

AMAZIN AUTOMATION SOLUTIONS INDIA LIMITED

(Formerly Known as AMAZIN AUTOMATION SOLUTIONS INDIA PRIVATE LIMITED)

CIN: U24100DL2013PLC261524

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NOMINATION AND REMUNERATION COMMITTEE

PRIMARY OBJECTIVES:

The Nomination and Remuneration Committee has the authority and power to exercise the role and responsibilities set out in this charter and granted to it under any separate resolutions of the Board from time to time. The Committee's responsibility is as follows:

- Identify persons who are qualified to become directors of the Board and recommend the same to the Board.
- Identify persons who may be appointed in the senior management of the Company and recommend the same to the Board.
- Shall formulate the policy for determining qualifications, positive attributes and independence of the Director and the remuneration to them, Key Managerial Personnel (hereinafter referred to as the "KMP") and other employees.

ROLE AND RESPONSIBILITY:

- Formulate the criteria for determining the qualifications, positive attributes and independence of a director and recommend to the Board a policy relating to the remuneration for directors, KMPs and other employees.
- Formulation of criteria for the evaluation of the performance of independent directors and the Board of Directors.
- Devising a policy on the diversity of the board of directors.
- Identifying persons who are qualified to become directors and may be appointed in senior management in accordance with the criteria laid down, and recommending to the Board of Directors their appointment and removal.
- Deciding whether to extend or continue the term of appointment of the independent director, based on the report of the performance evaluation of the independent directors.
- Decide the salary, allowances, perquisites, bonuses, notice period, severance fees and increment of Executive Directors.
- Define and implement the Performance Linked Incentive Scheme (including ESOP of the Company) and evaluate the performance and determine the amount of incentive of the Executive Directors for that purpose.
- Decide the amount of Commission payable to the Whole Time Director / Managing Directors.
- Review and suggest revision of the total remuneration package of the Executive Directors, keeping in view the performance of the Company, standards prevailing in the industry, statutory guidelines, etc.

- To formulate and administer the Employee Stock Option Scheme

NOMINATION AND REMUNERATION COMMITTEE MEETING:

The Committee shall meet at least once a year. The decision of the NRC will be placed before the Board for approval.

NOMINATION AND REMUNERATION COMMITTEE MEMBERS:

Name of the Director	Designation in Committee	Nature of Directorship
Krishan Kumar Gupta (DIN: 11270916)	Chairperson	Independent Director
Rishi Sohar (DIN: 11371075)	Member	Independent Director
Deepshikha Tomar (DIN: 11375423)	Member	Independent Director

Sd/-

VIKAS SHARMA

Director

Effective Date: 26.12.2025