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## **NOMINATION AND REMUNERATION POLICY**

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Section 178 of the Companies Act, 2013 (the “Act”) read with Regulation 19 and Part D of Schedule II of Securities and Exchange Board of India (LODR) Regulations, 2015)

**Approved by**  
Nomination & Remuneration Committee and Board of Directors

Dated : 7<sup>th</sup> February, 2024

**BSEL ALGO LIMITED**  
**CIN: L99999MH1995PLC094498**  
**Registered & Corporate Office:**  
737,7th Flr, The Bombay Oil Seeds & Oil Ex. Premises Co-op Soc. Ltd. Commodity Ex.  
Sector-19, PL 2, 3 & 4, Vashi Navi Mumbai, 400705



## **NOMINATION AND REMUNERATION POLICY**

### **PREAMBLE:**

BSEL ALGO Limited (the “Company”) has formulated this Nomination and Remuneration Policy (“Policy”) to provide a framework for remuneration of members of the board of directors (the “Board”) of the Company, key managerial personnel, and other employees of the Company. The philosophy for remuneration of directors of the Company, Key Managerial Personnel (“KMP”) and all other employees of the Company is based on the commitment of fostering a culture of leadership with trust. The Policy is aligned to this philosophy. This Policy is guided by the principles and objectives as enumerated in Section 178(3) of the Companies Act, 2013 and the rules made thereunder, each as amended (the “Act”) and Regulation 19 read with Part D of Schedule II of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (“SEBI Listing Regulations”), to ensure reasonableness and sufficiency of remuneration to attract, retain and motivate competent resources, a clear relationship of remuneration to performance and a balance between rewarding short and long-term performance of the Company. In case of any inconsistency between the provisions of law and the Policy, the provisions of the law shall prevail and the Company shall abide by the applicable law. While formulating this policy, the Nomination and Remuneration Committee (“NRC”) has considered the factors laid down under Section 178(4) of the Act, which are as under: “(a) the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate directors of the quality required to run the company successfully; (b) relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and (c) remuneration to directors, key managerial personnel and senior management involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals.”

### **OBJECTIVE**

- 1) To lay down the criteria for identifying the persons who are qualified to become directors and who may be appointed in Senior Management and recommending to the Board of Directors of the Company their appointment and removal.
- 2) To formulate the criteria for determining qualifications, competencies, positive attributes and independence for appointment of a director.
- 3) To formulate the policy relating to remuneration of Directors, Key Managerial Personnel and Senior Management.
- 4) To formulate the criteria for evaluation of performance of all the Directors on the Board.
- 5) To devise a policy on diversity of Board of Directors of the Company.
- 6) To carry out any other function as is mandated by the Board from time to time and / or enforced by any statutory notification, amendment or modifications as may be applicable.



This Policy is divided in to two parts:

<b>Part A</b>	<b>Policy for Appointment and Removal of Director, Key Managerial Personnel and Senior Management;</b>
<b>Part B</b>	<b>Policy for Remuneration of Directors, Key Managerial Personnel and other Employees</b>

**PART A**  
**POLICY FOR APPOINTMENT AND REMOVAL OF DIRECTOR, KEY MANAGERIAL PERSONNEL AND SENIOR MANAGEMENT**

**1. TITLE**

This policy shall be called the “policy for appointment and removal of director, key managerial personnel and senior management.”

**2. PREAMBLE**

Section 178(2) of the companies Act, requires the Nomination and Remuneration Committee to identify persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, recommend to the Board their appointment and removal.

