



PROUD TO BE INDIAN
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HEG LIMITED

Criteria of making payments to Non- Executive Directors

The Non-Executive Directors are paid sitting fees for attending meetings of Board or Committee thereof. The sitting fees should be reasonable and sufficient to attract, retain and motivate Directors aligned to the requirements of the Company. However, the sitting fees shall be subject to ceiling/limits as provided under the Companies Act, 2013 and rules made thereunder or any other enactment for the time being in force.

In addition to the sitting fees, they may also receive remuneration by way of commission, collectively, not exceeding 1% of the Net Profits of the Company in accordance with the provisions of the Companies Act, 2013 and rules thereto.

The Company may pay to any director such fair and reasonable travelling and out of pocket expenses, as may have been incurred by the Director while performing his/her role as a Director of the Company. This could include reasonable expenditure incurred by the Director for attending Board/Board Committee meetings, General Meetings, Court convened meetings with shareholders/creditors/management, site visits, induction and training (organized by the Company for Directors).

HEG LIMITED

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Certification



ISO 14001
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Corporate Identification No.: L23109MP1972PLC008290