



NOMINATION AND REMUNERATION POLICY

(Pursuant to Section 178 of the Companies Act, 2013 and Regulation 19 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

1. Objective

The objective of this Policy is to establish a fair, transparent, and merit-based framework for the nomination, appointment, and remuneration of Directors, Key Managerial Personnel (KMP), and Senior Management of the Company, in line with the Company's long-term objectives and shareholders' interest.

2. Scope

This Policy applies to:

Non-Executive Directors (including Independent Directors);

Executive Directors;

Key Managerial Personnel (as defined under Section 2(51) of the Companies Act, 2013);

Senior Management Personnel as defined by the Board.

3. Nomination Principles

The Nomination and Remuneration Committee (NRC) shall:

Identify individuals qualified to become Directors and who may be appointed in senior management;

Recommend to the Board their appointment or re-appointment;

Ensure that individuals meet the criteria of independence, expertise, integrity, and leadership;

Devise criteria for performance evaluation of the Board, committees, and individual directors.

4. Remuneration Philosophy

Remuneration shall be designed to:

Attract, retain, and motivate high-calibre talent;

Align the interests of directors and employees with those of shareholders;

Be commensurate with the role, responsibilities, and individual performance;

Reflect industry standards and Company's performance.

Remuneration Components:

Executive Directors / KMP / Senior Management: Fixed salary, performance bonus, perquisites, retirement benefits, and other benefits as per Company's rules.

Non-Executive Directors / Independent Directors: Sitting fees for attending meetings, reimbursement of expenses, and commission as may be approved by shareholders.

No stock options shall be granted to Independent Directors.

5. Evaluation and Review

The NRC shall carry out an annual performance evaluation of the Board, its Committees, and individual Directors. The outcome of the evaluation shall be communicated to the Board for consideration and necessary action.

6. Amendments

This Policy shall be reviewed periodically and amended as deemed necessary by the Nomination and Remuneration Committee, subject to approval by the Board of Directors.

Approved by the Board of Directors on May 28, 2025

SAKETH SEVVENSTAR INDUSTRIES LIMITED



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Plot No. PAP - D 146 - 147, Turbhe MIDC, TTC Industrial Area, S Central Road, Opp. Balmer Lawrie Van Leer Co.,
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