out evaluation of the performance of all the members of the Board and report the same to the Board.
3. To make recommendations to the Board about the remuneration payable to the Directors, Key Managerial Personnel and Senior Management of the Company.

### Applicability:

This policy shall be applicable to the following officials:

1. Executive Directors
2. Non-Executive Directors
3. Independent Directors
4. Key Managerial Personnel (KMP)
5. Senior Management Personnel

### Remuneration payable to Non Executive Directors:

Non Executive Directors shall be payable sitting fees for the Board and Committee meetings attended in person or through any electronic medium(virtually).

Within the parameters prescribed by law, the payment of sitting fees will be recommended by the NRC and approved by the Board.

Remuneration should be reflective of size of the company, complexity of the sector/industry/company's operations and the company's capacity to pay the remuneration.

Remuneration practices should be consistent with recognized practices in the industry.

**Remuneration payable to Executive Directors/ Key Managerial Personnel/ Senior Management:**

The remuneration paid to Executive Directors/ Key Managerial Personnel / Senior Management should be sufficient to attract and retain talented and qualified individuals suitable for every role.

Following parameters shall be recognized in this regard:

- Market competition.
- Job Profile of each individual.
- Size of the company, complexity of the sector/industry/company's operations and the company's capacity to pay.
- Consistent with recognized best practices.
- Aligned to any regulatory requirements.

Additionally, the remuneration for the MD/EDs shall be as per the contract approved by the shareholders.

**Review and Amendment:**

This Policy shall be reviewed and amended in line with the Regulatory requirements.

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