Shemaroo Entertainment Limited

Composite Policy – Nomination & Remuneration, Board Succession & Diversity and Performance Evaluation

INTRODUCTION:

The Nomination & Remuneration Committee as formed by the Board of Directors of Shemaroo Entertainment ("Company") pursuant to Section 178 of Companies Act, 2013 and amendments thereof read with Regulation 19 of the SEBI Listing Regulations and amendments thereof has the following responsibility:

a) formulation of the criteria for determining qualifications, positive attributes and independence of a director and recommending to the board of directors a policy relating to, the remuneration of the directors, key managerial personnel and other employees;
b) formulation of criteria for evaluation of performance of independent directors and the board of directors;
c) devising a policy on diversity of the board of directors;
d) identifying persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down and recommend to the board of directors their appointment and removal;
e) whether to extend or continue the term of appointment of an independent director, on the basis of the report of performance evaluation of independent directors;
f) recommend to the board, all remuneration, in whatever form, payable to senior management.

This Composite Policy for Nomination & Remuneration, Board Succession & Diversity and Performance Evaluation ("Composite Policy") lays down the criteria for each of the responsibilities of the NRC as given herein above and the NRC shall be guided by the said Composite Policy while discharging its duties on behalf of the Company.

DEFINITIONS:

i. "Nomination and Remuneration Committee" or "Committee" means the Committee of the Board constituted/re-constituted, from time to time, under the provisions of Regulation 19 of the LODR Regulations and Section 178 of the Companies Act, 2013, as amended.

ii. "Board of Directors" or "Board" means the board of directors of the Company as constituted/re-constituted, from time to time.

iii. "Companies Act" means the Companies Act, 2013 and the rules framed there under, each as amended.

iv. "Policy" means this succession policy.

v. "KMP" or "Key Managerial Personnel" means:
- the chief executive officer or the managing director or the manager;
- the company secretary;
- the chief financial officer;
- the whole-time director;
- such other officers, not more than one level below the Directors who is in whole-time employment,

designated as key managerial personnel by the Board; and
- such other officer as may be prescribed under the Companies Act.

vi. "LODR Regulations" means the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.

vii. "Senior Management" shall have the meaning ascribed to the term in Regulation 16(1)(d) of the Listing Regulations.

viii. "Stock Exchange(s) shall mean the BSE Limited and National Stock Exchange of India Limited.

THE COMPOSITE POLICY IS DIVIDED INTO 3 PARTS:

A) Nomination, Succession & Board Diversity.
B) Performance Evaluation of the Board & Individual Directors.
C) Guidelines for determining Remuneration.

PART A: NOMINATION & REMUNERATION COMMITTEE, SUCCESSION & BOARD DIVERSITY

Committee Members:

The Nomination and Remuneration Committee comprises of the following Directors:

NAME	CATEGORY	DESIGNATION
Mr. Rajen Gada	Independent Director	Chairman
Mr. Sunil Kumar Bansal	Independent Director	Member
Ms. Kashmira Nilesh Dedhia	Independent Director	Member

The quorum for the Meeting of the Nomination and Remuneration Committee shall either be two members or one third of the total strength of the Committee, whichever is higher (including at least one independent director in attendance.

Frequency of Meetings:

The meeting of the Committee shall meet at least once a year or as may be required.

Nomination Duties:

The duties of the Committee in relation to nomination matters include:

- Ensuring that there is an appropriate induction in place for new Directors and members of Senior Management and reviewing its effectiveness;
- Ensuring that on appointment to the Board, Non-Executive Directors receive a formal letter of appointment in accordance with the Guidelines provided under the Act;
- Identifying and recommending Directors who are to be put forward for retirement by rotation.
- Determining the appropriate size, diversity and composition of the Board;

- Setting a formal and transparent procedure for selecting new Directors for appointment to the Board;
- Developing a succession plan for the Board and Senior Management and regularly reviewing the plan;
- Evaluating the performance of the Board members and Senior Management in the context of the Company's performance from business and compliance perspective;
- Making recommendations to the Board concerning any matters relating to the continuation in office of any Director at any time including the suspension or termination of service of an Executive Director as an employee of the Company subject to the provision of the law and their service contract;
- Delegating any of its powers to one or more of its members or the Secretary of the Committee;
- Recommend any necessary changes to the Board; and
- Considering any other matters, as may be requested by the Board.

