



QUESS CORP LIMITED

NOMINATION AND REMUNERATION POLICY

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- I. **CONTEXT** The purpose of this policy is set over principles, parameters and Governance framework of the remuneration for Directors, KMPs and Senior Management Personnel.

- II. This policy will assist the Board to fulfill its responsibility towards attracting, retaining and motivating the Directors, KMPs, and Senior Management Personnel and reasonable remuneration in line with the Corporate and Individual performance.

- III. This document outlines following policies/guidelines:
 - A. Performance Evaluation of Directors
 - B. Remuneration principles

- IV. Evaluation of Directors & KMP's and Senior Managerial Personnel:

For the purpose of determining remuneration the Nomination and Remuneration Committee shall evaluate depending on the Company' profitability in line with the thresholds prescribed under the Companies Act, 2013 . The remuneration shall be a mix of fixed and variable pay/long-term pay reflecting short and long-term performance objectives appropriate to the working of the Company and its strategic goals