

SHREE DHOOTAPAPESHWAR LIMITED
REMUNERATION POLICY:

The Remuneration Policy of the Company be designed to create and promote a culture of high performance. It should enable the Company to attract, retain and motivate appropriate personnel at various levels to achieve sustainable results.

The Company shall pay remuneration by way of salary, benefits and allowances (fixed component) and commission (variable component) to its Managing Director. Periodical increments would be recommended by the Nomination and Remuneration Committee of the Board in accordance with the relevant provisions of the Companies Act, 2013.

The Board of Directors shall decide the remuneration payable to the Managing Director based on the recommendations of the Remuneration Committee in accordance with the profit earned during the financial year and within the ceilings prescribed under the Companies Act, 2013, based on the Board evaluation process considering the criteria such as the performance of the Company as well as that of the Managing Director.

The Company shall pay sitting fees of Rs.5,000/- per meeting to its Non-Executive Directors for attending meetings of the Board and meetings of the Committees of the Board. The Company shall also reimburse the out of pocket expenses incurred by the Directors for attending the meetings of the Board and/or its committees.