

**NOMINATION AND**  
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or removed by the Board of Directors.

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- the level and composition of remuneration is reasonable and sufficient to attract, retain and



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- relationship of remuneration to performance is clear and meets appropriate performance

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- To have relevant experience in Finance/ Law/ Management/ Sales/Marketing/ Administration/



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- The capability of the candidate to devote the necessary time and commitment to the role. This

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- Potential conflicts of interest, and independence.

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b. Positive attributes of Independent Directors:-

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sufficient/ satisfactory for the concerned position.

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objectives:

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- to ensure that the Company's remuneration structures are equitable and aligned with the

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long-term interests of the Company and its shareholders;

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- to structure short and long-term incentives that are challenging and linked to the creation

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- To ensure any termination benefits are justified and appropriate.

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- To consider professional indemnity and liability insurance for Directors and senior

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- b) The Committee must at all times have regard to, and notify the Board as appropriate of, all legal

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and regulatory requirements, including any shareholder approvals which are necessary to obtain.

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by them as member. The amount of sitting fees shall be paid in accordance with the decision of

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- The objective of the policy is directed towards having a compensation philosophy and

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structure that will reward and retain talent.

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- While deciding the remuneration package to take into consideration current employment



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businesses in the geographical area of its operations.

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