



EROS INTERNATIONAL MEDIA LIMITED

CHARTER AND WORKING PROCEDURE OF NOMINATION AND REMUNERATION COMMITTEE

EROS INTERNATIONAL MEDIA LIMITED

CIN: L99999MH1994PLC080502

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1. OBJECTIVE

The Board of Directors of the Company, "Eros International Media Limited" have constituted Nomination and Remuneration Committee ("**the Committee**") in terms of Regulation 19 of Securities and Exchange Board of India, (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("**SEBI Listing Regulations**") read with Section 178 of the Companies Act, 2013 ("**the Act**") read along with the applicable Rules thereto and, as amended from time to time.

2. COMPOSITION

The Board of Directors had reconstituted the Committee on September 29, 2021 comprising of the following Committee Members:

- Ms. Bindu Saxena, Chairperson, Non-Executive Independent Director
- Mr. Dharendra Swarup, Non-Executive Independent Director
- Mr. Manmohan Kumar Sardana, Non-Executive Independent Director

3. DEFINITIONS

3.1 "**Act**" means the Companies Act, 2013 and Rules framed thereunder, as amended from time to time.

3.2 "**Board**" means Board of Directors of the Company.

3.3 "**Directors**" mean Directors of the Company.

3.4 "**Key Managerial Personnel**" means:

- a) Chief Executive Officer or the Managing Director or the Manager;
- b) Whole-time director;
- c) Chief Financial Officer;
- d) Company Secretary; and
- e) Such other officer as may be prescribed.

3.5 "**Senior Management**" means officers/ personnel of the Company who are members of its core management team excluding board of directors and normally this shall comprise all members of management one level below the chief executive officer/ managing director/ whole time director/ manager (including chief executive officer/ manager, in case they are not part of the board) and shall specifically include company secretary and chief financial officer.

3.6 "**Remuneration**" means money or its equivalent given or passed to any person for services rendered by him and includes perquisites as defined under the Income-tax Act, 1961;



4. MANDATE / SCOPE / TERMS OF REFERENCE OF NOMINATION AND REMUNERATION COMMITTEE:

The Board of Directors of the Company has broadened the mandate/ scope/ terms of reference of the Committee pursuant to the SEBI Listing Regulations read with the Act and applicable rules thereto to include the following revised terms of Nomination and Remuneration Committee.

- 1) Formulation of the criteria for determining qualifications, positive attributes and independence of a Director and recommend to the Board of Directors a policy, relating to, the remuneration of the Directors, Key Managerial Personnel and other employees;
- 1A) For every appointment of an independent director, the Nomination and Remuneration Committee shall evaluate the balance of skills, knowledge and experience on the Board and on the basis of such evaluation, prepare a description of the role and capabilities required of an independent director. The person recommended to the Board for appointment as an independent director shall have the capabilities identified in such description. For the purpose of identifying suitable candidates, the Committee may:
 - a. use the services of an external agencies, if required;
 - b. consider candidates from a wide range of backgrounds, having due regard to diversity; and
 - c. consider the time commitments of the candidates
- 2) While formulating the policy in point (1) above, the Committee shall ensure that:
 - 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;
- 3) Ensure that the policy mentioned in point (1) and (2) above, are disclosed in the Board's Report.
- 4) Formulation of criteria for evaluation of Independent Directors and the Board;
- 5) Shall carry out evaluation of every Director's performance.
- 6) Devising a policy on Board diversity;
- 7) Identifying persons who are qualified to become Directors and who may be appointed in senior management in accordance with the criteria laid down and recommend to the Board their appointment and removal. The Company shall disclose the remuneration policy and the evaluation criteria in its Annual Report.
- 8) Whether to extend or continue the terms of appointment of the independent director, on the basis of the report of performance evaluation of the independent directors.
- 9) Issue and allotment of shares against exercise of stock options.
- 10) To monitor and ensure the implementation of Sexual Harassment Policy.
- 11) Recommend to the board, all remuneration, in whatever form, payable to senior management.

