# NOMINATION AND REMUNERATION POLICY

This Nomination and Remuneration Policy ("Policy") has been formulated by **Bharat Global Developers Limited** ("Company") in compliance with Section 178 of the Companies Act, 2013 ("Act"), read with applicable rules made thereunder and in compliance of Regulation 19 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations").

**Key Managerial Personnel (KMP)**

"Key Managerial Personnel (KMP)" shall have the meaning as defined under Section 2(51) of the Companies Act, 2013 as under:
(A) The Chief Executive Officer or the Managing Director(s) or the Manager;
(B) The Company Secretary;
(C) The Whole-time Director;
(D) The Chief Financial Officer;
(E) Such other officer, not more than one level below the Directors who are in whole-time employment, designated as key managerial personnel by the Board; and
(F) Such other officer as may be prescribed.

**Senior Management Personnel (SMP)**

"Senior Management Personnel" or "SMP" shall mean the officers and personnel of the Company who are members of its core management team, excluding the Board of Directors, and shall also comprise all the members of the management one level below the Chief Executive Officer or Managing Director or Whole Time Director or Manager (including Chief Executive Officer and Manager, in case they are not part of the Board of Directors), i.e., employees falling in the category of Band 4, and shall specifically include the functional heads, by whatever name called, and the Company Secretary and the Chief Financial Officer.

This Policy is in compliance with Section 178 of the Companies Act, 2013 read along with the applicable rules thereto and Regulation 19 of SEBI (LODR) Regulations, 2015.

**1. PURPOSE**

The primary objective of the Policy is to provide a framework and set standards for the nomination, remuneration and evaluation of the Directors, Key Managerial Personnel and officials comprising the senior management. The Company aims to achieve a balance of merit, experience and skills amongst its Directors, Key Managerial Personnel and Senior Management.

The objective of this Policy is to serve as a guiding charter to appoint qualified persons as Directors on the Board of Directors of the Company ("Directors"), Key Managerial Personnel (the "KMP"), persons who may be appointed in senior management positions ("SMP"), to recommend the remuneration to be paid to them and to evaluate their performance.
This Policy provides a framework for:

- Identifying persons who are qualified to become Directors (executive and non-executive) and persons who may be appointed as KMP, SMP in accordance with the criteria laid down, and recommend to the Board for their appointment and removal.
- Identifying the criteria for determining qualifications, positive attribute and independence of a director.
- Specifying framework for remuneration of Directors, KMPs and SMPs, based on factors including the Company's size, financial position, trends and practices on remuneration prevailing in peer companies in the similar industry.
- Specifying the manner for effective evaluation of performance of the Board, Directors, KMPs, SMPs and persons in senior management position to be carried out either by the Board, by the Committee or by an independent external agency.
- Assessing the independence of independent Directors.
- Providing them reward, linked directly to their efforts, performance, dedication and achievement relating to the Company's operations.
- Retaining, motivating and promoting talent and to ensure long term sustainability of talented persons and create competitive advantage.
- Such other key issues/matters as may be referred by the Board or as may be necessary in view of the provision of the Companies Act, 2013 and Rules thereunder and the SEBI Listing Regulations, whenever applicable.

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**2. ACCOUNTABILITIES**

The Board is ultimately responsible for the appointment of Directors and Key Managerial Personnel.

The Board has delegated responsibility for assessing and selecting the candidates for the role of Directors, Key Managerial Personnel and the Senior Management of the Company to the Nomination and Remuneration Committee which makes recommendations & nominations to the Board.

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## 3. NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee is responsible for:

- Identify persons who are qualified to become directors and may be appointed in senior management in accordance with the criteria laid down, recommend to the Board their appointment and removal and shall carry out evaluation of every director's performance;
- Formulation of the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy relating to the level and composition of remuneration of the directors, key managerial personnel and other employees;
- For every appointment of an independent director, the Nomination and Remuneration Committee shall evaluate the balance of skills, knowledge and experience on the Board and on the basis of such evaluation, prepare a description of the role and capabilities required of an independent director. The person recommended to the Board for appointment as an independent director shall have the capabilities identified in such description.
- Formulation of criteria for evaluation of independent directors and the Board;
- Devising a policy on Board diversity; and
- Decide the salary, allowances, perquisites, bonuses, notice period, severance fees and increment of Executive Directors.
- Determine our Company's policy on specific remuneration package for the Managing Director / Executive Director including pension rights;
- Define and implement the Performance Linked Incentive Scheme (including ESOP of the Company) and evaluate the performance and determine the amount of incentive of the Executive Directors for that purpose.
- Whether to extend or continue the term of appointment of the independent director, on the basis of the report of performance evaluation of independent directors.
- Decide the amount of Commission payable to the Whole Time Directors;
- Recommend to the Board, all remuneration, in whatever form, payable to senior management.

