



# ENTERPRISE INTERNATIONAL LTD.

REGD. OFFICE : "MALAYALAY", UNIT No.2A (S)  
2ND FLOOR, 3, WOODBURN PARK, KOLKATA - 700020  
CIN No. : L27104WB1989PLC047832

Ph. No. : 033 40448394  
: 033 40448615  
e-mail : contact@eilgroup.com  
Website : eilgroup.co.in

Ref. :

GSTIN: 19AAACE587F1ZF

Date :

## **REMUNERATION POLICY**

**This “REMUNERATION POLICY” has been adopted by the Nomination and Remuneration Committee of Directors of the Company and by the Board of Directors at their respective meeting held on 28<sup>th</sup> May 2025.**

Enterprise International Limited considers that the remuneration policy is a key element in creating value. It has an advanced remuneration scheme based on the reciprocity of value for employees and for the Company in line with the interests of shareholders. The Company's remuneration policy is guided by the following principles:

- Long-term value creation.
- Remunerate achievement of results on the basis of prudent, responsible risk bearing.
- Attract and retain the best professionals.
- Reward the level of responsibility and professional path.
- Ensure equity in the Company and competitiveness outside it.
- Ensure transparency in its remuneration policy

### **NON-EXECUTIVE DIRECTORS**

The Non-Executive Directors shall be entitled to receive remuneration by way of sitting fees, reimbursement of expenses for participation in the Board meeting.

A Non-Executive Director shall be entitled to receive sitting fees for each meeting of the Board attended by him, of such sum as may be approved by the Board of Directors within the overall limits prescribed under the Companies Act, 2013 and The Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014;

### **EXECUTIVE DIRECTORS**

The Board, on the recommendation of the Nomination and Remuneration (NR) Committee, shall review and approve the remuneration payable to the Executive Directors of the Company within the overall limits approved by the shareholders.

The Board, on the recommendation of the Nomination and Remuneration Committee, shall also review and approve the remuneration payable to the Key Managerial Personnel of the Company.



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At the time of appointment or re-appointment, the Manager, Managing Director and Executive Director shall be paid such remuneration as may be mutually agreed between the Company (which includes the Nomination and Remuneration Committee and the Board of Directors) and the Manager, Managing Director and Executive Director within the overall limits prescribed under the Companies Act, 2013.

Salary shall be paid within the range approved by the Shareholder's and as per section 197 and 198 read with schedule V of the Companies Act, 2013.

The Managing Director and Executive Directors shall not be entitled for any sitting fees for attending the meeting of the Board of Directors of the Company or any Committees thereof, as long as they functions as the Managing Director or Executive Directors of the Company.

## **REMUNERATION POLICY FOR THE SENIOR MANAGEMENT EMPLOYEES**

In determining the remuneration of the Senior Management Employees (i.e. KMPs and Executive Committee Members) the Nomination and Remuneration Committee shall ensure the relationship of remuneration and performance benchmark is clear.