

Policy Title	Policy on Executive Compensation	Approving Authority	Any Director or Chief Human Resources Officer or Compliance Officer
Organization	Human Resources Team		
Entity	Nexus Select Mall Management Private Limited (formerly known as Nexus India Retail Management Services Private Limited) (“Manager”) in its capacity as manager of Nexus Select Trust		
Responsibility for ensuring Compliance	Chief Human Resources Officer		

Objective	The aim of this policy is to provide guidelines on executive compensation.
Scope	This policy applies to business activities which are managed by Nexus Select Trust.
Definition	Payment or reward received for services or employment is referred to as employee compensation. This comprises a base salary plus extra amounts such as those based on years of service, bonuses (including cash and equity in the form of stocks and shares), benefit payments, overtime, time owing, and any other allowances (such as transportation, living and childcare allowances).
Policy Statements	<p>At Nexus Select Trust, all our employees work in a comfortable and friendly environment. We aim to provide a competitive compensation and a variety of benefits to our employees to attract and retain the finest talent and keep them motivated to contribute their best to the company.</p> <p>We strive to incorporate the following in our business operations:</p> <ul style="list-style-type: none"> • The Company shall provide to all full-time employees a two-day special leave for emergencies or social work, as well as a leave travel allowance and reimbursement for mobile phone usage. • On certain occasions, we shall provide monetary rewards to our employees. • We aim to offer medical insurance to our employees to protect them from the financial burden of medical expenditures. In addition, we shall offer medical insurance for COVID -19 related expenses to the employees. • We remain in touch with our employees during their parental leave to encourage them to return to work.
Reporting	Nexus Select Trust intends to consistently monitor the implementation of this policy. We are committed to establish suitable procedures and infrastructure to meeting this compliance.
Execution and Review	<p>Execute: The Human Resource department shall have the primary responsibility to execute and implement the directives as per this policy.</p> <p>Review: The Human Resource and management shall review the implementation of this policy supplement and adopt suitable procedures to support compliance.</p> <p>This policy shall be reviewed annually to ensure its effective implementation and amendments</p>

Version	Drafted by	Approved by	Effective from
1.0	Human Resources	Chief Human Resources Officer	1st April 2022
1.1	Human Resources	Chief Human Resources Officer	20th Sept, 2022