Appointment Criteria and Qualifications:

a. The Committee shall identify and ascertain the integrity, qualification, expertise and experience of the person for appointment as Director, KMP or at Senior Management level and recommend to the Board his / her appointment.

b. A person should possess adequate qualification, expertise and experience for the position he / she is considered for appointment. The Committee has discretion to decide whether qualification, expertise and experience possessed by a person is sufficient / satisfactory for the position concerned.

c. The Company shall not appoint or continue the employment of any person as Whole-time Director who has attained the age of seventy years. Provided that the term of the person holding this position may be extended beyond the age of seventy years with the approval of shareholders by passing a special resolution based on the explanatory statement annexed to the notice for such motion indicating the justification for extension of appointments beyond seventy years.

d. The Company shall take a prior approval of the Members by way of a Special Resolution for appointment / continuation of appointment of any Non-Executive Director who has attained the age of 75 (Seventy-Five) years.

Term / Tenure:

Managing Director / Whole-time Director:

The Company shall appoint or re-appoint any person as its Executive Chairman, Managing Director or Executive Director for a term not exceeding five years at a time. No re-appointment shall be made earlier than one year before the expiry term.

Independent Director:

- An Independent Director shall hold office for a term up to five consecutive years on the Board of the Company and will be eligible for re-appointment on passing of a special resolution by the Company and disclosure of such appointment in the Board's report.

- No Independent Director shall hold office for more than two consecutive terms, but such Independent Director shall be eligible for appointment after expiry of three years of ceasing to become an Independent Director. Provided that an Independent Director shall not, during the said period of three years, be appointed in or be associated with the Company in any other capacity, either directly or indirectly.

- At the time of appointment of Independent Director it should be ensured that number of Boards on which such Independent Director serves is restricted to seven listed companies as an Independent Director and three listed companies as an Independent Director in case such person is serving as a Whole-time Director of a listed company or such other number as may be prescribed under the Act.

Removal:

Due to reasons for any disqualification mentioned in the Act or under any other applicable Act, rules and regulations there under, the Committee may recommend to the Board with reasons recorded in writing, removal of a Director, KMP or Senior Management Personnel subject to the provisions and compliance of the said Act, rules and regulations.

Retirement:

The Director, KMP and Senior Management Personnel shall retire as per the applicable provisions of the Act and the prevailing policy of the Company. The Board will have the discretion to retain the Director, KMP, Senior Management Personnel in the same position/ remuneration or otherwise even after attaining the retirement age, for the benefit of the Company.

Succession Planning Policy (Board, KMP & Senior Management):

The Nomination and Remuneration Committee (“Committee”) shall ensure an orderly and structured succession planning process for the Board of Directors, Key Managerial Personnel (“KMP”) and Senior Management, to maintain continuity in leadership and operations.

The Committee shall identify and evaluate suitable candidates, either from internal talent or external sources, for appointment at the Board, KMP and Senior Management levels. Such evaluation shall be based on qualifications, experience, track record, integrity and alignment with the Company’s strategic objectives.

The Committee shall periodically review potential vacancies arising due to retirement, resignation, business expansion or organisational restructuring, and assess the availability of a robust talent pipeline. The Committee may recommend or oversee the development of internal talent pools to ensure leadership continuity.

The appointment, re-appointment or removal of Directors, KMP and Senior Management shall be recommended by the Committee and approved by the Board, in accordance with the provisions of the Companies Act, 2013, SEBI Listing Regulations and other applicable laws.

Senior leadership development shall be supported through identification of high-potential employees and implementation of structured training, mentoring and succession readiness programs under the guidance of the Managing Director, Executive Directors and Head – Human Resources.

Emergency Succession:

In the event of an unforeseen vacancy at the Board, KMP or Senior Management level, the Committee or Executive Directors shall take immediate steps to ensure continuity of leadership, including identification and appointment of a suitable interim or permanent replacement, as may be required.

In case of temporary absence of any executive, an appropriate interim arrangement shall be made by assigning responsibilities to the immediate subordinate or any other competent individual, as determined by the Managing Director or the Committee, until the incumbent resumes duties.

Board Diversity – Review, Monitoring and Reporting:

The Nomination and Remuneration Committee ("Committee") shall periodically review and monitor the implementation and effectiveness of the Board Diversity Policy and recommend any modifications to the Board for its consideration and approval.

The Committee shall, inter alia, ensure that the Board comprises an optimum mix of directors in compliance with the Articles of Association of the Company, the Companies Act, 2013 and the SEBI Listing Obligations and Disclosure Requirements Regulations, 2015, and that it maintains an appropriate balance of diversity in terms of skills, experience, expertise, gender, age and background.

The Committee shall periodically assess the extent to which the required competencies and diversity attributes are represented on the Board and make recommendations relating to Board composition and succession planning, including succession to the position of Chairperson, to ensure continuity, effectiveness and diversity.

The Committee shall report to the Board on initiatives undertaken to enhance Board diversity, monitor progress against diversity objectives, and provide recommendations for improvement, where necessary. It shall also ensure that details of Board composition and diversity are appropriately disclosed in the Corporate Governance Report in accordance with applicable laws.

