# DIVIDEND POLICY

<table>
<thead>
<tr>
<th>Approver</th>
<th>Board of Directors</th>
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<tr>
<td><strong>Date of Approval</strong></td>
<td>October 14, 2016</td>
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<td><strong>Effective from</strong></td>
<td>October 14, 2016</td>
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Policy for determining ‘Dividend Pay-out’ to shareholders

1. Purpose and scope

The purpose of this policy is to broadly specify external and internal factors including, financial parameters that will be considered when declaring a dividend, and the circumstances under which the shareholders of the Company may or may not expect a dividend. The Board of Directors will refer to the policy when declaring/recommending dividends on behalf of the Company.

The policy has been framed broadly in line with the provisions of the Companies Act and also taking into consideration the guidelines issued by the Securities and Exchange Board of India to the extent applicable.

2. Decision framework

i. The circumstances under which shareholders can or cannot expect a dividend:

   The Company has been consistently paying out dividends to shareholders and can be reasonably expected to continue declaring more than 50% of standalone profit after tax in future unless the Company is constrained by insufficient profits or if any internal or external factor or financial parameter indicated below becomes adverse or if there is any likely requirement for business expansion or acquisition as determined by the Board.

ii. The financial parameters that will be considered when declaring dividends:

   a. Profit after tax
   b. Positive cash flow after taking into consideration future business needs
   c. Debt/EBITDA

iii. Internal and external factors that would be considered for declaring dividends:

   a. Business environment and trends in capital markets
   b. Statutory regulations and guidelines
   c. Profit earned during the year
   d. Net worth
   e. Company’s need for growth capital
   f. Working capital requirements and contingency plan
   g. Any other factor as deemed fit by the Board

iv. Utilisation of retained earnings shall be towards:

   a. Business expansion and growth
   b. Acquisition
   c. Working capital requirements and contingencies

v. Provision with regard to various classes of shares:

   Since the Company has issued only one class of equity shares with equal voting rights, all the members of the Company are entitled to receive the same amount of dividend per share. The policy shall be suitably revisited at the time of issue of any new class of shares depending upon the nature and guidelines thereof.
The Board of Directors shall have the power to recommend final dividend to the shareholders for their approval in the general meeting of the Company. The Board of Directors shall have the absolute power to declare interim dividend during the financial year, as and when they consider it fit.

3. Policy review
This policy shall be reviewed by the Board as and when any changes are to be incorporated owing to changes in regulations or as may be felt appropriate by the Board. Any changes or modification in policy would be put up for approval of the Board of Directors.

This policy is dated October 14, 2016.