

RAMESHWARAM CAPITAL MARKET

INCENTIVE POLICY FOR EMPLOYEES

This policy is applicable for the employees of RAMESHWARAM CAPITAL MARKET. Our employee incentive policy explains how our company distributes incentives to employees. We want to reward employees whenever possible, since we all contribute to our company's success with our hard work. This policy clarifies how we choose which employees to reward and how we calculate incentive amounts.

Every month the Directors will shortlist the employees basis their performance who will be eligible to receive the incentives.

The performance will be measured for each individual employee basis the job profile, and how efficiently the work is performed.

Incentive may vary depending on the company's performance and other factors.

The policy will be reviewed every year.

Policy last reviewed on September 1, 2025.