

Saregama India Limited

Remuneration Policy for Directors and Senior Executives

1. The Nomination and Remuneration Committee shall –
 - A] Identify persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, recommend to the Board their appointment and removal and shall carry out evaluation of every director's performance;
 - B] Formulate the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy, relating to the remuneration for the directors, key managerial personnel and other employees; and
 - C] Ensure that –
 - (a) the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate directors of the quality required to run the Company successfully;
 - (b) relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and
 - (c) remuneration to directors, key managerial personnel and senior management involves a balance between fixed and incentive pay reflecting short and long term performance objectives appropriate to the working of the Company and its goals.
2. The Board of Directors thereafter, shall review and approve the recommendation of the Nomination and Remuneration Committee for remuneration payable to the directors and senior executives, in accordance with the statutory provisions and rules of the Company.