

Family Home Finance Private Limited

Nomination and Compensation Policy

Adopted/ Amendment	Board MeetingDate(s)
Adoption of the Policy	May 04, 2024
Amendment of the Policy	August 01, 2024

Last reviewed on July 25, 2025

INTRODUCTION:

The only vital value an enterprise has is the experience, skills, innovativeness and insights of its employees. Family Home Finance Private Limited (the "**Company**") believes in transparency in evaluating the performances of its Directors, Key Managerial Personnel's (**KMPs**), Senior Management and other employees of the Company and paying equitable Compensation to them. The Company recognizes its Directors, KMPs, Senior Management and its employees as an invaluable asset.

As a part of a good Corporate Governance and in compliance with the Section 178 and Schedule IV of the Companies Act, 2013 (the "**Act**") including all other applicable rules, regulations, guidelines and laws (including any amendments thereto or re-enactments thereof for the time being in force) and Guidelines issued by RBI on Compensation to KMPs and Senior Management in the NBFC dated April 29, 2022 ("**RBI Guidelines**"), the Board of Directors of the Company have reviewed and approved the adoption of Nomination and Compensation Policy of the Company (the "**Policy**").

The Company has constituted Nomination and Remuneration Committee ("**NRC**" or the "**Committee**"). The NRC shall comprise of at least three Directors, all of whom shall be Non-Executive Directors and at least half shall be Independent Directors.

1) OBJECTIVES OF THE POLICY:

The key objectives of the Policy inter-alia includes:

- a) To ensure that the level and composition of compensation is reasonable and sufficient to attract, retain and motivate Directors, KMP and Senior Managerial Personnel of the quality required to run the Company successfully;
- b) That the relationship of compensation (variable, fixed and bonus) is clear and meets appropriate performance benchmarks;
- c) That the Compensation to Directors, KMPs, and other employees of the Company 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;
- d) To formulate criteria for evaluation of annual performance of the Board of Directors and Members of Committees of the Board, KMPs, Senior Management and other employees of the Company and recommend compensation payable to them to the Board;
- e) Formulation of criteria for evaluation of Independent Directors and the Board;
- f) To lay the principles for fixed/ variable pay structures for Senior Management and KMPs.
- g) To guide the Board in relation to appointment and removal of Directors, KMPs and Senior Management.
- h) Identify persons who are qualified to become Directors and who may be appointed in Senior Management in accordance with the criteria laid down.

- i) To retain, motivate and promote talent and to ensure their sustainability.

3) **DEFINITIONS:**

- a) **'Act'** means the Companies Act, 2013 and the rules framed thereunder
- b) **'Board of Directors'** or **'Board'** in relation to a company, means the collective body of the directors of the Company
- c) **'Director'** means a director appointed on the Board of the Company
- d) **'Independent Director'** means an independent director referred to in sub-section (5) of Section 149 of the Act
- e) **'Key Managerial Personnel or KMP'** means
 - a) Managing Director, or Chief Executive Officer or Manager and in their absence a Whole-Time Director;
 - b) Chief Financial Officer;
 - c) Company Secretary; and
 - d) And other persons as may be identified by the Board of Directors.
- f) **'Policy'** means Nomination and Compensation Policy of the Company.
- g) **'Senior Management or Senior Managerial Personnel'** shall mean officers/personnel of the Company who are members of its core management team excluding Board of Directors and normally this shall comprise all members of management one level below the chief executive officer/managing director/whole-time director/manager (including chief executive officer/manager, in case they are not part of the Board) and shall specifically include the functional heads, by whatever name called and the company secretary and chief financial officer.

4) **APPLICABILITY OF THE POLICY**

This Policy is applicable to:

- a) Directors viz. Executive, Non-executive and Independent;
- b) Key Managerial Personnel; and
- c) Senior Management Personnel.

