

## **Hawkins Cookers Limited Remuneration Policy**

The Remuneration Policy of Hawkins Cookers Limited (the “Company”) is designed to attract, motivate and retain suitable manpower in a competitive market. The policy is aligned with the Company’s mission, which states: “Our single-minded determination to please customers drives the kind of people we employ and promote...”

The Remuneration Policy applies to all employees of the Company including senior management and the Board of Directors.

The guiding principle is that the remuneration and the other terms of employment or engagement shall be such that the Company can attract and retain competent persons and evoke their best efforts in the interest of the Company. The Company, while designing the remuneration package, shall ensure its level and composition to be reasonable and sufficient for the said purpose.

The Remuneration package for each person shall be designed keeping a balance between fixed remuneration and profit and performance-linked incentives in order to achieve corporate performance targets.

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