

Ref No. VRX-HO/HR Policy/021B

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Remuneration & Benefit Policy (Version - 2)

The Remuneration Strategy of Vision Rx Lab Pvt. Ltd. is designed to attract and retain high quality talent that gives each of its businesses a unique competitive advantage and enables the Company to achieve its objectives. Vision Rx Lab Pvt. Ltd.'s Remuneration Strategy is a key and integral component of the broader Human Resource Strategy of the Company and, while focusing on remuneration and related aspects of Performance Management, Vision Rx Lab Pvt. Ltd. and its concerned officials is aligned with reinforcing the value propositions of a superior quality of work-life balance. The Compensation approach endeavors to align each employee with the Company's goal and Business Target which is linked with individual employee's capability and aspirations.

Policy :

1. To ensure that its Remuneration practices support and encourage meritocracy.
2. To ensure that Remuneration is market-led and takes into account the competitive context of each business.
3. To leverage Remuneration as an effective instrument to enhance performance and therefore, to link a significant component of remuneration to both individual and collective performance outcomes.
4. To adopt a comprehensive approach to Remuneration in order to support a superior quality of personal and work life, combining both cash and non-cash components / benefits, in a manner so as to judiciously balance short term with long term priorities.
5. To design Remuneration practices such that they reinforce values and culture of Vision Rx Lab Pvt. Ltd. and to implement them in a manner that complies with all relevant regulatory requirements.

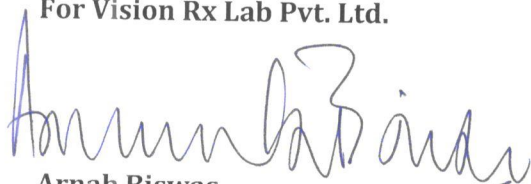
Remuneration of Management Staff

1. Remuneration of Management Staff is business-specific and approved by the Corporate Management Committee on the recommendation of the Business and Corporate Human Resources.
2. Remuneration is reviewed and revised periodically, when such a revision is warranted by the market. The quantum of revision is linked to market trends, the competitive context of the business, as well as the track record of the individual manager.
3. Variable Pay in the form of Annual Performance Pay cognizes for the performance rating of the individual manager, the performance of the Business and the overall performance of the Company.

Remuneration of Non-Management Employees

1. Remuneration of non-management employees is market-led, business specific competency based, leverages performance and is approved by the Management Committee of the Business.
2. Remuneration, comprising fixed and variable components, is arrived at based on benchmarking with region-cum-industry practices and cognizing for market dynamics, competitiveness of the unit / plant, overall performance of the business, availability of skills, inflation / cost of living and the impact of cost escalation and productivity gains on present and future competitiveness.
3. All statutory benefits are properly embedded in the salary structure.

For Vision Rx Lab Pvt. Ltd.



Arnab Biswas

Chief Human Resource Officer