**3. DEFINITIONS**

For the purpose of this Policy the following terms shall have the meanings assigned to them hereunder:

- (a) "**Board**" means the board of directors of the Company;
- (b) "**policy for appointment and removal of director, key managerial personnel and seniormanagement** " means this policy, as amended from time to time;
- (c) "**Key Managerial Personnel**" means
  - the Managing Director/Chief Executive Officer;
  - the Whole Time Director;
  - the Chief Financial Officer and
  - the Company Secretary;
- (d) "**Senior Management**" means officers/personnel of the Company who are members of its core management team excluding Board of Directors comprising all members of management one level below the executive directors, including the functional heads and shall specifically include company secretary and chief financial officer.
- (e) "**Committee**" means the nomination and remuneration committee of the Board;
- (f) "**Companies Act**" means the Companies Act, 2013, read with the rules thereunder, as amended;
- (g) "**Director**" means a member of the Board; and
- (h) "**Company**" means BSEL ALGO LIMITED.

Words and expressions used and not defined in this Policy shall have the meaning ascribed to them in the SEBI Listing Regulations, the Securities and Exchange Board of India Act, 1992, as amended, the Securities Contracts (Regulation) Act, 1956, as amended, the Depositories Act, 1996, as amended, or the Companies Act and rules and regulations made thereunder

#### **4. APPOINTMENT**

1. The Committee shall identify and ascertain the person for appointment as Director, Key Managerial Personnel and Senior Management based on the following parameters:
  - i. Integrity;
  - ii. Qualification;
  - iii. Knowledge and Competency and
  - iv. Experience
2. The Committee to decide suitability of the qualification, expertise and experience possessed by a person for the concerned position.
3. The Committee shall recommend the appointment to the Board of Directors of the Company.
4. The appointment of Managing Director and Independent Director of the Company shall be strictly in accordance with the applicable provisions of the Companies Act, 2013 and any other applicable law for the time being in force.
5. The Committee to impart training to the person appointed as Director of the Company, on matters related to the Company viz. profile, the core business, its area of operations and work mechanism etc.

#### **5. TERM/TENURE**

1. The tenure for the Executive Directors, Non-Executive Directors and Independent Directors shall be governed by the terms defined in the Act and SEBI (LODR).
2. The tenure of the Key Managerial Personnel (except Managing Director and Executive Directors) and Senior Management will be governed by the general rules and regulations governing Human resources /employees of the company.

#### **6. REMOVAL**

1. Subject to the applicable provisions of the Act and SEBI (LODR), the Committee may recommend the removal of any of the Board of Directors of the Company if he has incurred disqualification under Section 164 of the Act or as per Section 167 or Section 169 of the Act. The reason for removal needs to be recorded in writing, subject to the provisions and compliance of the said Act, rules and regulations and forwarded it to the Board of Directors for their consideration.
2. The removal of the Key Managerial Personnel (except Managing Director/ executive director) shall be as per provisions of Companies Act, 2013 and Senior Management will be governed by general rules and regulations/ Policy governing Human resources /employees of the company.



## **7. RETIREMENT**

The Managing Director/ Whole-time Directors (WTD), Key Managerial Personnel and Senior Management Personnel shall retire as per the applicable provisions of the Companies Act, 2013/ prevailing policy of the Company. The Board will have the discretion to retain the WTD, Key Managerial Personnel and the Senior Management Personnel in the same position/ remuneration or otherwise, even after attaining the retirement age for the benefit of the Company.

## **8. REVIEW OF THE POLICY**

The Committee will review the Policy as and when required, which will include an assessment of the effectiveness of the Policy.

## **9. EFFECTIVE DATE**

The Board Diversity Policy shall come into effect on 7<sup>th</sup> February, 2024.



**PART B**  
**POLICY FOR REMUNERATION OF DIRECTORS, KEY MANAGERIAL PERSONNEL**  
**AND OTHER EMPLOYEES**

(Under section 178(3) of the Companies Act, 2013)

**1. TITLE**

This policy shall be called the “Policy for remuneration of directors, Key Managerial Personnel and other employees.”

**2. PREAMBLE**

Section 178(3) of the Companies Act, requires the Nomination and Remuneration Committee shall recommend to the Board a policy relating to the remuneration for the directors, key managerial personnel and other employees.

