

## LIC HOUSING FINANCE LIMITED

### REMUNERATION POLICY

#### **Introduction**

The Company had made this policy in order to align with the provisions under Regulation 19(4) and Schedule II, Part D of SEBI (Listing Obligations and Disclosure Requirements), 2015.

The Nomination & Remuneration Committee shall recommend to the Board a policy, relating to the remuneration for the directors, key managerial personnel and other employees as per sub-section (3) of Section 178 and based on the functions of the Board of Directors as indicated under Schedule IV (as per section 149) annexed to the Companies Act, 2013 and the Rules made thereunder.

Accordingly, the remuneration policy relating to the remuneration of directors, key managerial personnel and other employees is as below:

#### **The Remuneration to Non-Executive Directors:**

The Non-Executive Directors would be paid such amount of sitting fees as decided from time to time for every Board and Committee Meeting they attend. Apart from sitting fees no other remuneration / commission would be payable to them.

In future if Company decides to pay any remuneration / commission to Non-Executive Independent Directors, then the same will be in compliance with Regulation 17(6)(ca) of the SEBI(LODR) Regulations, 2015 as amended from time to time.

#### **The Remuneration to Non-Executive Nominee Directors:**

The Non-Executive Nominee Directors would not be paid any sitting fees for every Board and Committee Meeting they attend. The Non-Executive Nominee Directors are being paid salary and other benefits by LIC of India.

#### **The Remuneration to Executive Nominee Director:**

The Executive Nominee Director who is Managing Director & CEO would be paid remuneration as applicable to an Officer in the cadre of Executive Director of LIC of India. This apart, the Executive Nominee Director would be entitled for PLI as per criteria approved by the Nomination and Remuneration Committee of the Board.

As and when there is any revision in the pay scales of the Executive Nominee Director as per the charter decided by the LIC of India from time to time, then the same would be

applicable to the Executive Nominee Director. Further, tenure and terms and conditions of appointment of Executive Nominee Director would be as decided by LIC of India from time to time.

However, the remuneration payable to Executive Nominee Director at any point of time shall be within the limits specified as per Regulation 17(6)(e) of the SEBI(LODR) Regulations, 2015 as amended from time to time.

**The Remuneration to Key Managerial Personnel (other than MD &CEO), Senior management personnel and other employees:**

In the present set up of the Company, key managerial personnel other than Managing Director & CEO, are the Company Secretary and the Chief Financial Officer. Remuneration payable to Company Secretary, Chief Financial Officer, **Senior management personnel and other employees** would be as decided by the Board of Directors of the Company, after considering the recommendation of the Nomination and Remuneration Committee, as per Service Terms, Conduct Rules etc. 1990 of the Company as amended from time to time and the Service Terms, Conduct Rules of LIC of India as amended from time to time as may be applicable, to such Key Managerial Personnel and/or senior management personnel and other employees.