

**ANSHU HOSPITALS LIMITED*****(Remuneration Policy for the Directors, Key Managerial Personnel,  
Senior Management and other employees)*****1. Preamble**

- The primary objective of this Remuneration Policy for the Directors, Key Managerial Personnel, Senior Management and other employees (the "Policy") is to provide a framework for the remuneration of the Directors, Key Managerial Personnel (KMP), Members of Senior Management and other employees of the Anshu Hospitals Limited ("AHL" or the "Company").
- In terms of Section 178 of the Companies Act, 2013, read with rules framed thereunder the Nomination and Remuneration Committee of Directors of the Company ("NRC") has formulated and recommended this Policy for the approval of the Board of Directors of AHL.
- The primary objectives of this Policy are as under:
  - (i) To ensure that the level and composition of remuneration is in line with other companies in the industry, sufficient to attract and retain right talent, at all levels and keep them motivated enough to meet the organizational objectives.
  - (ii) To ensure that a reasonable balance is maintained in terms of composition of remuneration (fixed and variable component).
  - (iii) To have performance measurement parameters in place to assess the overall performance of Directors, KMPs, Members of Senior Management and other employees.

Based on the above objectives and broad parameters set herein, the Board of Directors of AHL has approved this Policy.

**2. Applicability**

- This Policy shall be applicable and act as a guiding principle with regard to remuneration payable by AHL to all directors, KMPs, Members of Senior Management and other employees of the company.

**3. Remuneration of Non-Executive/ Independent Directors**

- The key elements of remuneration of Non-Executive/ Independent Directors are commission and sitting fees (except professional fee, if any), subject to overall limit as prescribed in the Companies Act, 2013, read with rules made thereunder and the approval of the shareholders, as applicable. The Independent Directors shall not be eligible for stock options.
- Since, the Non-Executive/ Independent Directors collectively endeavour to ensure that the Company performs well and is compliant with applicable laws, rules, regulations and guidelines, they may be paid commission, subject to the approval of the Board.

**4. Remuneration of Managing Director's, Whole-time Director's including Whole-time KMP (being a Director)**

- The Managing Director/Whole-time Directors are appointed for a fixed tenure as approved by the shareholders and such contracts are renewable upon expiry of the tenure subject to recommendation by the NRC/ Board and approval of the shareholders.
- The remuneration paid to Managing Director/Whole-time Directors is within the prescribed limits; if any as approved by the shareholders of AHL which includes fixed salary, perquisites, variable pay in the form of commission, other benefits and allowances, within the overall limit under Section 197 of

For ANSHU HOSPITALS LIMITED



E: info@sarvodayahospital.com | W: www.sarvodayahospital.com | SHRC Admin/01/01/02 Director/110DL1597PLC088209

**SARVODAYA HOSPITAL**

- Sector - 8, Faridabad
- Sector - 19, Faridabad
- Gaur City 2, Gr. Noida West

**SARVODAYA HEALTH CLINIC**

- GK Enclave 1, New Delhi
- Sector - 87, Greater Faridabad
- Krishna Nagar, Mathura

**SARVODAYA IMAGING CENTRE**

- Charak Palika Hospital, Moti Bagh, New Delhi
- NRCH Connaught Place, New Delhi

**SARVODAYA DIALYSIS CENTRE**

Faridabad | Rewari | Patwal | Hisar





the Companies Act, 2013. They are also eligible for stock options as per the scheme framed/ to be framed by AHL, from time to time, if any.

- Their annual increments shall be linked to their overall performance and as recommended by the NRC and approved by the Board, from time to time.

#### 4. Members of Senior Management, KMP (other than whole-time directors) and other employees

- Senior Management shall mean and include the following:
  - (a) Employees in the grade of Associate Vice President and above; and
  - (b) KMP's (other than Whole-time Directors).
- The key components of remuneration package of the Senior Management and other employees of AHL shall comprise of basic salary, dearness allowance, house rent allowance, transport allowance, ex-gratia, performance bonus, contribution to provident fund and superannuation fund, premium on medical insurance and personal accident insurance, scholarship for children, gratuity, leave travel allowance, leave encashment etc., which is linked to their grade, if any. They are also eligible for stock options as per the scheme framed/ to be framed by AHL, from time to time.
- The annual increments for the Senior Management and KMP (other than Whole-time Directors) and other employees shall be linked to their overall performance and as decided by the Managing Director in consultation with their reporting managers and Company's HR. The Board, on the recommendation of the NRC, shall also review and approve the remuneration payable to the Key Managerial Personnel of the Company.

#### 5. Disclosures in the Board's Report

- The disclosures as required under the relevant provisions of the Companies Act, 2013, rules made thereunder shall be made with regard to the remuneration details of the Directors, KMPs, Senior Management and other employees.
- This Policy shall be uploaded/ available on the website of the Company.

#### 6. Policy review

- This Policy may be amended, modified or supplemented from time to time to ensure compliance with any modification, amendment or supplementation to the Companies Act, 2013 and rules made thereunder the Memorandum and Articles of Association of the Company or as may be otherwise prescribed by the Board from time to time.
- The NRC may issue/ implement such guidelines, procedures, formats and/ or reporting mechanisms to enforce this Policy as it may deem fit.

#### 6. Composition of NRC Committee

- The Nomination and Remuneration Committee of the Board of Directors of the Company, comprises 3 (Three) Members having more than half are Independent Directors, namely:
  - a. CA Deepak Arora – Chairperson (Independent Director)
  - b. CA Kanika Chakrawarty – Member (Independent Director)
  - c. Dr. Rakesh Kumar Gupta - Member (Whole-time Director and Chairman of the company)

### ANSHU HOSPITALS LIMITED

Regd. Office: B-19, Ground Floor, Greater Kailash, Enclave-1, New Delhi-110048

Corp. Office: Sarvodaya Hospital & Research Centre, Sector-8, YMCA Road, Faridabad-121006(HR)

Email: [finance@sarvodayahospital.com](mailto:finance@sarvodayahospital.com); Website: [www.sarvodayahospital.com](http://www.sarvodayahospital.com); Ph: +0129 4184444

For ANSHU HOSPITALS LIMITED

*[Signature]*

Director No. U85110DL1997PLC088209

E: [info@sarvodayahospital.com](mailto:info@sarvodayahospital.com) | W: [www.sarvodayahospital.com](http://www.sarvodayahospital.com) | SHRC/Admin

#### SARVODAYA HOSPITAL

- Sector - 8, Faridabad
- Sector - 19, Faridabad
- Gaur City 2, Gr. Noida West

#### SARVODAYA HEALTH CLINIC

- GK Enclave 1, New Delhi
- Sector - 87, Greater Faridabad
- Krishna Nagar, Mathura

#### SARVODAYA IMAGING CENTRE

- Charak Pali Hospital, Moti Bagh, New Delhi
- NRCH Connaught Place, New Delhi

#### SARVODAYA DIALYSIS CENTRE

Faridabad | Rewari | Palwal | Hisar

