

# DCB BANK

## **Policy for Remuneration for the Directors, Key managerial personnel and other Employees of the Bank**

- ❖ MD & CEO, Company Secretary and Chief Financial Officer shall be the Key Managerial Personnel (KMPs) of the Bank.
- ❖ Except for the Chairman and the MD & CEO, no other directors are paid remuneration, but are paid only sitting fees. The Chairman and the MD & CEO are paid remuneration as approved by the RBI and other applicable authorities, but are not paid sitting fees.
- ❖ Independent Directors are not entitled for ESOPs
- ❖ Remuneration of all employees including Senior Management and KMPs are decided as per the Compensation Policy of the Bank.