



CHETANA EDUCATION LIMITED

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**POLICY RELATING TO REMUNERATION OF THE DIRECTORS, KEY MANAGERIAL
PERSONNEL AND OTHER EMPLOYEES**

I. DEFINITIONS:

- a. This remuneration policy provides a framework for remuneration to be paid to the members of the Board of Directors (“Board”), Key Managerial Personnel (“KMP”) and Senior Management Personnel (“SMP”) of the Company (KMP and SMP are collectively referred to the “Executives”).
- b. Key Managerial Personnel (“KMP”) means personnel of the Company who have been appointed as such in terms of the provisions of Section 203 of the Companies Act, 2013 and the rules made there under.
- c. Senior Management Personnel (“SMP”) means personnel of the Company who are members of its core management team excluding Board of Directors comprising of all members of management one level below the executive directors, including the functional heads.
- d. The expression Other Employees mean all Employees of the Company other than Directors (Board), Key Managerial Personnel(s)(KMPs)& Senior Management Personnel(s)(SMPs).

II. AIMS & OBJECTIVE:

- a. The remuneration policy aims that the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate Directors, Executives and Other Employees of the quality required to run the Company successfully;
- b. The remuneration policy aims that the relationship of remuneration to performance is clear and meets appropriate performance benchmarks;
- c. The remuneration policy aims that the remuneration to Directors, Executives and Other Employees involves a balance between fixed and variable pay reflecting short and long-term performance objectives appropriate to the working of the Company and its goals and
- d. The remuneration policy seeks to enable the Company to provide a well-balanced and performance related compensation package, taking in to account shareholder interests, industry standards and relevant Indian corporate regulations.