



## **Criteria of making payments to Non-Executive Directors**

### **1. PREAMBLE:**

The Remuneration Policy of Sujala Trading & Holdings Ltd, is designed to attract, motivate and retain quality people in a competitive market. The policy reflects the Company's objectives for good corporate governance as well as sustained long-term value creation for shareholders.

### **2. DEFINITIONS:**

**“Board”** means Board of Directors of the Company.

**“Company”** means “Sujala Trading & Holdings Ltd “

**“Independent Director”** means a director referred to in Section 149 (6) of the Companies Act, 2013 and in Chapter IV of the Listing Regulations, 2015;

**“Nomination and Remuneration Committee”** shall mean a Committee of Board of Directors of the Company, constituted in accordance with the provisions of Section 178 of the Companies Act, 2013 and the Listing Agreement.

**“Remuneration”** means any money or its equivalent given or passed to any person for services rendered by him and includes perquisites as defined under the Income tax Act, 1961.

#### **Criteria of making payment of Remuneration to Non-Executive / Independent Director:**

Overall remuneration should be based upon the size of the company, complexity of the sector/ industry/ company's operations and profitability and status of the cash flow of the company.