

NOMINATION & REMUNERATION COMMITTEE

Composition of Nomination & Remuneration Committee

1. Prof. (Dr.) Asha Kaul, Independent Director	Chairperson
2. Dr. Priyank Sharma, Independent Director	Member
3. Ms. Amina R Khan, Independent Director	Member
4. Shri Amar Nath, Joint Secretary (E), MOP&NG	Member
5. Shri Biswajit Roy, Director (HR&BD)	Invitee
6. Director (Finance)	Invitee

Terms of Reference

- a. OIL being a Public Sector Undertaking, the appointment and terms & conditions of remuneration of Functional Directors are determined by the Administrative Ministry i.e Ministry of Petroleum and Natural Gas. Certain perquisites, facilities and terms & conditions not specifically spelt out in their appointment letters would be governed in accordance with the rules and regulations of the Company.
- b. The Committee would review and approve pay and allowances including Performance Related Payment (PRP) payable to Board Level and below Board level executives.
- c. Recommend to the board, all remuneration, in whatever form, payable to senior management.
- d. Any other matter may be referred to the Remuneration Committee.
- e. Remuneration Committee would also have responsibility for administering the issue of shares under Employees' Quota, ESOS, ESOP etc. to the Eligible Employees.