

## **BAJAJ FINANCIAL SECURITIES LIMITED**

### **REMUNERATION POLICY**

#### **I. Criteria for Determining Qualifications, Positive Attributes & Independence of Director**

##### **1. Qualifications of Independent Director:**

An Independent director shall possess appropriate skills, experience and knowledge in one or more fields of finance, law, management, sales, marketing, administration, research, corporate governance, operations or other disciplines related to the Company's business.

##### **2. Positive attributes of Independent Directors:**

An independent director shall be a person of integrity, who possesses relevant expertise and experience and who shall uphold ethical standards of integrity and probity; act objectively and constructively; exercise his responsibilities in a bona-fide manner in the interest of the company; devote sufficient time and attention to his professional obligations for informed and balanced decision making; and assist the company in implementing the best corporate governance practices.

##### **3. Independence of Independent Directors:**

An Independent director should meet the requirements of the Companies Act, 2013 concerning independence of directors.

#### **II. Remuneration Policy for Directors, Key Managerial Personnel and other employees**

##### **A. NON-EXECUTIVE DIRECTORS (NEDs)**

NEDs may be paid a sitting fee for every meeting of the board or committee thereof attended by them as member, and/or commission at such rate as may be decided by the board, subject to maximum permissible under Companies Act, 2013 and other applicable laws.

NEDs may be paid commission up to an aggregate amount not exceeding 1% of the net profits of the Company for the year. The commission, if paid, shall be based on their attendance at the board and the committee meetings as member.

Additional commission, if paid, apart from commission referred to above, may be paid to non-executive directors as may be decided by the board of directors of the company from time to time, depending on the extra time and effort as may be devoted and contribution as may be made by the non-executive directors. The company has no stock options plans for directors and no payment by way of bonus, pension, incentives etc. shall be paid.

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**B. EXECUTIVE DIRECTOR (MANAGING DIRECTOR /WHOLE TIME DIRECTOR) OR MANAGER, KEY MANAGERIAL PERSONNEL & OTHER EMPLOYEES**

The objective of the policy is directed towards having a compensation philosophy and structure that will reward and retain talent.

i. Executive Directors (Managing Director /Whole Time Director)/Manager

The Remuneration to Executive Director (MD / WTD), if any, shall take into account the Company's overall performance, MD's /WTD's contribution for the same & trends in the industry in general, in a manner which will ensure and support a high performance culture. The remuneration shall subject to maximum permissible under Companies Act, 2013 and other applicable laws

The Remuneration to Directors, Key Managerial Personnel, Senior Management and other employees will a balance between fixed and incentive pay reflecting short and long term performance objectives appropriate to the working of the Company and its goals.

ii. Other Employees

The Remuneration to others will be such as to ensure that the relationship of remuneration to performance is clear and meets appropriate performance benchmarks.

iii. Employee Stock Options

As permissible under the provisions of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (as re-enacted), the permanent employees or directors (other than promoter directors and independent directors) of the Company shall be eligible for Stock Options pursuant to Employee Stock Option Scheme of the holding company or of the group company including subsidiary or associate Company.

The above criteria and policy are subject to review by the Board of Directors of the Company.

**FOR BAJAJ FINANCIAL SECURITIES LIMITED**

**Pune**  
**27 April 2026**

**CHAIRMAN**