

## Remuneration Policy of Directors, KMP and other employees:

<b>Particulars of Policy</b>
<b><i>Executive Directors:</i></b> <i>The Remuneration of Managing Director, PMHBL will be governed as per the terms of deputation of the Promoter Company which has nominated the Managing Director.</i>
<b><i>Non-Executive Directors:</i></b> <i>The non-executive Directors on the Board are executives of PSU ie ONGC/ HPCL/ MRPL and shall neither be eligible for sitting fee nor any other remuneration from the Company.</i>
<b><i>Independent Directors:</i></b> <i>The Independent Directors shall be entitled to sitting fees for attending the meetings of the Board and the Committees thereof as per following details:</i> <i>- Rs. 10,000/- per day for meeting of Board of Directors.</i> <i>- In case Committee meetings are on the same day as Board meeting, No sitting fee for the Committee meeting. Otherwise Rs. 5,000/- per day for Committee meeting.</i>
<b><i>Remuneration to KMP and other employees:</i></b> <i>KMP and other 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 approved grade and shall be based on various factors such as job profile, skill sets, seniority, experience etc.</i>

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