

# **Policy on Directors Appointment and Remuneration of Directors, Key Managerial Personnel and Other Employees**

Policy & Procedures

F.Y 2023-24

Policy reviewed and framed as under:

## **INTRODUCTION**

In accordance with **Section 178** of the Companies Act, 2013 the Nomination and Remuneration Committee has formulated Remuneration Policy (“the policy”). The objective of the policy is to ensure that Executive Directors and other employees are sufficiently compensated for their performance. The Policy seeks to provide criteria for determining qualifications, positive attributes and independence of a director.

## **REMUNERATION POLICY**

Directors Nomination and Remuneration Committee shall recommend the remuneration, including the commission based on the net profits of the Company for the Non-Executive Directors and Whole time Director and other Executive Directors. This will be then approved by the Board and shareholders.

Prior approval of shareholders will be obtained wherever applicable in case of remuneration to non-executive directors. The Company pays remuneration by way of salary, perquisites and allowances (fixed component) and variable pay to whole time Director. Salary is paid within the range approved by the Shareholders. Annual increments at the discretion of the Board of Directors shall be effective 1<sup>st</sup> April each year, as recommended by the Nomination and Remuneration Committee, and is approved by the Board. Within the prescribed ceiling, the perquisites package is approved by the Remuneration Committee.

The remuneration paid to Executive Directors is determined keeping in view the industry benchmark and the relative performance of the Company to the industry performance. Perquisites and retirement benefits are paid according to the Company policy as applicable to all employees. Independent Non-Executive Directors are appointed for their professional expertise in their individual capacity as independent professionals / Business Executives. Independent Non-Executive Directors may receive sitting fees for attending the meeting of the Board and Board Committees and commission as approved by the Board and shareholders. The remuneration by way of commission paid to the Independent Non-Executive directors is determined periodically & reviewed based on the industry benchmarks.

## **KEY MANAGERIAL PERSONNEL AND OTHER EMPLOYEES**

The remuneration of employees largely consists of basic salary, perquisites, allowances and performance incentives. Perquisites and retirement benefits are paid according to the Company policy, subject to prescribed statutory ceiling. The components of the total remuneration vary for different grades and are governed by the industry pattern, qualification & experience / merits, performance of each employee. The Company while deciding the remuneration package takes into consideration current employment scenario and remuneration package of the industry. The annual variable pay of managers is linked to the performance of the Company in general and their individual performance for the relevant year measured against Company's objectives fixed in the beginning of the year.

### **CRITERIA FOR BOARD MEMBERSHIP DIRECTORS**

The Company shall take into account following points:

1. Director must have relevant experience in Finance/ Law/ Management/ Sales/ Marketing/ Administration/ Research/ Corporate Governance/ Technical Operations or the other disciplines related to company's business.
2. Director should possess the highest personal and professional ethics, integrity and values.
3. Director must be willing to devote sufficient time and energy in carrying out their duties and responsibilities.

### **INDEPENDENT DIRECTOR**

Independent Director is a director who has no direct or indirect material relationship with DMFL or any of its officers, other than as a director or shareholder of DMFL. Independent Director shall meet all criteria specified in **Section 149(7)** of the Companies Act, 2013.

**It was put up before the board and same was approved vide Board Resolution No. 6  
Dated 16-07-2024.**

**Gajendra Singh**  
**Managing Director**

**Ghanshyam Singh Chauhan**  
**Executive Director**