



Corporate Announcement

Date: January 29, 2024

Re: Intimation pursuant to Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations")

Dear Sir / Madam,

Please be informed that the Board of Directors in its meeting held today i.e. January 29, 2024 has, with a view to ensure that compensation and wealth creation of the senior leadership of the Company and the Company's directors are tied to the performance and prospects of the Company, preliminarily decided to create a new share based benefits scheme (sweat equity / ESOP / or any other efficient share based benefit instrument), in compliance with the applicable provisions of the Securities Exchange Board of India (Share Based Employee Benefits and Sweat Equity), Regulations, 2021 ("**SEBI SBEB Regulations**") and authorised the Nomination and Remuneration Committee of the Board ("**NRC**") to appoint one of the big four consultancy / audit / legal firms for evaluating all options, available to the Company, its implications etc. On the basis of such evaluation, the appointed firm would advise the NRC on the best methodology to create a sweat equity / ESOP / any other efficient share based benefit instrument pool covering directors /senior leadership team of the Company, within the applicable regulations, up to 5% of equity or any such amount as may be deemed more appropriate. Upon receipt of such evaluation from the appointed firm, NRC would submit its recommendation to the Board.

The Scope of work of the appointed firm would be to recommend a performance linked benefits scheme tied to achievement of milestones based on, but not restricted to, one or more of the following:

- Company's profits
- Company's market capitalization and stock performance
- Disbursals and retail distribution franchise strength
- Corporate governance standards and regulatory compliance

The appointed firm will take into consideration:

- Practices adopted by the peer companies
- Impact on financials and taxation implications
- Benchmarking with best HR practices
- Compliance with applicable legal and regulatory norms

We request you to take the above on record and disseminate the same on your website.

Thanking you,

Yours truly

for **Indiabulls Housing Finance Limited**