



## Indiabulls Ventures Limited

### Remuneration Policy

The Remuneration Policy of Indiabulls Ventures Limited (the “Company”), is designed to attract, motivate and retain employees in a competitive market. The policy reflects the Company's objectives for good corporate governance as well as sustained long-term value creation for shareholders. The Company hires the best talent, both fresh as well as with requisite experience, and pays market related competitive remuneration. The compensation includes fixed salary as well as ESOPs (to deserving employees) as part of the overall incentive structure. In order to attract and retain the talented human resources, we have to follow the compensation norms prevalent in the financial sector. However, care is taken that there is an ongoing review of the performance at all levels, and salary and perquisites are accordingly adjusted after due evaluation.

#### **Board of Directors**

Members of the Board of Directors shall receive a fixed payment in accordance with the decision at the Annual General Meeting of the Company.

#### **Executive Remuneration**

Executive remuneration is proposed by the Company's Remuneration Committee and subsequently approved by the Board of Directors. Senior Executive remuneration is evaluated annually against individual performance and financial performance of the Company and market scenario.

Total remuneration shall comprise of the following components:

- A **fixed base salary**, set at a level aimed at attracting and retaining executives with professional and personal competencies required to drive the Company's performance.
- **Variable Component**, based on the achievement of a number of individual, pre-defined financial and strategic business/non-business targets.
- **Long-term incentives** in the form of **stock options**, promoting a balance between short-term achievements and long-term thinking. The Company's stock option program is as per separate ESOP schemes of the Company.

#### **Other Employees:**

The Remuneration of other employees is fixed from time to time as per industry standards and cost of living. In addition to a basic salary they are provided with allowances and perquisites as per schemes of the Company and statutory requirements and business requirements.

#### **Review:**

The policy shall be reviewed as and when required.