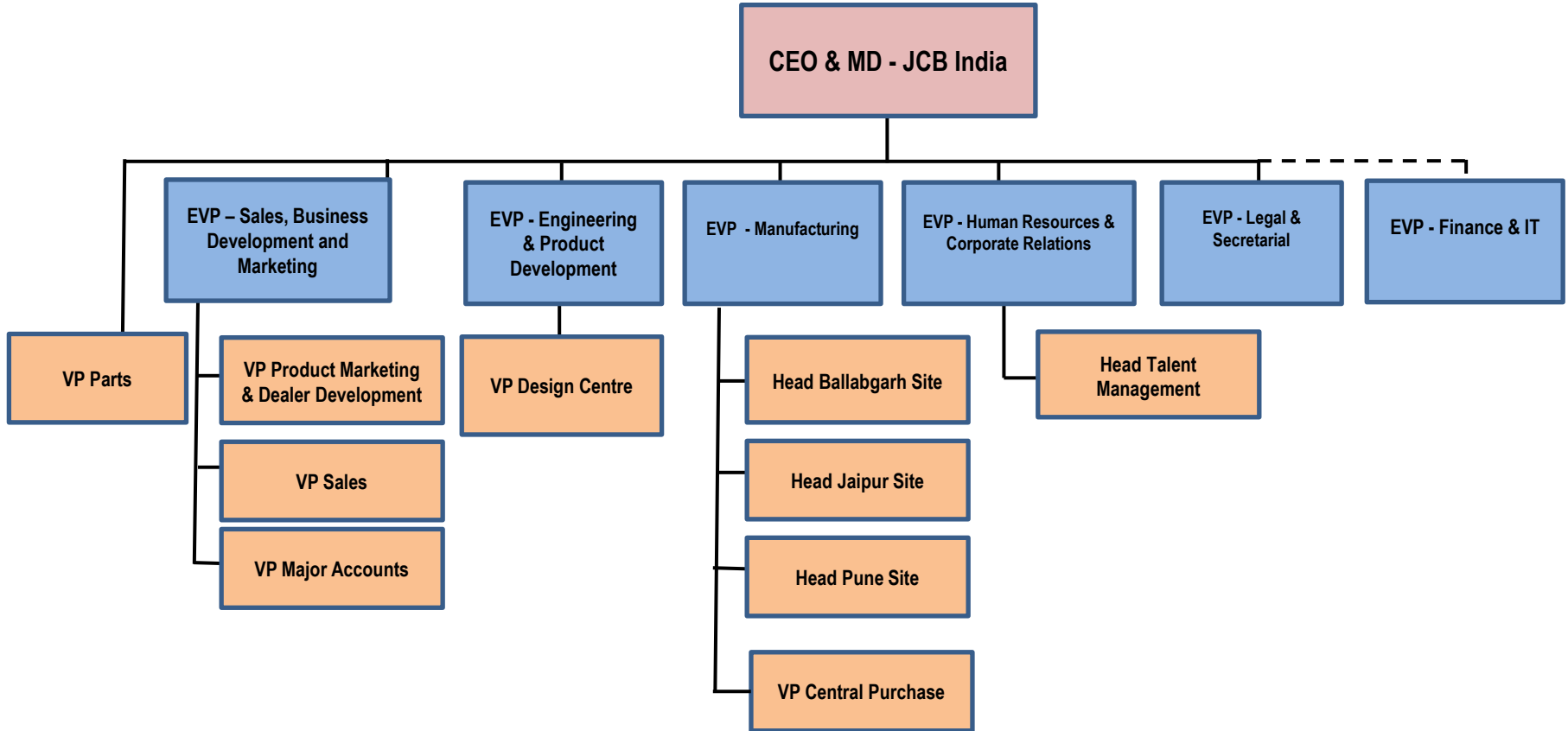


JCB India Ltd. Remuneration Policy

- Nomination & Remuneration Committee of Directors of JCB India constituted by the Board of Directors at its meeting held on 25th March, 2015
- The Committee to perform such functions and activities as stipulated under Section 178 of the Companies Act, 2013
- Pursuant thereto, the Committee is required, inter alia, to recommend to the Board a policy relating to remuneration for the directors, key managerial personnel and other employees.
- The Committee shall, while formulating the remuneration policy, ensure that –
 - Level & composition of remuneration is reasonable and sufficient to attract, retain and motivate directors of the quality required to run the company successfully;
 - Relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and
 - Remuneration to directors, key managerial personnel and senior management involves 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 Policy is required to be disclosed in the Board's Report

- To be able to attract & retain the Best Talent
- Pay for Person, Position and Performance
- High Performers and High Potentials positioned between 75th – 90th percentile of the market
- Benchmark with similar type of industry and similar size of companies
- The compensation structure in line with best in the industry

Remuneration Policy - Coverage



- Total Annual Compensation includes
 - Annual Fixed Salary
 - Includes Basic Salary, Allowances and Retirals
 - Performance Variable Pay (PVP)
 - PVP as % of Annual Fixed Salary
 - PVP Structure
 - 60% of PVP is linked to company objectives
 - 40% of PVP is linked to Individual Objectives