## 4. CONSTITUTION OF THE NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee comprises of the following:

- The Board shall determine the membership of the Committee.
- The Committee shall comprise of at least three members, all of whom shall be Non-Executive Directors, and at least two-third shall be Independent Directors.
- One of the Independent Non-Executive Director shall be designated by the Board to serve as the Committee's Chairman. Provided that the Chairperson of the Company, whether Executive or Non-Executive, may be appointed as a member of the Committee and shall not chair the Committee.

- The Committee shall meet at least once in a year, and the quorum of the meeting of the Committee shall be either two members or one third of the members of the committee, whichever is greater, including at least one independent director.
- The Chairperson of Committee may be present at the annual general meeting to answer the shareholders' queries; however, it shall be up to the Chairperson to decide who shall answer the queries.
- Membership of the Committee shall be disclosed in the Annual Report.
- Term of the Committee shall be continued unless terminated by the Board of Directors.

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**5. CHAIRMAN**

- Chairman of the Committee shall be an Independent Director.
- Chairperson of the Company may be appointed as a member of the Committee but shall not be a Chairman of the Committee.
- In the absence of the Chairman, the members of the Committee present at the meeting shall choose one amongst them to act as Chairman.
- Chairman of the Nomination and Remuneration Committee meeting could be present at the Annual General Meeting or may nominate some other member to answer the shareholders’ queries.

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**6. COMMITTEE MEMBERS’ INTERESTS**

- A member of the Committee is not entitled to be present when his or her own remuneration is discussed at a meeting or when his or her performance is being evaluated.
- The Committee may invite such executives, as it considers appropriate, to be present at the meetings of the Committee.

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**7. VOTING**

- Matters arising for determination at Committee meetings shall be decided by a majority of votes of Members present and voting and any such decision shall for all purposes be deemed a decision of the Committee.
- In the case of equality of votes, the Chairman of the meeting will have a casting vote.

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## 8. APPOINTMENT OF DIRECTORS / KMPs / SENIOR OFFICIALS

Enhancing the competencies of the Board and attracting as well as retaining talented employees for role of KMP / a level below KMP are the basis for the Nomination and Remuneration Committee to select a candidate for appointment to the Board. When recommending a candidate for appointment, the Nomination and Remuneration Committee has regard to:

- Assessing the appointee against a range of criteria which includes but not be limited to qualifications, skills, regional and industry experience, background and other qualities required to operate successfully in the position, with due regard for the benefits from diversifying the Board;
- The extent to which the appointee is likely to contribute to the overall effectiveness of the Board, work constructively with the existing directors and enhance the efficiencies of the Company;
- The skills and experience that the appointee brings to the role of KMP / Senior Official and how an appointee will enhance the skill sets and experience of the Board as a whole;
- The nature of existing positions held by the appointee including directorships or other relationships; and
- The impact they may have on the appointee's ability to exercise independent judgment;

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**Personal Specifications**

- Degree holder in relevant disciplines;
- Experience of management in a diverse organization;
- Excellent interpersonal, communication and representational skills;
- Demonstrable leadership skills;
- Commitment to high standards of ethics, personal integrity and probity;
- Commitment to the promotion of equal opportunities, community cohesion and health and safety in the workplace;
- Having continuous professional development to refresh knowledge and skills.

For details of the personal specifications refer to the **Annexure.**

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## 9. LETTERS OF APPOINTMENT

Each Director / KMP / Senior Officials is required to sign the letter of appointment with the Company containing the terms of appointment and the role assigned in the Company.

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## 10. REMUNERATION OF DIRECTORS, KEY MANAGERIAL PERSONNEL AND SENIOR MANAGEMENT

The guiding principle is that the level and composition of remuneration shall be reasonable and sufficient to attract, retain and motivate Directors, Key Management Personnel and other senior officials.

The Directors, Key Management Personnel and other senior official's salary shall be based & determined on the individual person's responsibilities and performance and in accordance with the limits as prescribed statutorily, if any.

The Nominations & Remuneration Committee determines individual remuneration packages for Directors, KMPs and Senior Officials of the Company taking into account factors it deems relevant, including but not limited to market, business performance and practices in comparable companies, having due regard to financial and commercial health of the Company as well as prevailing laws and government / other guidelines. The Committee consults with the Chairman of the Board as it deems appropriate. Remuneration of the Chairman is recommended by the Committee to the Board of the Company.

