



Policy for remuneration of directors, KMP and other employees

The existing policy for remuneration of non-executive directors, executive directors, Key Managerial Personnel, Senior Management and other employees as at the commencement of the Act was reviewed by the Nomination and Remuneration Committee at its meeting held on May 1, 2015. The existing policy was continued. The Non-Executive Directors are paid remuneration by way of sitting fees and commission. The commission is paid at the rate not exceeding 1% of net profits computed in accordance with Section 198 of the Companies Act, 2013. The Nomination and Remuneration Committee recommends the annual commission to be paid to the Non-Executive Directors. The distribution of commission amongst Non-Executive Directors is placed before the Board. The Commission is distributed on the basis of their attendance and contribution to the Board and its Committees meetings.

The Company pays remuneration by way of salary, perquisites and allowances (fixed component) and Commission/ Performance Linked Remuneration (variable component) payable to the Managing/ Whole-time Director(s). The payment of Commission (as a percent of profit)/Performance Linked Bonus is determined by the Board at the end of the financial year based on the recommendations of the Nomination and Remuneration Committee.

The Company pays remuneration comprising of the following to Key Managerial Personnel, Senior Management and other employees:

- Fixed Pay : Basic, DA (paid to workers only) House Rent allowance, Conveyance Allowance, Special/other allowance, LTC
- Retiral Benefits : Provident Fund, Gratuity, Super Annuation Fund (to officers)
- Variable Pay: Bonus/Profit Sharing based on the profit of the Company
- Perks and Benefits:
 - ✓ Group Accident Policy
 - ✓ Medical Hospitalization Facilities for employees at TATA Hospitals in Jamshedpur & Medical reimbursements (for personnel at site)
 - ✓ Life cover scheme (20 months' salary)
 - ✓ Housing, Club, Welfare Center, First Aid Post and dispensary
 - ✓ Car Scheme for senior and middle management
 - ✓ Uniform & Maintenance Allowance at Site
 - ✓ Corporate Resource Scheme

Remuneration of Officers is revised annually based on the performance and Workers remuneration is revised as per Wage Agreements.

TRF Ltd has adopted long term incentive plan viz Smart Variable Allowance to retain talent.