**RELIABLE DATA SERVICES LIMITEDREMUNERATION POLICY**

**REMUNERATION POLICY**

The Remuneration Policy of RELIABLE DATA SERVICES LIMITED (the “Company”) is designed to attract, encourage and retain manpower in a competitive and international market. The policy reflects the Company's objectives for good corporate governance as well as sustained long-term value creation for shareholders.

The Remuneration Policy applies to the Company's senior management, including its Key Managerial Person and Board of Directors.

**Guiding principles**

The guiding principle is that the remuneration and the other terms of employment shall be competitive in order to ensure that the Company can attract and retain competent Executives.

- The remuneration policy reflects the overriding remuneration philosophy and principles of the Reliable Data Services Limited. When determining the remuneration policy and arrangements for Executive Directors/ KMP’s, the Remuneration

Committee considers pay and employment conditions with peers / elsewhere in the competitive market to ensure that pay structures are appropriately aligned and that level of remuneration remain appropriate in this context.

* The Committee while designing the remuneration package considers the level as well as composition of remuneration to be reasonable and sufficient to attract, retain and

Encourage the person to ensure the quality required to run the company successfully.

- The Remuneration Committee while considering a remuneration package must ensure a balance between fixed and incentive pay reflecting short and long term performance objectives appropriate to the working of the company and its goals.

* The Committee considers that a successful remuneration policy must ensure that a significant part of the remuneration package is linked to the achievement of corporate performance targets.

**Reward principles and objectives**

Our remuneration policy is guided by set of principles and objectives as more fully and particularly envisaged under section 178 of the Companies Act 2013, interalia principles pertaining to determining qualifications, positives attributes, integrity and independence etc.

**Reward policies**

**Attract and retain:** Remuneration packages are designed to attract high-caliber executives ina competitive global market and remunerate executives fairly. The remuneration shall be competitive and based on the individual responsibilities and performance.

**Executive Remuneration – Board of Management**

Executive remuneration is proposed by the Committee and subsequently approved by the Board of Directors. Executive remuneration is assessed annually against performance and a benchmark of international companies, which in size and complexity are similar to RELIABLE DATA SERVICES LIMITED Benchmark information is obtained from internationally recognized compensation service consultancies. In determining packages of remuneration, the Committee may also consults with the Chairman/ Managing Director as appropriate Total remuneration shall be comprised as follows:

* A **fixed base salary**, set at a level aimed at attracting and retaining executives with

Professional and personal competences required to drive the Company's performance.

**-term incentives**, based on the achievement of a number of individual, pre-defined financial and strategic business targets recommended by the Committee and approved by the Board of Director

* **Pension contributions**, made in accordance with applicable laws and employmentagreements.
* **Severance payments** in accordance with termination clauses in employmentagreements.

**Disclosure of Information**

Information on the total remuneration of members of the Company's Board of Directors, Executive Board of Management and senior management may be disclosed in the Company's annual financial statements. This includes any deferred payments and extraordinary contracts during the preceding financial year.

**Approval of the Remuneration Policy**

This Remuneration Policy shall apply to all future employment agreements with members of Company's Senior Management including Key Managerial Person and Board of Directors.

 The Remuneration Policy is binding on BOD .In other words the Remuneration Policy shall be for guidance of Board of Directors and any material departure from Policy shall be recorded in Minutes of Board Meeting.

**Dissemination**

The Company's Remuneration Policy shall be published on its website.