



**Employee Remuneration Policy**

**Purpose:**

The **My Home Constructions Pvt Ltd** (My Home) is committed to create a workplace that attracts, motivates, rewards and retains competent, ethical and forward-thinking individuals to promote the achievement of the **My Home** strategic objectives. This policy aims to provide clear and transparent guidelines for the **My Home** to develop market-related, modern remuneration practices that achieve the above objectives, whilst promoting positive outcomes, an ethical culture as well as responsible corporate citizenship and follow the laws of land.

**Key Principles of the Remuneration Policy:**

- 1) Align remuneration with the long-term interests of the Company and its shareholders.
- 2) Minimize complexity and ensure transparency.
- 3) Link to annual business performance of the company.
- 4) Promote a culture of meritocracy and is linked to key performance and business drivers.
- 5) Reflective of market competitiveness so as to attract the best talent.

**Remuneration paid to Executive Directors and Non-Executive Directors:**

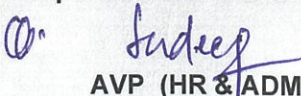
The remuneration paid to Executive and Non-Executive Directors shall be recommended by the Nomination and Remuneration Committee and to be approved by the Board of Directors, subject to the subsequent approval by the shareholders at the general meeting.

**Remuneration Policy for Key managerial personnel, senior management & staff:**

The compensation for the Key managerial personnel, senior management and staffs of our organization would be guided by the external competitiveness and internal bench mark system. The remuneration structure is broadly divided into fixed and variable components. The fixed component comprises salary, allowances, PF etc. The variable component is purely based annual performance of the Individual employee.


Internally, performance ratings of all employee obtained will be used as an input to determine Pay increases. Compensation can also be determined based on identified skill sets critical to success of our organization. It is determined as per management's review of market demand and supply, Industry benchmarks etc. The employees are rated on the basis of achievements of these goals and also a defined competency framework. The weightages of these depend on the level within the organization.

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**Key factors outlining Remuneration Policy:**

The remuneration policy ensures that the remuneration is competitive in order to:

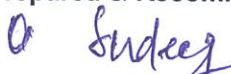
- 1) Attract right talent from the market.
- 2) Retain right employees in the organization.
- 3) Motivate employees to perform better.

**Performance Management System:**

The evaluation of Senior Management and Staff shall be as per the extant annual performance evaluation policy of the Company it is as follows.

- 1) Aligning organization objectives to individual goals
- 2) Fair and Transparent assessment of performance
- 3) Recognizing and Rewarding Performance.
- 4) Differentiating High Performance individuals
- 5) Understanding and developing on current and future competencies

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