

Criteria of making payments to Non-Executive Directors

Independent Directors ("ID") and Non-Independent Non- Executive Directors ("NED") may be paid sitting fees (for attending the meetings of the Board and of committees of which they are members) within the regulatory limits as approved by the shareholders. Quantum of sitting fees payable to them is subject to review by the Board on a periodic basis, as required.

Within the parameters prescribed by law, the payment of sitting fees will be recommended by the Nomination and Remuneration Committee (NRC) and approved by the Board.

In addition to the sitting fees, the Company may pay to any Director such fair and reasonable expenditure, as may have been incurred by the Director while performing his/her role as a Director of the Company. This could include reasonable expenditure incurred by the Director for attending Board/Board committee meetings, general meetings, site visits, induction and training (organised by the Company for Directors) and in obtaining professional advisory services in the furtherance of his/her duties as a director.