

This Dividend Distribution Policy has been drafted as per provisions of Reg 43A of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended from time to time.

Dividend Distribution shall take into account the distributable surplus available under law as well as the need to retain earnings, which is turn will take into account foreseeable funding requirements of the Company's business, including their long term growth plans, organic and inorganic, as also the financial capacity that needs to be conserved to address contingencies that needs to be conserved to address contingencies that may arise. The Surplus so determined shall be returned to shareholders over the long term.

Consistent with the above, the Company will strive to declare a steady stream of dividend to its shareholders. The actual quantum of dividend pay-out each year will be guided by the Company's financial performance and cash flow position and will take into account the requirements of funds to sustain the business and growth plans of the Company as well as economic and market conditions then prevailing. Dividend Distribution will be cognize for foreseeable opportunities and threats in the globalised competitive context.

The Board of Directors of the Company (Hereinafter referred to as the 'Board') may declare interim dividend(s) at their discretion. The Board's recommendation to the shareholders on the final dividend may include Special dividend(s) as considered appropriate.

Kizhakkambalam April 28, 2017

CHAIRMAN