5) **NOMINATION AND REMUNERATION COMMITTEE OF THE BOARD:**

- a) The NRC of the Board shall comprise of at least three Directors, all of whom shall be Non-Executive Directors and at least two-thirds of the members shall be Independent Directors. The Chairperson of the Committee shall be an Independent Director.
- b) The Committee shall identify persons who are qualified to become Directors and who may be appointed in Senior Management in accordance with the criteria laid down;

- c) The Committee shall recommend to the Board the appointment and removal of the Directors and Senior Management of the Company and shall carry out evaluation of every Director's performance;
- d) The Committee shall formulate the criteria for determining the qualifications, positive attributes and independence of a director;
- e) The Chairperson of the Committee or in his/her absence any other member of the Committee as authorized by him/her in this behalf shall attend the General Meetings of the Company;
- f) The NRC shall monitor the implementation of this policy and shall timely review this policy and recommend amendment in the policy to the Board of Directors as and when required;
- g) The NRC will actively oversee the compensation system's design and operations to ensure that the system operates as intended and is also consistent with the principles outlined by the RBI;
- h) The NRC may work in close coordination with Risk Management Committee to achieve effective alignment between compensation and prudent risk-taking;
- i) The NRC shall ensure that the cost to income ratio of the Company supports the compensation consistent with maintaining sound capital adequacy ratio;
- j) The NRC shall have supervisory oversight regarding implementation of compensation practices and policies of the Company and Human Resource Department will administer the compensation policy by following rules and processes that are objective and transparent. The Company will ensure complete compliance with all disclosure norms as prescribed by the various statutes relevant to the Company and industry in general;
- k) The specific criteria for Malus and Claw back will be reviewed by the NRC annually; and
- l) The performance parameters and final payout for cash based incentives and share-linked incentives, if any, would be fixed by NRC/Board every year.

7) **VOTING**

- a) Matters arising for determination at Committee meetings shall be decided by a majority of votes of Members present and any such decision shall for all purposes be deemed a decision of the Committee.
- b) In the case of equality of votes, the Chairman of the meeting will have a casting vote.

8) **APPOINTMENT AND QUALIFICATION CRITERIA FOR DIRECTOR, KMP AND SENIOR MANAGEMENT:**

- a) The Committee shall identify and ascertain the integrity, qualification, expertise and experience of the person for appointment as Director, KMP or at Senior Management level and recommend to the Board his/ her appointment.
- b) A person should possess adequate qualification, expertise and experience for the position he/ she is considered for appointment. The Committee shall have the discretion to decide whether qualification, expertise and experience possessed by a person is sufficient/ satisfactory for the concerned position.
- c) Appointment of Independent Directors is subject to compliance of provisions of Section 149 of the Companies Act, 2013, read with Schedule IV and Rules thereunder.
- d) The Company shall not appoint or continue employment of any person as Managing Director or Whole-time Director who has attained the age of seventy years. Provided that the term of the person holding this position may be extended beyond the age of seventy years with the approval of shareholders by passing a special resolution based on the explanatory statement annexed to the notice for such motion indicating the justification for extension of appointment beyond seventy years.
- e) KMPs of the Company shall not hold any office (including directorships) in any other NBFC-Middle Layer or NBFC-Upper Layer except for directorship in the subsidiary company in pursuance to applicable SBR framework.
- f) An independent director shall not be on the Board of more than three NBFCs (NBFCs-Middle Layer or NBFCs-Upper Layer) at the same time. Further, the Board of the Company shall ensure that there is no conflict arising out of their independent directors being on the Board of another Company at the same time.

9) **REMOVAL**

Due to reasons for any disqualification mentioned in the Act or under any other applicable Act, rules and regulations there under, the Committee may recommend, to the Board with reasons recorded in writing, removal of a Director, KMP or Senior Management Personnel subject to the provisions and compliance of the said Act, rules and regulations.

10) **RETIREMENT**

The Director, KMP and Senior Management Personnel shall retire as per the applicable provisions of the Act and the prevailing policy of the Company. The Board will have the discretion to retain the Director, KMP, Senior Management Personnel in the same position/ Compensation or otherwise even after attaining the retirement age, for the benefit of the Company.

11) **EVALUATION OF EVERY DIRECTOR'S PERFORMANCE**

- a) The Nomination and Remuneration Committee shall carry out evaluation of performance of every Director at regular interval (yearly).
- b) The performance evaluation of the Directors of the Company shall be done by the Nomination and Remuneration Committee wherein the Director being evaluated shall not participate.

