

ALPHA ALTERNATIVES

Provincial Finance & Leasing  
Co Private Limited

Remuneration Policy

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## I. Remuneration Policy

### Objective:

- The Companies Act, 2013 ('the Act') requires a Company to frame policy for determining the remuneration payable to the Directors, Key Managerial Personnel (KMPs) and other employees.
- The objective of the Remuneration Policy (the Policy) of the Company is to provide a framework for the remuneration of the Independent Directors, Non-executive Directors, Managing Director/Executive Directors, KMPs, and other senior level employees of the Company

### Remuneration Principles:

The remuneration principles are designed to attract and retain to the Company's management persons that possess relevant skills, industry knowledge and experience to oversee the Company's achievement of its performance and strategy goals with emphasis on long-term shareholder value creation.

The structure of the total remuneration should be aligned with the long-term value, the business strategy, financial results as well as to the employee's contribution.

### The Policy is designed to ensure that:

- Remuneration is reasonable and sufficient to attract and retain the right talent
- There is balance between fixed and variable pay in the remuneration to the Directors, KMPs and senior management
- Remuneration structure and composition is well-aligned to company's short-term objectives and long-term goals

## II. Remuneration of the Managing Director & Executive Directors

- The remuneration of the Managing Director/Executive Directors is recommended by the Nomination and Remuneration Committee ('NRC') to the Board. Based on the recommendations of the NRC, the Board determines and approves the remuneration of the Managing Director/Executive Directors, subject to necessary approvals, if any.
- The remuneration paid to the Managing Director/Executive Directors is within the limits prescribed under the Act and approved by the shareholders of the Company. The remuneration structure includes fixed (comprising of Basic Salary, HRA, contribution to Funds and other allowances as permitted), and performance linked bonus.

- They shall be eligible for stock options of the company or of the parent company.

### III. Remuneration of the KMP (other than Executive Directors) & Senior level employees

- The key components of remuneration package of the KMP (other than Executive Directors) and Senior level employees shall comprise of fixed salary (comprising of Basic Salary, HRA, contribution to Funds and other allowances as permitted), and performance linked bonus.
- They shall be eligible for stock options of the company or of the parent company.

### IV. Remuneration of the Independent Directors & Non-Executive Directors

- The Independent Directors & Non-executive Directors are eligible for sitting fees for attending the meetings of the Board and the Committees thereof.
- Reimbursement of expenses shall be done for Independent Directors & Non-executive Directors

### V. Deviation from the Policy

Any deviation from the policy shall require prior approval from the board and the reasons for deviation shall be well-documented.

### VI. Policy Review

The Policy may be amended as may be necessary. The NRC shall implement the Policy, and may issue such guidelines, procedures etc. as it may deem fit.