



AXIS SOLUTIONS LIMITED
(Formerly known as Asya Infosoft Limited)

Criteria for making payments to Non-Executive Directors



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1. INTRODUCTION

With changes in the corporate governance norms brought by the Companies Act, 2013 as well as the SEBI (Listing Obligation Disclosure Requirement) Regulation, 2015, the role of Non-Executive Directors (NED) and the degree and quality of their engagement with the Board and the Company has undergone significant changes over a period of time. The Company is being hugely benefited from the expertise, advice and inputs provided by the NEDs. They devote their valuable time in deliberating on the strategic and critical issues in the course of the Board and Committee meetings of the Company and give their valuable advice, suggestion and guidance to the management of the Company from time to time.

Under the SEBI (Listing Obligation Disclosure Requirement) Regulations, 2015, requires every company to publish its criteria of making payments to NEDs in its annual report. Alternatively, this may be put on the company's website and reference may be drawn thereto in its annual report.

2. CRITERIA FOR MAKING PAYMENT TO NON-EXECUTIVE DIRECTORS

Pursuant to the provisions of the Companies Act, 2013 read with Listing Regulations, following are the criteria for making payment to Non-executive Directors of the Company:

- **Sitting fees:**

The Non-executive Director(s) shall receive sitting fees for attending meetings of the Board or Committee thereof or any other meeting within the limits prescribed under Companies Act, 2013.

- **Remuneration:**

Section 197 of the Companies Act, 2013, allows a Company to pay remuneration (excluding sitting fees) to its NEDs either by monthly payment or at a specified percentage of net profits of the Company, or partly by one way or partly by other subject to the prior approval of the shareholders of the Company.

Remuneration referred to above, may be paid to Non-Executive Directors as may be decided by the Board of Directors of the Company from time to time, depending on the extra time that may be devoted and contributions made by the Non-Executive Directors to the Company.

- **Reimbursement of actual expenses incurred:**

NEDs may also be paid/reimbursed such sums either as fixed allowance and /or actual as fair compensation for travel, boarding and lodging and incidental and /or actual out of pocket expenses incurred by such member for attending Board/Committee Meetings.



The Nomination and Remuneration Committee is entrusted with the role of reviewing the compensation of NEDs.

- **Payment to Independent Directors:**

An Independent Director shall not be entitled to any stock option and shall receive Sitting fees and reimbursement of expenses for participation in meetings of the Board or committee thereof and profit related remuneration up to a specified percentage of net profits in such proportion, as may be permissible under the Companies Act, 2013 and any other applicable law at the discretion of the Board.

3. AMENDMENT

The Company reserves the right to modify and/or amend this document at any time subject to the applicable provisions of the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations, 2015.

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