5. WORKING PROCEDURE

In accordance with Section 178 of the Act and applicable rules thereto, applicable Secretarial Standards and also in accordance with SEBI Listing Regulations, the following working procedure is adopted by the Committee:



a. Constitution of the Committee:

The Board of Directors shall constitute the Nomination and Remuneration Committee as follows:

- The Committee shall comprise of atleast three directors
- All directors of the committee shall be non-executive directors; and
- At least two-thirds of the directors shall be independent directors.
- The Chairperson of the nomination and remuneration committee shall be an independent director:

Provided that the chairperson of the listed entity, whether executive or nonexecutive, may be appointed as a member of the Committee and shall not chair such Committee.

b. Quorum

- Two members or one third of the members of the Committee, whichever is greater, with at least one independent directors present either personally or through electronic mode, as permitted by law
- Electronic mode shall be counted for quorum except on such restricted items as prescribed under the Act.
- Quorum shall be present throughout the meeting
- Where a member is interested in a particular item, he/she shall not be present (physically or through Electronic Mode), during discussion and shall not vote on such item.

c. Chairman

The Chairman of this Committee is Ms. Bindu Saxena and in her absence, any member elected by the Committee. Except for Mr. Dharendra Swarup, any member can chair the meeting.

d. Frequency of the meeting:

The meeting of the Committee shall be held at such regular intervals as may be required, however, the Committee shall meet at least once in a year.

Further, it shall be ensured that such minimum number of meetings of the committee are held as required under the Act and Rules framed thereunder and under SEBI Listing Regulations.

e. Notice of Meetings

Meetings of the Committee shall be called by the secretary of the Committee, by sending a proper Notice, by following such procedure as specified by the Board from time to time.

f. Voting

- Matters arising for determination at Committee meetings shall be decided by a majority of votes of Members present and voting and any such decision shall for all purposes be deemed to be decision of the Committee.



- In the case of equality of votes, the Chairman of the meeting will have a casting vote.

g. Company Secretary of the Committee:

The Company Secretary of the Company shall act as a Secretary of the Committee.

h. Attendance at the Annual General Meeting:

The Chairman of the Nomination and Remuneration Committee may be present at the annual general meeting, to answer the shareholders' queries; however, it shall be up to the chairperson to decide who shall answer the queries.

i. Sitting Fees:

As per the resolution passed by the Board of Directors on June 28, 2021, Independent Directors are eligible for sitting fees of Rs.50,000/- per meeting and the same may be increased by the Board from time to time.

j. Committee Members' Interests:

The disclosure of Interest and participation in the meetings by a member of the Committee shall be as per the provisions of the Act and Rules made thereunder from time to time.

k. Minutes of the Meeting:

- Draft minutes of the Nomination and Remuneration Committee Meeting shall be duly circulated within 15 days from the conclusion of the meeting to the members of the Committee for their comments.
- The Members, whether present or not shall communicate their comments, if any, in writing within 7 days from the date of circulation of draft minutes.
- Minutes shall be entered in the Minutes Book within 30 days from the date of conclusion of the meeting.
- Minutes of the meeting shall be signed and dated by the Chairman of the Meeting or by the Chairman of the next meeting.
- Signed copy of the minutes shall be circulated to all the members within 15 days after the minutes are signed.

l. Passing of resolution by Circulation:

- The Committee, in case of urgent business may pass the resolution by circulation.
- Only that business can be transacted through circulations which are not restricted as per the Act.
- Draft resolutions shall be circulated to the members of the Committee by the Company Secretary or any other person authorised by him/her, together with the necessary papers, individually to all the Members including Interested Director through any valid mode.
- Not more than seven days from the date of circulation of the draft resolution shall be given to the Members for their response.



- Resolution shall be deemed to pass if majority of the members has assented and date of assented by the last member shall be the date of passing of resolution
- If the approval of the majority of members entitled to vote is not received by the last date specified for receipt of such approval, the Resolutions shall be considered as not passed.
- Resolutions passed by circulation shall be noted at the next meeting of the Committee as well as Board.

6. APPLICABILITY

This Charter has been revised to incorporate the amendments in the SEBI Listing Regulations and shall be effective from August 12, 2022. In case there are any subsequent modification(s) / amendment(s) / notification(s) / circular(s) to SEBI Listing Regulations, Secretarial Standards or the Act and Rules made thereunder, it shall apply to this Charter automatically and this Charter shall stand amended automatically and in the event of any conflict between this Charter and Secretarial Standards, provisions of the Act, SEBI Listing Regulations and Articles of Association of the Company, the provisions as contained in Secretarial Standards, the Act, SEBI Listing Regulations and Articles of Association of the Company shall prevail.
