

The Calcutta Stock Exchange Ltd.

7, Lyons Range, Kolkata - 700 001
Phone : +91 33 4025 3000, Fax : +91 33 4025 3030 / 3017
Website : www.cse-india.com, E-mail : cseadm@se-india.com
CIN: U67120WB1923PLC004707

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NOTICE

Key Managerial Persons (KMPs) of the Exchange are hereby informed that compensation and tenure of KMPs have been specified in Clause-27(2) and (3) of SECC Regulations, 2018 and a Policy has been adopted by the Nomination & Remuneration Committee of the Exchange by following the aforesaid clause where are quoted below for compliance of the KMPs of the Exchange :-

As per the policy, the NRC fixed the actual Variable Pay in each year depending upon his performance level at such amount and at such percentage in comparison to the performance level to the employees in similar ranks, subject to condition that the final Variable Pay shall not exceed one-third of final Total Pay for the respective year as stipulated by SEBI. 50% of the amount so decided shall be payable on deferred basis after three years, subject to malus and claw back arrangements.

In line with the above policy, NRC approved that variable pay of the KMP will on the basis of above principles and amount will be calculated as in the following manner :-

0.1% of Operational profit or 0.1% of net profit which ever is lower and the amount should not exceed 1% of the annual gross pay of the respective KMP. Gross pay for this purpose is the gross salary as per the Form-16 filed with Income Tax.

Amount of variable pay based on the above basis, may be paid at the time of approval of annual accounts by the Audit Committee/Board.

The above notice is being issued for strict compliance of the provisions as contained in Clause-27(2) and (3) of SECC Regulations, 2018 by the KMPs.



Dhiraj Chakraborty

Compliance Officer

The Calcutta Stock Exchange Limited