

REPCO HOME FINANCE LIMITED
REMUNERATION POLICY



The Remuneration Policy of Repco Home Finance Limited (the “Company”) is designed to attract, motivate and retain manpower in a competitive and international market. The policy reflects the Company's objectives for good corporate governance as well as sustained long-term value creation for shareholders.

The Remuneration Policy applies to the Company's senior management, including its Key Managerial Personnel and Board of Directors.

Guiding principles

The guiding principle is that the remuneration and the other terms of employment shall be competitive in order to ensure that the Company can attract and retain competent Executives.

- The remuneration policy for executives reflects the overriding remuneration philosophy and principles of the Company. When determining the remuneration policy and arrangements for Chief Executive Officer/Executive Directors/ Key Managerial Personnel, the Remuneration Committee will consider pay and employment conditions with peers / elsewhere in the competitive market to ensure that pay structures are appropriately aligned and that levels of remuneration remain appropriate in this context.
- The Committee while designing the remuneration package will also consider the level and appropriately decide the composition of remuneration so as to be reasonable and sufficient to attract, retain and motivate the person to ensure the quality required to run the company successfully.
- The Remuneration Committee while considering a remuneration package will also ensure a balance between fixed and incentive pay reflecting short and long term performance objectives appropriate to the working of the company and its goals.

- The Committee will ensure that a significant part of the remuneration package is linked to the achievement of corporate performance targets and a strong alignment of interest with stakeholders.

Reward principles and objectives

Our remuneration policy will be guided by a common reward framework and set of principles and objectives as more fully and particularly envisaged under section 178 of the Companies Act 2013, principles pertaining to determining qualifications, positives attributes, integrity and independence etc.

Reward policies

Attract and retain: Remuneration packages will be designed to attract high-caliber executives in a competitive global market and to remunerate executives fairly. The remuneration will be competitive and based on the individual responsibilities and performance.

Motivate and reward: Remuneration will be designed to motivate delivery of our key business strategies, create a strong performance-orientated environment and reward achievement of meaningful targets over the short- and long-term.

The principal terms of non-monetary benefits: The Executives will be entitled to customary non-monetary benefits such as company cars and telephone etc. In addition thereto, in individual cases, company housing and other benefits may also be offered bases on needs and merits.

Remuneration for Key Managerial Personnel and Senior Management

The remuneration will be proposed by the Committee and subsequently approved by the Board of Directors. Executive remuneration will be evaluated annually against performance. In determining packages of remuneration, the Committee may consult with

the Chairman/ Managing Director as appropriate. Total remuneration shall be comprised of the following:

- A **fixed base salary**, Basic, Dearness Allowance, House Rent Allowance etc, set at a level aimed at attracting and retaining executives with professional and personal competences required to drive the Company's performance.
- **Short-term incentives**, based on the achievement of a number of individual, pre-defined financial and strategic business targets recommended by the Committee and approved by the Board of Directors.
- **Long-term incentives** in the form of stock options, promoting a balance between short-term achievements and long-term thinking.

Disclosure of Information

Information on the total remuneration paid to the Company's Board of Directors, Key Managerial Personnel and senior management will be disclosed in the Company's annual financial statements. This will also include any deferred payments and extraordinary payments (contracts) during the preceding financial year.

Approval of the Remuneration Policy

This Remuneration Policy will apply to all future employment agreements with members of Company's Senior Management including Key Managerial Personnel and Board of Directors.

The Remuneration Policy will be binding for the Board of Directors including its provisions on stock options. In other respects, the Remuneration Policy will be of guidance for the Board/Nomination & Remuneration Committee. Any departure from the policy will be recorded and reasoned in the Board's minutes.

Dissemination

The Company's Remuneration Policy will be published on its website.