

DISA India Limited
Remuneration Policy

NORICAN
 Shaping Industry

	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	As set by the 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 women & men Optimized mix of Functional Expertise	Fair mix of men and women					
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	Benchmarked to similar roles in comparable Industry					
	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						

Signed by:

Lokesh Saxena

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Lokesh Saxena
Managing Director & CEO