

Criteria of making payments to non-executive directors

As a matter of general practice the Non Executive Directors shall be entitled to receive remuneration by way of sitting fees, reimbursement of expenses for participation in the Board / Committee meetings. The Nomination and Remuneration Committee will review and establish the level of remuneration for non-executive directors. Director remuneration is to be set at a level commensurate with comparable companies and to attract the best candidates for the board

Where necessary recommend to the Board for an increase in the remuneration of non-executive directors subject to provisions of Companies Act, 2013.

Composition of various committees of board of directors

The composition of the Audit Committee is as follows

| Name of Directors & Designation | Category of Director |
|--------------------------------------------|--------------------------------------|
| Shri D G Prasad – Chairman | Independent & Non-Executive Director |
| Dr M R Naidu – Member | Independent & Non-Executive Director |
| Shri M Gopalakrishna – Member | Independent & Non-Executive Director |
| Shri Santanu Mukherjee – Member | Independent & Non-Executive Director |

The composition of the Nomination and Remuneration Committee is as follows

| Name of Director & Designation | Category of Director |
|-------------------------------------------|--------------------------------------|
| Shri D G Prasad – Chairman | Independent & Non-executive Director |
| Dr M R Naidu – Member | Independent & Non-executive Director |
| Shri M Gopalakrishna – Member | Independent & Non-executive Director |
| Prof Seyed E. Hasnain – Member | Non-executive Director |
| Shri Venkateswarlu Jasti – Member | Executive Director |

The composition of Stakeholders' Relationship Committee is as follows:

| Name of Director & Designation | Category of Director |
|-------------------------------------------|--------------------------------------|
| Shri M Gopalakrishna – Chairman | Independent & Non-executive Director |
| Dr. M R Naidu – Member | Independent & Non-executive Director |
| Smt. Sudharani Jasti – Member | Executive Director |

The composition of Corporate Social Responsibility Committee is as follows:

| Name of Director & Designation | Category of Director |
|-------------------------------------------|--------------------------------------|
| Shri M Gopalakrishna – Chairman | Independent & Non-executive Director |
| Shri D G Prasad – Member | Independent & Non-executive Director |
| Prof Seyed E. Hasnain – Member | Non-executive Director |
| Shri Venkateswarlu Jasti – Member | Executive Director |
| Smt. Sudharani Jasti – Member | Executive Director |

The composition of Share Transfers Committee is as follows:

| Name of Director & Designation | Category of Director |
|-------------------------------------------|-----------------------------|
| Shri Venkateswarlu Jasti – Chairman | Executive Director |
| Smt. Sudharani Jasti – Member | Executive Director |

The composition of ESOP Compensation Committee is as follows:

| Name of Director & Designation | Category of Director |
|-------------------------------------------|--------------------------------------|
| Dr. M R Naidu – Chairman | Independent & Non-executive Director |
| Shri M Gopalakrishna – Member | Independent & Non-executive Director |
| Shri Venkateswarlu Jasti – Member | Executive Director |