

REMUNERATION POLICY OF DISA INDIA LIMITED

	Directors	KMP (CEO)	KMP (CFO)	KMP (CS)	Sr. Employees
Min.Age	35	35	35	25	30
Max.Age	70	DIL's Retirement Age			
Min.Qualification	Graduate	Graduate/ Diploma	MBA (Fin) &/or CA	CS	Graduate/Diploma
Desired Background (But Not limited to)	Experience in Sr. Role in Related Market Segments	As set by Board		Member of ICSI	As set by CEO
	Experience in Finance Field				
	Understanding of Danish MNCs				
	Exposure at Board levels of other companies				
	Global Outlook				
	Notable Unique Achievement				
Diversity	Fair mix of woman & men				
	Optimised mix of Functional Expertise				
Evaluation	Actions aligned with the Company's Interest/Image	Performance against KRAs/KPIs			
	Strategic Inputs to the Board / Management				
	Integrity				
	Compliance				
	Attendance in Board Meetings				
Remuneration	Within Regulatory Limits Comparable Industry Norms No remuneration for Promoter Employee Directors Performance / Involvement based differentiation allowed	Benchmarked to similar roles in comparable Industry			

**Sd/-
Managing Director
DISA India Limited**