



MMP INDUSTRIES LIMITED

(Formerly Maharashtra Metal Powders Ltd)

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NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee of the Board pursuant to Section 178 and other applicable provisions, if any, of the Companies Act, 2013 read with the Companies (Meetings of Board and its Powers) Rules, 2014 (as amended) and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 [SEBI (LODR) Regulations, 2015 / Listing Regulations], the Nomination and Remuneration Committee of the Board of Directors of the Company be and is hereby re-constituted consisting of the following Members, viz.,

Sr. No	Name of the Director / Invitee	Designation
1.	Mr. Sunil Ramashanker Khanna (Non-executive, Independent Director)	Chairman of the Committee
2.	Mrs. Sudha Sukesh Gandhi (Non-executive, Independent Director)	Member of the Committee
3.	Mr. Vijay Singh Bapna (Non-executive, Independent Director)	Member of the Committee
1.	Statutory Auditors	Invitee to the Committee
2.	Secretarial Auditors	Invitee to the Committee

and that CS Milind Suryakant Rao, Company Secretary of the Company shall act as a Secretary of the Nomination and Remuneration Committee with a quorum requirement for each Nomination and Remuneration Committee meeting is of attendance of minimum two (2) members, against which at least two (2) shall be an independent directors and that the Nomination and Remuneration Committee shall act in accordance with the terms of reference specified which shall, *inter-alia*, includes —

- (a) 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 and shall carry out evaluation of every director's performance;
- (b) formulate the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy, relating to the remuneration for the directors, key managerial personnel and other employees;
- (c) while formulating the policy under (b) above, ensure that
 - (i) 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;
 - (ii) relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and
 - (iii) 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;
- (d) such other functions or activities as may be assigned or delegated from time to time by the Board of Directors of the Company and/or pursuant to the provisions of the Companies Act, 2013 read with the Companies (Meetings of Board and its Powers) Rules, 2014 (as amended) and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 [SEBI (LODR) Regulations, 2015 / Listing Regulations], to the extent applicable from time to time to the Company."