12) **TERM / TENURE**

I. Managing Director/Whole-time Director:

The Company shall appoint or re-appoint any person as its Executive Chairman, Managing Director or Executive Director for a term not exceeding five years at a time. No re-appointment shall be made earlier than one year before the expiry of term.

II. Independent Director:

- a. An Independent Director shall hold office for a term up to five consecutive years on the Board of the Company and will be eligible for re-appointment on passing of a special resolution by the Company and disclosure of such appointment/re-appointment in the Board's report.
- b. No Independent Director shall hold office for more than two consecutive terms, but such Independent Director shall be eligible for appointment after expiry of three years of ceasing to become an Independent Director. Provided that an Independent Director shall not, during the said period of three years, be appointed in or be associated with the Company in any other capacity, either directly or indirectly.

13) **SEPARATE MEETING OF INDEPENDENT DIRECTORS:**

The Independent Directors of the Company shall hold a separate meeting at least once in year without the attendance of Non-Independent Directors of the Board and Members of Management. All the Independent Directors of the Company shall strive to be present at the meeting.

The meeting shall review the performance of the Non-Independent Directors and the Board as a whole and the Chairperson of the Company taking into account the views of the Executive and Non-Executive Directors.

The meeting shall also assess the quality, quantity and timeliness of flow of information between the Company Management and the Board that is necessary for the Board to effectively and reasonably perform their duties.

14) **PROVISIONS RELATING TO COMPENSATION OF KMP AND SENIOR MANAGEMENT**

I. General:

- i. The remuneration / compensation / commission etc. to KMP and Senior Management Personnel will be determined by the Whole-time Director of the

Company and submit a report to the Board of Directors of the Company. The remuneration / compensation / commission etc. shall be subject to the prior/post approval of the shareholders of the Company, wherever required as per the applicable provisions.

- ii. In case of Managing Directors, Whole Time Directors and Managers, if any, increments to the existing remuneration / compensation structure may be recommended by the Committee to the Board, which shall be subject to necessary approval as per the provisions of the Companies Act, 2013, and the rules made there under for the time being in force .
- iii. Where any insurance is taken by the Company on behalf of its Managerial Person, KMP and any other employees for indemnifying them against any liability, the premium paid on such insurance shall not be treated as part of the remuneration payable to any such personnel. Provided that if such person is proved to be guilty, the premium paid on such insurance shall be treated as part of the remuneration.

II. Guidelines for Compensation to Managerial Person, KMP and Senior Management:

i. Fixed pay:

KMP and Senior Management shall be eligible for a monthly Compensation as may be approved by the Board on the recommendation of the Committee in accordance with the statutory provisions of the Companies Act, 2013, and the rules made there under for the time being in force. The break-up of the pay scale and quantum of perquisites including, employer's contribution to P.F., medical expenses, etc. shall be decided and approved by the Board on the recommendation of the Committee and approved by the shareholders, wherever required.

ii. Variable Pay:

The variable pay may be in the form of share linked instruments or a mix of cash and share-linked instruments. It shall be ensured that the share-linked instruments are in conformity with relevant statutory provisions.

The proportion of variable pay in total compensation needs to be commensurate with the role and prudent risk taking profile of KMPs/ senior management. At higher levels of responsibility, the proportion of variable pay needs to be higher. There should be proper balance between the cash and share-linked instruments in the variable pay in case the variable pay contains share linked instruments. The variable pay should be truly and effectively variable and can be reduced to zero based on performance at an individual, business-unit and companywide level. In order to do so, performance measures and their relation to compensation packages should be clearly defined at the beginning of the performance measurement period to ensure that the employees perceive the incentive mechanism.

The Committee post assessment of the performance shall approve the variable pay which may be paid immediately or certain portion of variable pay, as decided by

the Board of the company, may be deferred to time horizon of the risks Components and risk alignment. The portion of deferral arrangement may be made applicable for both cash and non-cash components of the variable pay. Deferral period for such an arrangement may be decided by the Board.

