

Criteria for Determining Remuneration for Independent Directors.

1. Regularity of attendance of the Independent Directors
2. The extent of preparedness before coming to a meeting of the Board of Directors.
3. Whether the Independent Directors are keeping themselves updated with the current developments.
4. Whether the Independent Directors are actively taking part in each meeting.
5. Whether the Independent Directors are making Constructive Contributions towards different issues discussed and decided at each Board Meeting.
6. Whether the Independent Directors are objectively approaching to each issue and opening their mind to suggest solutions of each problem.
7. Whether the Independent Directors are fully conscious that protection of interest of all stake holders is the main objective of each meeting of the Board of Directors.
8. Whether the Independent Directors are aware about the familiarization programme.