

Criteria for Making Payments to Non-Executive Directors

Payments to Non-Executive Directors shall be in accordance with Companies Act, 2013, Articles of Association, and shareholder approvals.

Components:

- Sitting Fees for Board / Committee meetings.
- Commission, if approved.
- Reimbursement of expenses incurred for attending meetings.

Criteria:

- Role and responsibilities
- Time devoted
- Industry practices
- Regulatory limits

No stock options shall be granted unless permitted under law.