

## **Remuneration Policy for Directors, Key Managerial Personnel and other Employees**

### **1. Introduction**

AAKS and Bros. Ventures Private Limited, recognizes the importance of aligning the business objectives with specific and measureable individual objectives and targets. The Company has therefore formulated the remuneration policy for its directors, key managerial personnel and other employees keeping in view the following objectives:

- a) Ensuring that the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate, to run the company successfully.
- b) Ensuring that relationship of remuneration to performance is clear and meets the performance benchmarks.
- c) Ensuring that remuneration involves a balance between fixed and incentive pay reflecting short and long term performance objectives appropriate to the working of the company and its goals.

### **2. Scope and Exclusion:**

This Policy sets out the guiding principles to the Board for the remuneration of the directors, key managerial personnel and other employees of the Company.

### **3. Terms and References:**

In this Policy, the following terms shall have the following meanings:

“**Director**” means a director appointed to the Board of the Company.

“**Key Managerial Personnel**” means:

- (I) the Chief Executive Officer or the managing director or the manager;
- (II) the company secretary; (iii) the whole-time director; (iv) the Chief Financial Officer; and
- (v) such other officer as may be prescribed under the Companies Act, 2013.

“**Employee**” means any person who is on companies payroll.

### **4. Policy**

**Remuneration to Executive Directors, Key Managerial Personnel and other Employees:**

The Board shall review and approve the remuneration payable to the Whole- time Directors, other KMP and/or Employee of the Company within the overall limits as permitted under the Act and approved by the board.

The remuneration structure to the Executive Directors and Key Managerial Personnel may include the following components:

- (i) Basic Pay
- (ii) Perquisites and Allowances
- (iii) Annual Performance Bonus
- (iv) HRA

The Remuneration payable to the employees employed in India shall always be subject to deduction of TDS and other applicable taxes.

#### **5. Amendments to the Policy**

The Board of Directors can amend this Policy, as and when deemed fit.

#### **6. Grievance Officer for Remuneration related issue:**

If you have any questions or comments about this Privacy Statement, or about how your personal information is processed you may contact the grievance officer Mr. Ravi Rao, Ravirao@aaksandbros.com