

Directors' Remuneration Policy

This policy establishes a **transparent and structured framework** for the remuneration of **non-executive directors**, ensuring alignment with **corporate governance principles, regulatory requirements, and industry best practices**.

The remuneration structure is designed to **attract and retain members** having appropriate mix of core competencies, diversity, requisite skills, knowledge, experience and fulfils any other criteria as deem relevant in the context of the company's operations.

Key Principles:

- **Fair and Reasonable Compensation** – Remuneration is structured to reflect the scope of duties, time commitment, and level of responsibility, ensuring it remains appropriate and justified.
- **Independence and Integrity** – Compensation practices are designed to preserve independent decision-making and prevent conflicts of interest.
- **Performance and Participation-Based Approach** – Directors' remuneration is aligned with their participation in Board and Committee meetings, reinforcing their commitment to corporate oversight and governance.