

# Remuneration Policy

for Directors, Key Managerial Personnel and other employees

## 1. Remuneration of the Non-executive Directors

- 1.1 Sitting fees: upto ₹ 35,000 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:
  - Profit of the Company
  - Membership of Committee(s)
  - Attendance of the director at the meetings
  - Contribution of director
  - Category of director

## 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 Individual Performance
    - Grade
    - Performance rating
  - 2.4.2 Business | Company Performance
    - Revenue
    - Contribution
    - Profitability
    - Gross working capital
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