

AEQUS LIMITED*

Policy on Remuneration of Directors, Key Managerial Personnel and Other Employees

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* Formerly known as Aequs Private Limited

REGULATORY FRAMEWORK

The policy on appointment and remuneration of Directors, Key Managerial Personnel and other employees ("the Policy") provides an underlying basis and guide for human resource management, thereby aligning plans for strategic growth of the Company.

The Policy has been prepared pursuant to the provision of Section 178(3) and 178(4) of the Companies Act, 2013 ("the Act") and Regulation 19(4) read with Part D of Schedule II of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations").

This Policy has been adopted by the Board of Directors at its meeting held on May 08, 2025 and shall be made effective immediately.

DEFINITIONS

1. 'Act' means the Companies Act, 2013 and Rules framed thereunder, as amended from time to time.
2. "Board of Directors" or "Board" means Board of Directors of the Company.
3. 'Committee' means the Nomination and Remuneration Committee.
4. 'Directors' means Directors of the Company.

All words and expressions used in this Policy, unless defined hereafter, shall have meaning respectively assigned to them under SEBI Listing Regulations and in the absence of its definition or explanation therein, as per the Companies Act, 2013 ("Act") and the Rules, Notifications and Circulars issued thereunder, as amended from time to time.

REMUNERATION TO EXECUTIVE DIRECTORS AND KEY MANAGERIAL PERSONNEL

- The Board, on the recommendation of the Committee, shall review and approve the remuneration payable to the Executive Directors of the Company within the overall limits approved by the shareholders.
- The Board, on the recommendation of the Committee, shall also review and approve the remuneration payable to the Key Managerial Personnel of the Company.

REMUNERATION TO NON- EXECUTIVE DIRECTORS

- The Board on the recommendation of the Committee shall review and approve the remuneration payable to the Non-Executive Directors of the Company subject to the ceiling limits and other conditions prescribed under the applicable laws; the Articles of Association of the Company and the approval of the shareholders of the Company.
- Non-Executive Directors are entitled to sitting fees for attending the meetings of the Board and the Committees thereof, as may be approved by the Board of Directors from time to time. The Non-Executive Directors are also entitled to profit-related commission in addition to the sitting fees, as may be approved by the Board of Directors in accordance with the applicable laws.

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 shall be determined within the appropriate grade and shall be based on various factors such as job profile, skill sets, seniority, experience and prevailing remuneration levels for equivalent jobs.

DISCLOSURES

The policy shall be uploaded on the website of the Company - www.aequs.com.

AMENDMENT

The Committee periodically shall review this Policy and shall also have the power to amend any of the provisions of this Policy, substitute any of the existing provisions with a new provision or replace this Policy entirely with a new Policy. The Committee may also establish further rules and procedures, from time to time, to give effect to the intent of this Policy.

In case of any modification / amendment / re-enactment of any existing acts, rules, regulations, guidelines etc. or an enactment of any new act, rules, regulations, guidelines, etc., which are inconsistent with this Policy, then such modified / amended / re-enacted provision or new provisions shall prevail over the Policy.

REFERENCE

- Section 178(3) and 178(4) of the Companies Act, 2013;
- Regulation 19(4) read with Part D of Schedule II of the SEBI Listing Regulations

VERSION HISTORY

Sr. No	Version	Approved by	Effective Date	Amendment Summary
1	1.0	Board of Directors at its meeting held on May 08, 2025	May 08 , 2025	-