



## Remuneration Policy

Remuneration policy of company is designed to create a high performance culture. It enables the company to attract, retain and motivate employees to achieve results.

### Objective:

The objective of the policy is to ensure that :

- the level and composition of remuneration is reasonable and sufficient to attract, retain and
- motivate directors of the quality required to run the company successfully;
- relationship of remuneration to performance is clear and meets appropriate performance
- benchmarks; and
- remuneration to directors, key managerial personnel and senior management 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.

The Non-Executive / Independent Directors may receive sitting fees and such other remuneration as permissible under the provisions of Companies Act, 2013. The amount of sitting fees shall be such as may be recommended by the Nomination and Remuneration Committee and approved by the Board of Directors.

All the remuneration of the Non- Executive / Independent Directors (excluding remuneration for attending meetings as prescribed under Section 197 (5) of the Companies Act, 2013) shall be subject to ceiling/ limits as provided under Companies Act, 2013 and rules made there under or any other enactment for the time being in force. The amount of such remuneration shall be such as may be recommended by the Nomination and Remuneration Committee and approved by the Board of Directors or shareholders, as the case may be.

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