

Policy on Remuneration

Vidullanka PLC's Remuneration Policy establishes guidelines for executive and non-executive compensation, aligning with strategic goals and performance metrics. It outlines components like base salary, bonuses, and incentives, ensuring fairness and transparency while considering market standards and regulatory compliance. According to the **Rule 9.12.1**, Vidullanka PLC mandates that the Chairperson must be a Non-Executive Director and that the roles of Chairperson and CEO cannot be held by the same individual, ensuring a clear separation of powers within the entity's governance structure.

Remuneration Committee

- Vidullanka PLC establishes and maintains a Remuneration Committee that adheres to the standards according to **Rule 9.12.2**. This ensures that entities comply with the prescribed composition, responsibilities, and disclosure requirements related to remuneration committees as set forth in the regulations.
- The Remuneration Committee of Vidullanka PLC develops a formal and transparent procedure for determining executive directors' and senior management remuneration policies and setting individual director remuneration packages as per **Rule 9.12.3**. It emphasizes that no director should be involved in deciding their own remuneration, ensuring impartiality and fairness in the process.
- According to the **Rule 9.12.4**, Vidullanka PLC mandates that remuneration for non-executive directors should be based on a policy that upholds non-discriminatory pay practices, safeguarding their independence and to have written terms of reference outlining its scope, authority, duties, and meeting quorum, ensuring transparency and accountability in its operations as per the **Rule 9.12.5**.
- Vidullanka PLC comprises a minimum of three (03) directors, with two (02) being independent directors according to **Rule 9.12.6** which dictates the composition of Remuneration Committee and the Executive Directors are precluded from Committee membership.
- The Remuneration Committee of Vidullanka PLC is tasked with recommending executive directors' and senior management remuneration to the board, while also having the authority to engage external consultants for advice on remuneration matters according to **Rule 9.12.7**.
- The annual report of Vidullanka PLC discloses the names of the Remuneration Committee's chairperson and members, along with their directorship details, the remuneration policy statement, and the aggregate remuneration of executive and non-executive directors and senior management as per the **Rule 9.12.8**