

**REMUNERATION POLICY
OF
MULTIBASE INDIA LIMITED
(CIN No. L01122DD1991PLC002959)**

**74/5 – 6, Daman Industrial Estate
Kadaiya, Nani Daman – 396 210 (UT)**

1. Introduction

The Company hereunder states the principles governing its remuneration programs. The remuneration policy is designed to attract, motivate and retain employees in a competitive market.

The Board of the Company has adopted the policy on the recommendation of the Nomination & Remuneration Committee. This Policy has been formulated in accordance with the provisions of Section 178 of the Companies Act, 2013 read with Regulation 19 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Regulation .

2. Scope

This policy applies to employees below Directors' level and to the Directors of the Company.

3. Definitions

"Nomination & Remuneration Committee" means "Nomination & Remuneration Committee" constituted by the Board of Directors of the Company from time to time under the provisions of the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

"Board of Directors" or "Board" means the "Board of Directors" of Multibase India Limited.

"Company" means Multibase India Limited

"Independent Director" means a Director who satisfies the criteria of independence as prescribed under the Companies Act 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

"Policy" means Remuneration Policy.

4. Policy framework:

The Company cares about its employees at all levels; offers a competitive compensation package that includes base pay and goal driven incentive programs, which are based on philosophy of pay for performance, merit and retention. The remuneration programs remain competitive among companies doing business where it operates.

The Company offers array of benefits choices in the area of health and well-being (healthy and fit employees work better); finances, professional development, and work-life balance (employee needs in respect of family, friends, emotional and social needs are recognised; happier employees mean happier career).

The Company evaluates employees on merit and performance as per the aligned benchmarks with a view to encourage higher contribution and long term continuation in the company.

The Company retains balance between fixed and variable pay as circumstances, financial performance of the Company or goals permit. It helps Company to arrive at compensation that is reasonable and sufficient to attract and retain, motivate employees in order to enhance performance and encourage healthy balance in decision making at all levels in the company.

The remuneration provided is as per the DuPont Compensation and Benefits Program.

The Remuneration of the KMP and Senior Management is recommended by the Nomination and Remuneration Committee.

Remuneration and rewards at levels below director levels are determined by their Line Managers, in consultation with HR.

The appointment and removal of Directors, KMPs and senior management shall be recommended by the Nomination and Remuneration Committee to the Board.

Remuneration at Board level is determined by the Board on recommendation of Nomination & Remuneration Committee, which is guided by the principles of remuneration policy as above.

Required disclosures, if any, under the applicable provisions of law as above shall be made in the Annual Report.

5. Responsibilities & Monitoring

The Nomination and Remuneration Committee of the Board is responsible for monitoring compliance of this policy.

6. Policy Review

The Nomination & Remuneration Committee will review this policy from time to time as necessary and make recommendations regarding required changes to the Board for its consideration and approval.

7. Interpretation

In the event of any conflict between the provisions of this Policy and the Companies Act, 2013 and rules made there under or SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 or any other statutory enactments/ rules, the provisions of applicable Act or Listing Agreement or statutory enactment/s shall prevail over this Policy.

8. Amendment(s)

The Board of Directors may review or amend this policy, in whole or in part, from time to time, after taking into account the recommendations from the Nomination and Remuneration Committee.