

Nomination and Remuneration Committee

The Company has formed the Nomination and Remuneration Committee pursuant to resolution of the Board of Directors dated May 27, 2025 in terms of Section 178 and other applicable provisions, if any, of the Companies Act, 2013 including the rules framed thereunder and Regulation 19 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (“**SEBI Listing Regulations**”), the Guidelines on Corporate Governance for Central Public Sector Enterprises (CPSEs) published by the Department of Public Enterprises, Government of India (“**DPE Guidelines**”).

Below is the scope, functions and the terms of reference of our Nomination and Remuneration Committee

The Nomination and Remuneration Committee shall be responsible for, among other things, the following:

1. Taking on record the appointment and removal of directors, including independent directors, by the President of India, acting through the Ministry of Coal, Government of India;
2. Taking on record the extension, if any, of the term of the independent directors of the Company, as may be directed by the President of India, acting through the acting through the Ministry of Coal, Government of India; and
3. Identifying persons who may be appointed in senior management in accordance with the criteria laid down, recommend to the Board of Directors their appointment and removal;
4. Carrying out any other function required to be carried out by the Nomination and Remuneration Committee as contained in the SEBI Listing Regulations, the DPE Guidelines, or any other applicable law, as and when amended from time and time.

The Nomination and Remuneration Committee comprises of the following:

Sr. No.	Name of Member	Designation	Nature of Directorship
1	Sanjay Kumar	Non-Official Independent Director	Chairman
2	Sanoj Kumar Jha	Part Time Official Director	Member
3	Dr. Arun Kumar Oraon	Non-Official Independent Director	Member

