

## Remuneration Policy

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Policy Title		Remuneration Policy	
Policy Owner	Human Resources		
Original Issue Date	December 1, 2015		
Revision Date	November, 2021		
Effective Date	November, 2021		
Next Review Date	November, 2022		
Policy Version	4		
Functional aspects checked by External consultant	NA		
Board Approved	Yes		
Regulatory Guidelines/ Notifications/ Circulars	NA		

**Approved By**

Signing Authority	Designation	Date	Signature
	Board of Directors	November 2021	

**Reviewed By**

Signing Authority	Designation	Date	Signature
Rakesh Makkar	Chief Executive Officer	November 2021	
Swaminathan Subramanian	Chief People Officer	November 2021	
Ashish Chaudhary	Chief Financial Officer	November 2021	
Jitendra Maheshwari	Company Secretary	November 2021	

**Prepared By**

Signing Authority	Designation	Date	Signature
Neha Bakshi	VP & Head Compensation	November 2021	

### Revision History

Version	Author	Version Date	Modifications	Rationale for modification
0	HR	December 1, 2015	Original issue	
1	HR	December 10, 2018	No Change, Policy format updated	
2	HR	March 19, 2020	No Change, Policy format updated	
3	HR	November 2020	No Change in Policy	
4	HR	November 2021	No Change in Policy	

## Contents

Policy Purpose and Objective .....	5
Policy Scope, Applicability and Exception .....	5
Policy Custodian .....	5
Policy review and approval .....	5
Policy Principles.....	5
Terms of Reference (Governance structure if applicable).....	6
Regulatory Reporting.....	6

## Policy Purpose and Objective

The Fullerton India Remuneration Policy articulates the guiding principles for determining compensation at various levels of the Company.

## Policy Scope, Applicability and Exception

This Policy document applies to directors, key managerial personnel and other employees of Fullerton India (the “Company”) and should be read in conjunction with the Charter of the Nomination and Remuneration Committee (the “NRC”).

## Policy Custodian

Human Resources

## Policy review and approval

This policy will be subject to review by the NRC every year & Board Approval is required

## Policy Principles

The NRC shall review and recommend to the Board, through its annual review process (or such periodicity as it deems appropriate), adopting the key principles of remuneration:

1. **Benchmarked to appropriate market:** The level and composition of remuneration is reasonable and sufficient to attract, retain and motivate directors, key managerial personnel and employees of the quality required to run the Company successfully.
2. **Adopt a Pay for Performance philosophy** such that the relationship of remuneration to performance is clear and meets appropriate performance benchmarks.
3. **Have an appropriate balance in pay mix:** The remuneration to directors, key managerial personnel, senior management and employees 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.
4. **Be financially viable and relevant to market practices and commensurate to skills:**
  - a. take into account, financial position of the Company, trend in the industry, appointee’s qualification, experience, past performance, past remuneration, and any other relevant factors that the NRC may deem fit;

- b. be in a position to bring about objectivity in determining the remuneration package while striking a balance between the interest of the Company and the shareholders.
5. Compliant with local laws:
- a. Remuneration for directors is in compliance with the relevant provisions of the Companies Act, 2013.
  - b. Remuneration for all employees are in compliance with the relevant provisions of Payment of Wages Act, Minimum Wages Act, and such other relevant Labour Laws of the country as may be applicable to the Company from time to time.

**Implementation:**

The NRC delegates to the Head of Human Resources of the Company to implement the policy and further develop sub policies or procedures as may be required for implementation, which will be governed at all times by the Key Principles.

**Terms of Reference (Governance structure if applicable)**

Not Applicable

**Regulatory Reporting**

Not Applicable