



ALFA ICA (INDIA) LIMITED

CRITERIA FOR MAKING PAYMENT TO NON-EXECUTIVE DIRECTORS

Non-Executive/Independent Directors shall be paid such remuneration by way of sitting fees for attending the meetings of the Board as maybe decided by the board from time to time. The sitting fees presently paid to the Non-Executive/Independent Directors is ₹ 5000/- per meeting of the Board.

No sitting fees is paid to the Directors who are full-time employees of the company. Non-Executive/Independent Directors shall not be entitled to any Bonus during the appointment and no entitlement to participate in any employee stock option scheme operated by the Company.

Non-Executive/Independent Directors may receive reimbursement of expenses for participation in the Board and other meetings and profit related commission as may be approved by the members.