**3. DEFINITIONS**

For the purpose of this Policy for performance evaluation of board of Directors, the following terms shall have the meanings assigned to them hereunder:

- (a) "**Board**" means the board of directors of the Company;
- (b) "**Policy for remuneration of directors, Key Managerial Personnel and other employees** " means this policy, as amended from time to time;
- (c) "**Key Managerial Personnel**" in terms of sub-section (51) of section 2 of the Act means-
  - the Chief Executive Officer or the Managing Director or the Manager;
  - the Whole Time Director;
  - the Chief Financial Officer and
  - the Company Secretary;
- (d) "**Senior Management**" means officers/personnel of the Company who are members of its core management team excluding Board of Directors comprising all members of management one level below the executive directors, including the functional heads and shall specifically include company secretary and chief financial officer.
- (e) "**Remuneration**" means any money or its equivalent given or passed to any person for position occupied in the Company and responsibility being vested on him and includes perquisites as defined under the Income Tax Act, 1961.
- (f) "**Committee**" means the nomination and remuneration committee of the Board;
- (g) "**Companies Act**" means the Companies Act, 2013, read with the rules thereunder, as amended;
- (h) "**Director**" means a member of the Board; and
- (i) "**Company**" means BSEL ALGO LIMITED.

Words and expressions used and not defined in this Policy shall have the meaning ascribed to them in the SEBI Listing Regulations, the Securities and Exchange Board of India Act, 1992, as amended, the Securities Contracts (Regulation) Act, 1956, as amended, the Depositories Act, 1996, as amended, or the Companies Act and rules and regulations made thereunder



#### **4. REMUNERATION TO MANAGING DIRECTOR/ WHOLE TIME DIRECTOR**

1. The remuneration to Managing Director of the Company shall be governed by section 197, and Schedule V of the companies Act, 2013/ any other enactment for the time being in force.
2. The Committee may make such recommendations as it may consider appropriate in connection with the remuneration to Managing Director/ Whole- time Director to the Board of Directors of the Company

#### **5. REMUNERATION TO NON-EXECUTIVE DIRECTORS /INDEPENDENT DIRECTORS**

1. The Non-Executive Directors, independent directors of the Company may be remunerated either monthly or annually by way of fixed sum or as percentage of net profit as decided by the Board on the recommendations of the committee in accordance with all applicable provisions of companies Act, 2013. In addition to remuneration so paid, they are eligible to get sitting fees for attending meetings of Board or Committee, if the Board so deems fit and approves subject to the provisions of Section 197 read with Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, as amended from time to time.
2. An Independent Director shall not be entitled to any stock option of the Company unless otherwise permitted in terms of the Act and SEBI (LODR), as amended from time to time.

#### **6. REMUNERATION TO KEY MANAGERIAL PERSONNEL, SENIOR MANAGEMENT AND OTHER EMPLOYEES**

1. The remuneration of key managerial personnel and senior management shall involve a balance between fixed and incentive pay reflecting short-term and long-term performance objectives appropriate to the working of the company and its goals.
2. The fixed compensation of all employees including key managerial personnel and Senior Management will be determined on the basis of size and scope of the job typically as reflected by the level or grade of the job, trends in the market value of the job and the skills, experience and performance of the employee. Fixed compensation will include basic salary, housing allowance, leave travel allowance and such other allowance
3. The annual incentive (variable pay) of all employees, if any will be linked directly to the performance of the Company.
4. Employees will also be eligible for work related facilities and perquisites as may be determined through human resources policies issued from time to time based on the grade of the employee.
5. The annual increment of all of all employees, including key managerial personnel and Senior Management will be on the basis of formal annual performance evaluation. Annual increases in fixed and variable compensation of individual executives will be directly linked to the performance ratings of individual employees.



**7. REVIEW OF THE POLICY**

The Committee will review the Policy as and when required, which will include an assessment of the effectiveness of the Policy.

**8. EFFECTIVE DATE**

The Board Diversity Policy shall come into effect on 7<sup>th</sup> February, 2024.