



ASHIRWAD STEELS & INDUSTRIES LIMITED

Registered & Head Office: 6, Waterloo Street, Suit No. 506, Kolkata 700069, Ph: 033 22430376;

Email: ashirwadsteels@gmail.com Web: www.ashirwadsteels.com CIN: L67100WB1986PLC040201

Criteria for Making Payments to Non-Executive Directors

Pursuant to Regulation 46(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

1. Sitting Fees

Non-Executive Directors, including Independent Directors, are entitled to sitting fees for attending Board and Committee meetings, as fixed by the Board within limits prescribed under Section 197 of the Companies Act, 2013. The quantum of sitting fees paid is disclosed in the Annual Report.

2. Remuneration / Commission

The Company does not presently pay any commission on net profits to Non-Executive Directors. The Board may review this from time to time based on Company performance and applicable law.

3. Stock Options

No stock options or equity-linked incentives are granted to Non-Executive Directors, including Independent Directors.

4. Reimbursement of Expenses

Non-Executive Directors are entitled to reimbursement of actual and reasonable expenses incurred for attending Board and Committee meetings.

5. Criteria for Determination

- Time commitment required of the Director
- Level of participation and contribution in Board and Committee deliberations
- Financial capacity of the Company
- Industry norms and regulatory requirements

For Ashirwad Steels & Industries Limited

Sonal Agarwal

Company Secretary & Compliance Officer

Membership No.: ACS 68219