

Remuneration Policy

for Directors, Key Managerial Personnel and other employees

1. Remuneration of the Non-executive Directors

- 1.1 Sitting fees: upto ₹ 10,000 for attending a Board, Committee and any other meeting
- 1.2 Commission: upto 1% of net profit as may be decided by the Board based on the following factors:
 - Membership of committee(s)
 - Profit
 - Attendance
 - Category (Independent or non-executive)

2. Remuneration of the Executive Directors, key managerial personnel and other employees

- 2.1 Fixed pay
 - Basic salary
 - Allowances
 - Perquisites
 - Retirals
- 2.2 Variable pay
- 2.3 Factors for determining and changing fixed pay
 - 2.3.1 Existing compensation
 - 2.3.2 Education
 - 2.3.3 Experience
 - 2.3.4 Salary bands
 - 2.3.5 Performance
 - 2.3.6 Market benchmark
- 2.4 Factors for determining and changing variable pay
 - 2.4.1 Business | Company Performance
 - Revenue
 - Contribution
 - Profitability
 - Gross working capital
 - SHE
 - 2.4.2 Individual Performance
 - Grade
 - Performance rating