

Balaxi Pharmaceuticals Limited

REMUNERATION POLICY FOR DIRECTORS, KEY MANAGERIAL PERSONNEL AND OTHER EMPLOYEES

1. INTRODUCTION:

- a. Balaxi Pharmaceuticals Limited (BPL) recognizes the importance of aligning the business objectives with specific and measurable individual objectives and targets. The Company has therefore formulated the remuneration policy for its directors, key managerial personnel and other employees keeping in view the following objectives:
 - i. Ensuring that the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate, to run the company successfully.
 - ii. Ensuring that relationship of remuneration to performance is clear and meets the performance benchmarks.
 - iii. Ensuring that remuneration 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.

2. SCOPE AND EXCLUSION:

This Policy sets out the guiding principles for the Human Resources, Nomination and Remuneration Committee for recommending to the Board the remuneration of the directors, key managerial personnel and other employees of the Company.

3. TERMS AND REFERENCES:

In this Policy, the following terms shall have the following meanings:

- a. **“Director”** means a director appointed to the Board of the Company.
- b. **“Key Managerial Personnel”** means
 - (i) the Chief Executive Officer or the Managing Director;
 - (ii) the Company Secretary; and
 - (iii) the Chief Financial Officer;
- c. **Nomination and Remuneration Committee(committee)”** means the committee constituted by BPL’s Board in accordance with the provisions of Section 178 of the Companies Act, 2013 and Regulation 19 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”).

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4. POLICY:

i. Remuneration to Executive Directors and Key Managerial Personnel

- a. The Board, on the recommendation of the Nomination and Remuneration Committee (Committee), shall review and approve the remuneration payable to the Executive Directors of the Company within the overall limits approved by the shareholders.
- b. The Board, on the recommendation of the Committee, shall also review and approve the remuneration payable to the Key Managerial Personnel of the Company.
- c. The remuneration structure to the Executive Directors and Key Managerial Personnel shall include the following components:
 - (i) Basic Pay
 - (ii) Perquisites and Allowances
 - (iii) Stock Options
 - (iv) Commission (Applicable in case of Executive Directors)
 - (v) Retrial benefits
 - (vi) Annual Performance Bonus

ii. Remuneration to Non-Executive Directors;

- a. The Board, on the recommendation of the Committee, shall review and approve the remuneration payable to the Non-Executive Directors of the Company within the overall limits approved by the shareholders.
- b. Non-Executive Directors shall be entitled to sitting fees for attending the meetings of the Board and the Committees thereof. The Non-Executive Directors shall also be entitled to profit related commission in addition to the sitting fees.

iii. Remuneration to other employees

- a. Employees shall be assigned grades according to their qualifications and work experience, competencies as well as their roles and responsibilities in the organisation. Individual remuneration shall be determined within the appropriate grade and shall be based on various factors such as job profile, skill sets, seniority, experience and prevailing remuneration levels for equivalent jobs.

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- b. Basic/ fixed salary is provided to all employees to ensure that there is a steady income in line with their skills and experience.
- c. In addition to the basic/ fixed salary, the company provides employees with certain perquisites, allowances and benefits to enable a certain level of lifestyle and to offer scope for savings and tax optimisation, where possible.
- d. The company provides the rest of the employees a performance linked bonus. The performance linked bonus would be driven by the outcome of the performance appraisal process and the performance of the company.

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Note: This Remuneration policy for Directors, Key Managerial Personnel and other employees shall stand superseding all the previous remuneration policy of the Company.