

## **CRITERIA FOR MAKING PAYMENT TO NON EXECUTIVE DIRECTOR**

Non Executive Directors are paid sitting fees for attending meetings of the Board and Board Committees.

No sitting fee is paid to a director who is full time employee of Tata Steel Group Company.

Non Executive Directors are also paid commission subject to approval of the Board, at a rate not exceeding 1% of Net Profits computed in accordance with Section 198 of the Companies Act, 2013.