



# CRESTCHEM LIMITED

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## CRITERIA OF MAKING PAYMENTS TO NON-EXECUTIVE DIRECTORS

### INTRODUCTION

This outlines the criteria for determining the remuneration payable to Non-Executive Directors (NEDs) in accordance with the provisions of the Companies Act, 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and other applicable statutory requirements. The objective is to ensure that the remuneration of Non-Executive Directors is fair, transparent, and aligned with the Company's objectives and shareholder interests while reflecting their responsibilities and contributions to the Board.

### COMPONENTS OF REMUNERATION

The remuneration of Non-Executive Directors may consist of the following components:

#### Sitting Fees:

NEDs shall receive sitting fees for attending Board and Committee meetings, as approved by the Board of Directors, within the limits prescribed by the Companies Act, 2013, or any amendments thereto.

The remuneration may vary depending on the nature and duration of work assigned to the Non Executive Director of the Company.

NEDs may be entitled to a monthly remuneration, subject to the limits prescribed under applicable laws and as approved by shareholders and its depend upon the performance and job assigned to the NESs.

NEDs for attending Board meetings, Committee meetings, and other official engagements on behalf of the company shall be reimbursed.

### CRITERIA FOR DETERMINATION OF REMUNERATION •

Role And Responsibility • Time Commitment

Company Performance • Return To Investors • Shareholder Value Creation

**APPROVAL** The payment of sitting fees and Remuneration, Reimbursement on will be recommended by the NRC and approved by the Board.