

NOMINATION AND REMUNERATION POLICY

Pursuant to provisions of Section 178 (4) of the Companies Act, 2013 (including any statutory amendments, modifications, substitutions made there under)

PREFACE:

The Nomination and Remuneration Policy is framed by Accretion Pharmaceuticals Limited in compliance of Section 178 of the Companies Act, 2013 read with rules made thereunder, as amended from time to time.

OBJECTIVE:

The primary objectives of this Policy are as under:

- I. To guide the Board in relation to appointment and removal of Directors, Key Managerial Personnel and Senior Management.
- II. Formulate the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy relating to the remuneration of Directors, key managerial personnel and senior management personnel.
- III. 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.
- IV. To ensure relationship of remuneration to performance is clear and meets appropriate performance benchmarks.
- V. To have performance measurement parameters in place to assess the overall performance of Directors, Key Managerial Personnel, Members of Senior Management.
- VI. To develop a succession plan for the Board and to regularly review the plan.
- VII. To assist the Board in fulfilling responsibilities.
- VIII. To recommend to the board, all remuneration, in whatever form, payable to senior management.

APPLICABILITY

This policy will be applicable to all Directors, Key Management Personnel and Senior Management Personnel.

NOMINATION POLICY

The Committee shall consider following factors while nominating candidature of any person for appointment on the Board of the Company:

- a. understanding of different fields like marketing, finance, operations management, legal, governance and other disciplines relevant to the success of Company in today's competitive business environment;
- b. understanding of the Company's Business;

- c. experience in strategic issues and long-term perspectives;
- d. educational and professional background.

The Board evaluates each individual in the context of the Board as a whole, with the objective of having a group that can best perpetuate the success of the Company's business.

The NRC shall, on the basis of the report of performance evaluation of Independent Directors, decide whether to extend or continue the term of appointment of the Independent Director or not.

The NRC shall identify the persons who may be appointed as Senior Management and KMP taking into consideration qualifications, experience, positive attributes, skills and competencies and such other factors as it deems appropriate.

The NRC shall recommend to the Board the appointment and removal of Senior Management and KMP of the Company.

REMUNERATION POLICY

A. MANAGING DIRECTOR/WHOLE-TIME DIRECTOR(S):

The remuneration paid to Managing Director/Whole-time Directors shall be within the limits as approved by the Members of the Company, which may include fixed salary, perquisites, variable pay in the form of commission, other benefits and allowances and certain retiral benefits, within the overall limit under Section 197 and any other applicable provisions of the Act.

They are also eligible for stock options, if any, as per the scheme framed/to be framed by the Company, from time to time. Their annual increments shall be linked to their overall performance and as decided by the NRC, from time to time.

B. NON-EXECUTIVE/INDEPENDENT DIRECTORS:

The Non-executive may be paid commission, subject to overall limit prescribed in the Companies Act, 2013 read with rules made there under and approval of the Members of the Company, if required.

The Independent Directors shall not be eligible for stock options. However, Non-Executive Directors are eligible for stock options as may be decided by the Nomination and Remuneration Committee of Directors from time to time.

The Sitting Fees may be paid, for attending Board and/or Committee Meeting(s), to Non-executive/Independent Directors, subject to approval of Members of the Company.

Provided that, sitting fees paid to Independent Directors shall not be less than as paid to Non-Executive Director.

C. SENIOR MANAGEMENT AND KEY MANAGERIAL PERSONNEL (OTHER THAN MD/WTD)

In determining the remuneration of the Senior Management and KMP, NRC shall consider the following:

- a) relationship between remuneration and performance;
- b) the balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals;
- c) the remuneration may be divided into two components viz.
 - I. fixed component comprising salaries, perquisites and retirement benefits; or/and
 - II. variable component comprising performance bonus.
- d) the remuneration including annual increment and performance bonus, may be decided based on the roles and responsibilities, the Company's performance vis-à-vis, industry Benchmark.

EVALUATION PROCESS:

The NRC shall annually evaluate the performance of the Board and conduct an assessment of the performance of each of the Directors individually against the criteria and Evaluation Framework as determined and approved by the Board/ NRC Committee time to time.

The performance evaluation of Independent Directors shall be done by the entire Board of Directors, on the basis of recommendations of the Committee (excluding the Director being evaluated).

REVIEW OF THE POLICY:

The Board of directors of the company shall review the policy on timely basis.

INTERPRETATION:

In any circumstance where the provisions of this Policy differ from any existing or newly enacted law, rule, regulation or standard governing the Company, the relevant law, rule, regulation or standard will take precedence over this Policy until such time as this Policy is changed to conform to the said law, rule, regulation or standard.

DISCLOSURE:

The Policy is disclosed on Company's website i.e., www.accretionpharma.com