



## **CRITERIA FOR MAKING PAYMENTS TO NON-EXECUTIVE DIRECTORS**

The Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (hereinafter called "Listing Regulations") have enhanced the corporate governance norms to be complied by all Companies and dynamic business environment have placed more onerous responsibilities on the Non-Executive Directors (NED).

With changes in the Corporate Governance norms brought by the Companies Act, 2013 as well as the Listing Regulations, the role of Non - Executive Directors particularly the Independent Directors and the degree and quality of their engagement with the Board and the Company has undergone significant changes. The Company is being hugely benefited from their expertise, advice and inputs. They devote their valuable time in deliberating on the strategic and critical issues in the course of the Board and Committee meetings of the Company and give their valuable advice, suggestions and guidance to the management of the Company from time to time.

The Company believes that the remuneration paid to its Non- executive Independent Directors should be reflective of the size of the Company and complexity of the sector/ industry/ Company's operations and should be consistent with recognised best practices. Overall remuneration (sitting fees and commission) should be reasonable and sufficient to attract, retain and motivate Directors aligned to the requirements of the Company, taking into consideration the challenges faced by the Company and its future growth imperative.

Contribution of the Non-Executive Directors in Board and Committee Meetings, time devoted by them, participation in strategic decision making, timely guidance to the Board on important policy matters of the Company, performance of the Company and industry practices and benchmarks forms the main criteria for determining payments to Non-Executive Directors.

In keeping with the above, any fee/remuneration payable to the NEDs of the Company shall abide by the following:

- **Fees:** As per Regulation 17(6)(a) of the Listing Regulations which provides that all fees/ compensation, if any paid to Non-executive Directors, including independent directors, shall be fixed by the Board of Directors and shall require previous approval of the shareholders in general meeting. Provided that, as per the Regulation 17(6)(b) of the Listing Regulations, the requirement of obtaining prior approval of shareholders in general meeting shall not apply to payment of sitting fees to non-executive directors, if made within the limits prescribed under Companies Act, 2013 for payment of sitting fees without approval of the Central Government. Thus, the NEDs may receive remuneration by way of sitting fee for attending meetings of the Board and Committee thereof. The Board has the flexibility to enhance the sitting fees within the parameters prescribed by law.
- **Reimbursement of actual expenses incurred:** The Non-Executive Directors are also entitled for reimbursement of expenses incurred for attending the



Shareholders meetings, Board Meetings and Committee meetings thereof, plant visit, induction and training (organized by the Company for directors)

- **Commission:** Section 197(6) of the Companies Act, 2013, allows a company to pay remuneration to its NEDs either by way of a monthly payment or at a specified percentage of the net profits of the company or partly by one way and partly by the other.
- **Refund of excess remuneration paid:** If any director draws or receives, directly or indirectly, by way of remuneration any such sums in excess of the prescribed limit or without the prior sanction of the Central Government, where it is required, he shall refund such sums to the Company and until such sum is refunded, hold it in trust for the Company. The Company shall not waive the recovery of any sum refundable to it unless permitted by the Central Government.
- **Stock Options:** As per the Regulation 17(6)(c) of the Listing Regulations, the shareholders' resolution as mentioned in the Regulation 17(6)(a) of the Listing Regulations, shall specify the limits for the maximum number of stock options that can be granted to non-executive directors, in any in financial year and in aggregate.
- **Independent Directors:** As per the Section 149 (9) of the Companies Act, 2013 read along with Regulation 17(6)(d) of the Listing Regulations, an Independent Director shall not be entitled to any stock option. Further states as mentioned in the Section 149 (9) of the Companies Act, 2013 an Independent may receive remuneration by way of fee as provided under Section 197(5), reimbursement of expenses for participation in the Board and other meetings and profit related commission as may be approved by the members.
- **Shareholder approval in other case:** As per the Regulation 17(6)(ca) of the Listing Regulations, the approval of shareholders by special resolution shall be obtained every financial year, in which the annual remuneration payable to a single non-executive director exceeds fifty per cent of the total annual remuneration payable to all non-executive directors, giving details of the remuneration thereof.

### **AMENDMENTS**

The Company reserves the right to modify and/or amend this document at any time subject to the applicable provisions the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

**Note: The above said criteria was updated and approved by the Board of Directors at their meeting held on January 29, 2026 .**

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