**(i) Remuneration**

**a) Base Compensation (fixed salaries)**

Must be competitive and reflective of the individual's role, responsibility and experience in relation to performance of day-to-day activities, usually reviewed on an annual basis; (includes salary, allowances and other statutory / non-statutory benefits which are normal part of remuneration package in line with market practices).

**b) Variable salary**

The RNC may in its discretion structure any portion of remuneration to link rewards to corporate and individual performance, fulfillment of specified improvement targets or the attainment of certain financial or other objectives set by the Board. The amount payable is determined by the Committee, based on performance against pre-determined financial and non-financial metrics.

**(ii) Statutory Requirements**

Section 197(5) provides for remuneration by way of a fee to a director for attending meetings of the Board of Directors and Committee meetings or for any other purpose as may be decided by the Board.

Section 197(1) of the Companies Act, 2013 provides for the total managerial remuneration payable by the Company to its directors, including managing director and whole-time director, and its manager in respect of any financial year shall not exceed eleven percent of the net profits of the Company computed in the manner laid down in Section 198 in the manner as prescribed under the Act.

The Company with the approval of the Shareholders and Central Government may authorise the payment of remuneration exceeding eleven percent of the net profits of the Company, subject to the provisions of Schedule V. The Company may with the approval of the shareholders authorise the payment of remuneration up to five percent of the net profits of the Company to its anyone Managing Director / Whole Time Director / Manager / Executive Director and ten percent in case of more than one such official.

The Company may pay remuneration to its directors, other than Managing Director and Whole Time Director up to one percent of the net profits of the Company, if there is a managing director or whole-time director or manager or Executive Director and three percent of the net profits in any other case.

The net profits for the purpose of the above remuneration shall be computed in the manner referred to in Section 198 of the Companies Act, 2013.

The Independent Directors shall not be entitled to any stock option and may receive remuneration by way of fee for attending meetings of the Board or Committee thereof or for any other purpose as may be decided by the Board and profit related commission as may be approved by the members. The sitting fee to the Independent Directors shall not be less than the sitting fee payable to other directors.

The remuneration payable to the Directors shall be as per the Company's policy and shall be valued as per the Income Tax Rules.

The remuneration payable to the Key Managerial Personnel and the Senior Management shall be as may be decided by the Board having regard to their experience, leadership abilities, initiative taking abilities and knowledge base.

**11. EVALUATION / ASSESSMENT OF DIRECTORS / KMPs / SENIOR OFFICIALS OF THE COMPANY**

The evaluation / assessment of the Directors, KMPs and the senior officials of the Company is to be conducted on an annual basis and to satisfy the requirements of the Listing Agreement.

The following criteria may assist in determining how effective the performances of the Directors / KMPs / Senior officials have been:

• Leadership & stewardship abilities

• Contributing to clearly define corporate objectives & plans

• Communication of expectations & concerns clearly with subordinates

• Obtain adequate, relevant & timely information from external sources

• Review & approval achievement of strategic and operational plans, objectives, budgets

• Regular monitoring of corporate results against projections

• Identify, monitor & mitigate significant corporate risks

• Assess policies, structures & procedures

• Direct, monitor & evaluate KMPs, senior officials

• Review management's succession plan

• Effective meetings

• Assuring appropriate board size, composition, independence, structure

• Clearly defining roles & monitoring activities of committees

• Review of corporation's ethical conduct

Evaluation on the aforesaid parameters will be conducted by the Independent Directors for each of the Executive / Non-Independent Directors in a separate meeting of the Independent Directors.

The Executive Director / Non-Independent Directors along with the Independent Directors will evaluate / assess each of the Independent Directors on the aforesaid parameters. Only the Independent Director being evaluated will not participate in the said evaluation discussion.

**Annexure**
**Personal Specification for Directors**

**1. Qualification**

- Degree holder in relevant disciplines (e.g. management, accountancy, legal etc.); or
- Recognized specialist

**2. Experience**

- Experience of management in a diverse organization
- Experience in accounting and finance, administration, corporate and strategic planning or fund management
- Demonstrable ability to work effectively with a Board of Directors

**3. Skills**

- Excellent interpersonal, communication and representational skills
- Demonstrable leadership skills
- Extensive team building and management skills
- Strong influencing and negotiating skills
- Having continuous professional development to refresh knowledge and skills

**4. Abilities and Attributes**

- Commitment to high standards of ethics, personal integrity and probity
- Commitment to the promotion of equal opportunities, community cohesion and health and safety in the workplace

**5. Political inclinations and opinions.**

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