

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	Company's Retirement Age			
Min. Qualification	Graduate	Graduate/ Post Graduate in Tech and / or Management	CA &/or MBA (Fin)	CS	Graduate/Diploma/Masters in Tech and / or Management
Desired Background (But Not limited to)	Experience in Sr. Role in Related Market Segments Experience in Finance Field Understanding of Danish MNCs Exposure at Board levels of other companies Global Outlook Notable Unique Achievement	As set by the Board		Member of ICSI	As set by CEO
Diversity	Fair mix of women & men Optimized mix of Functional Expertise	Fair mix of men and women			
Evaluation	Actions aligned with the Company's Interest/Image Strategic Inputs to the Board / Management Integrity Compliance Attendance in Board Meetings	Performance against KRAs/KPIs			
Remuneration	Within Regulatory Limits Comparable Industry Norms No remuneration for Promoter Employee Directors. However, remuneration may be paid to such Non-Executive Directors in the category of Independent/Non-Independent as may be determined by Nomination and Remuneration Committee/ Board/ Shareholders. Performance / Involvement based differentiation allowed	Benchmarked to similar roles in comparable Industry			

Managing Director
(Policy was amended on May 23, 2024)
(Policy was amended on February 5, 2025)
(Policy was amended on March 28, 2025)