The Compensation of Key Managerial Personnel (KMPs) and senior management needs to be reasonable, recognising all relevant factors including adherence to statutory requirements and industry practices. The compensation packages may comprise of fixed and variable pay components aligned effectively with prudent risk taking to ensure that compensation is adjusted for all types of risks, the compensation outcomes are symmetric with risk outcomes, compensation pay-outs are sensitive to the time horizon of the risks, and the mix of cash, equity and other forms of compensation are consistent with risk alignment.

iii. **Guaranteed bonus:**

Guaranteed bonus may not be paid to KMPs and senior management. However, in the context of new hiring joining/sign-on bonus could be considered. Such bonus will neither be considered part of fixed pay nor of variable pay.

iv. **Minimum Compensation:**

If, in any financial year, the Company has no profits or its profits are inadequate, the Company shall pay Compensation to its Managerial Person in accordance with the provisions of Schedule V of the Companies Act, 2013 and if it is not able to comply with such provisions, with the prior approval of the Central Government.

v. **Provisions for excess Compensation:**

If any Managerial Person draws or receives, directly or indirectly by way of Compensation any such sums in excess of the limits prescribed under the Companies Act, 2013, where required, he / she shall refund such sums to the Company and until such sum is refunded, hold it in trust for the Company.

III. **Guidelines for Compensation to Non-Executive / Independent Director:**

i. **Compensation / Commission:**

The Compensation / commission shall be in accordance with the statutory provisions of the Companies Act, 2013, and the rules made there under for the time being in force.

ii. **Sitting Fees:**

The Non- Executive / Independent Director may receive Compensation by way of sitting fees for attending meetings of Board or Committee thereof. The Board of Directors shall finalise the amount of sitting which will be paid to the Directors. Further, the Board may modify said sitting fees from time to time.

Provided that the amount of such fees shall not exceed the maximum amount as provided in the Companies Act, 2013, per meeting of the Board or Committee.

iii. **Limit of Compensation /Commission:**

Compensation /Commission may be paid within the monetary limit approved by shareholders, subject to the limit not exceeding 1% of the net profits of the Company computed as per the applicable provisions of the Companies Act, 2013.

iv. **Stock Options:**

An Independent Director shall not be entitled to any stock option, if any, of the Company.

15) Control and assurance function personnel:

KMPs and senior management engaged in financial control, risk management, compliance and internal audit may be compensated in a manner that is independent of the business areas they oversee and commensurate with their key role in the company. Accordingly, such personnel may have higher proportion of fixed compensation. However, a reasonable proportion of compensation may be in the form of variable pay.

16) Malus / Clawback:

The deferred compensation may be subject to malus/clawback arrangements in the event of subdued or negative financial performance of the company and/or the relevant line of business or employee misconduct in any year. NRC shall identify the event of subdued or negative financial performance of the Company or any such events wherein immediate attention is required towards implementation Malus/Clawback arrangements. It shall be implemented with the approval of Committee. Compensation will be aligned to both financial and non-financial indicators of performance including controls like risk management, process perspective, customer perspective and others.

- Acts of gross negligence and integrity breach shall be covered under the purview of the compensation policy. Errors of judgment shall not be construed to be breaches under this note.
- The deferred part of the variable pay (performance bonus) will be subject to malus, under which, the Company will prevent vesting of all or part of the variable pay in the event of an enquiry determining gross negligence or integrity breach.
- Employees will be required to sign claw back agreements for the variable pay. In a claw back arrangement, the employee will agree to return, in case asked for, the previously paid variable pay to the Company in the event of an enquiry determining gross negligence or integrity breach, taking into account relevant regulatory stipulations.

The invocation of the malus and clawback clauses may be applicable on entire variable pay. While setting criteria for the application of malus / clawback, the Committee may also specify a period during which malus and/or clawback can be applied, covering at least the deferral and retention periods.

17) AMENDMENT IN POLICY:

The Company shall reserve the rights to make amended to the Policy from time to time as it deems fit in accordance with the applicable laws, rules and regulations for the time being in force.