

## **REMUNERATION POLICY**

### **1. Preamble**

This Remuneration Policy provides the framework for remuneration of members of the Board of Directors, Key Managerial Personnel, Senior Management and other employees of the Kartik Investments Trust Limited.

This Policy is guided by the principles and objectives as enumerated in Section 178 of the Companies Act, 2013 to ensure reasonableness and sufficiency of remuneration to attract, retain and motivate competent resources, a clear relationship of remuneration to performance and a balance between rewarding short and long-term performance of the Company.

### **2. Remuneration of Directors**

Non-Executive Directors (“NEDs”) will be paid remuneration by way of Sitting Fees. The remuneration to the NEDs will be decided by the Board in accordance with this policy and subject to applicable conditions of SEBI LODR Regulations.

### **3. Remuneration to Key Managerial Personnel / Senior Management / Other Employees**

Senior Management for the purpose of this Code shall mean personnel of the Company who are members of its core management team excluding Board of Directors including members of management one level below the Chief Executive Officer/Managing Director/ Whole Time Director/ Manager including any Functional Head. The Chief Executive Officer/ Manager/ Executive Directors/ Company Secretary and Chief Financial Officer of the Company shall be deemed to be Senior Management.

Since the company is not in active business, there are no employees.

### **4. Adoption, Changes and Disclosure of Information**

4.1. This Remuneration Policy and any changes thereof are approved by the Board of Directors based on the recommendation(s) of the N&R Committee.

4.2. The policy may be reviewed at such intervals as the Board or N&R Committee may deem necessary.

4.3. Such disclosures of this Remuneration Policy as may be required under the Companies Act, 2013 may be made.

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