

**Reimagining
mobility**



RELIANCE BP MOBILITY LIMITED

REMUNERATION POLICY FOR DIRECTORS, KEY MANAGERIAL PERSONNEL AND OTHER EMPLOYEES

Reliance BP Mobility Limited

Corporate Office: 2nd Floor, 5C, Reliance Corporate Park, Thane Belapur Road, Ghansoli, Navi Mumbai - 400701.

Registered Office: 3rd Floor, Maker Chambers IV, 222, Nariman Point, Mumbai - 400021. Phone: +91-22-3555-5000.

CIN: U50100MH2015PLC327401

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1. Introduction

1.1 Reliance BP Mobility Limited (RBML) 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:

1.1.1 Ensuring 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

1.1.2 Ensuring that relationship of remuneration to performance is clear and meets the performance benchmarks

1.1.3 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 Purpose:

2.1. This Policy sets out the guiding principles for the Human Resources, Nomination and Remuneration Committee (“HRNR 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:

3.1. “**Director**” means a director appointed to the Board of Directors of RBML.

3.2. “**Key Managerial Personnel**” means

- (i) the Chief Executive Officer;
- (ii) the Chief Financial Officer;
- (iii) the Company Secretary;
- (iv) the Chief Operating Officer; and
- (v) such other Officer, designated as Key Managerial Personnel by the Board.

3.3. “**Human Resources, Nomination and Remuneration Committee**” means the committee constituted by RBML Board in accordance with the provisions of Section 178 of the Companies Act, 2013 and Articles of Association of RBML which shall act as Nomination and Remuneration Committee.

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4. Policy:

4.1. Remuneration to Executive Directors and Key Managerial Personnel

4.1.1 The Board, on the recommendation of the Human Resources, Nomination and Remuneration (HRNR) Committee, shall review and approve the remuneration payable to the Executive Directors, if any, of the Company within the overall limits approved by the shareholders.

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) Retiral benefits
- (vi) Annual Performance Bonus

4.1.2 The Annual Plan and Objectives for Executive Directors, if any, shall be reviewed by the HRNR Committee and Annual Performance Bonus will be approved by the Committee based on the achievements against the Annual Plan and Objectives.

4.2. Remuneration to Key Managerial Personnel

The Board, on the recommendation of the HRNR Committee, shall also review and approve the remuneration payable to the Key Managerial Personnel of the Company.

4.3. Remuneration to Non-Executive Directors

The Board on the recommendation of the HRNR Committee shall review and approve the remuneration payable to the Non-Executive Directors of the Company within the overall limits approved by the shareholders.

Non-Executive Directors may be entitled to sitting fees for attending the meetings of the Board and the Committees thereof. The Non-Executive Directors may also be entitled to profit related commission in addition to the sitting fees.

4.4. Remuneration to Other Employees

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

(This document was approved by the Board of Directors at its Meeting held on July 22, 2021.)

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