

## DISA India Limited Remuneration Policy



	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	Fair mix of men and women			
	Optimized 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	Benchmarked to similar roles in comparable Industry			
	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				

Signed by:

*Lokesh Saxena*

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**Lokesh Saxena**  
Managing Director & CEO