PART B- PERFORMANCE EVALUATION POLICY OF BOARD OF DIRECTORS

The Policy is based on the SEBI circular dated January 5, 2017, which provides further clarity on the process of board evaluation ("SEBI Guidance Note").

The Policy has been framed with an objective to ensure individual directors of the Company ("Directors") and the Board as a whole, work efficiently and effectively in achieving their functions, for the benefit of the Company and its stakeholders. Accordingly, the Policy provides guidance on evaluation of the performance, on an annual basis, of:

(i) individual Directors (including the Chairperson and independent directors of the Company ("Independent Directors"));

(ii) the Board as a whole; and

(iii) various committees of the Board ("Board Committees")

Above evaluation, the Directors who are subject to evaluation shall not participate. Such evaluation be based on the criteria stated in forms as per **Annexure -I**.

Manner of Evaluation:

Evaluation of Individual Directors

a. Performance of individual Directors of the Company (including the Chairperson and Independent Directors) shall be evaluated, on an annual basis, by: (i) the Board as a whole (excluding the Director being evaluated); and (ii) the Nomination and Remuneration Committee.

b. In carrying out its evaluation, the Board and/ or the Nomination and Remuneration Committee, shall keep in mind the evaluation parameters set out in Annexure 1 with respect to all Directors other than the Independent Directors and Chairperson; with respect to the Independent Directors; and with respect to the Chairperson of the Company

c. While evaluating the performance of individual Directors, the Nomination and Remuneration Committee shall always consider the appropriate benchmarks set as per industry standards, the performance of the individual Director, the performance of the Company and the role of the individual Director within the Company. Further, the Nomination and Remuneration Committee shall determine whether to extend or continue the term of appointment of each Independent Director, on the basis of the report of performance evaluation of Independent Directors.

d. In addition, the Independent Directors shall hold a meeting at least once in any given year, without the presence of the non-Independent Directors of the Company, to review the performance of: (i) such non-Independent Directors in accordance with the evaluation parameters set out in Annexure 1; and (ii) the Chairperson of the Company, taking into account the views of executive Directors and non-executive Directors, and the evaluation parameters set out in Annexure ; All Independent Directors shall strive to attend such meeting.

Evaluation of the Board:

e. The Board shall, on an annual basis, evaluate its own performance keeping in mind the evaluation parameters set out in Annexure I.

f. In addition, the Independent Directors, in the meeting referred to in paragraph d above, without the presence of the non-Independent Directors of the Company, shall (i) review the performance of the Board as a whole in accordance with the evaluation parameters set out in Annexure I; and (ii) assess the quality, quantity and timelines of flow of information between the management of the Company and the Board that is necessary for the Board to effectively and reasonably perform its duties. Evaluation of the Board Committees.

g. The Board shall, on an annual basis, evaluate the performance of each Board Committee as per the evaluation parameters set out in Annexure I.

h. In addition, the Independent Directors, in the meeting referred to in paragraph d above, without the presence of the non-Independent Directors of the Company, shall (i) review the performance of the Committees as a whole in accordance with the evaluation parameters set out in Annexure I; and (ii) assess the quality, quantity and timelines of flow of information between the management of the Company and the Board Committees that is necessary for the Board to effectively and reasonably perform its duties.

Evaluation of the Key Managerial Personnel/ Senior Management Personnel:

Criteria for evaluating performance of KMP and Senior Management Personnel shall be as per the HR Guideline on Performance Management System and Development Plan of the Company.

Criteria for Evaluation:

The criteria for evaluation are laid out in the relevant Annexures. These include quantitative questions along with an option to provide qualitative comments. Each of the questions have the following five options:

Strongly disagree -1 Disagree -2 No opinion -3 Agree -4 Strongly Agree-5

Disclosure:

The process of performance evaluation shall be disclosed in the Board's report.

C) GUIDELINES FOR DETERMINING REMUNERATION.

The duties of the Committee in relation to remuneration matters include:

- To consider and determine the Remuneration Policy, based on the performance and also bearing in mind that the remuneration is reasonable and sufficient to attract retain and motivate members of the Board and such other factors as the Committee shall deem appropriate all elements of the remuneration of the members of the Board.
- To approve the remuneration of the Senior Management including key managerial personnel of the Company maintaining a balance between fixed and incentive pay reflecting short and long term performance objectives appropriate to the working of the Company.
- To delegate any of its powers to one or more of its members or the Secretary of the Committee.
- Professional indemnity and liability insurance for Directors and senior management.

Policy relating to the remuneration for the whole-time director & managing director:

a. At the time of appointment or re-appointment, the Managing Director & Whole Time Director shall be paid such remuneration as may be mutually agreed between the Company (which includes the Nomination & Remuneration Committee and the Board of Directors) and the Whole Time Director & Managing Director within the overall limits prescribed under the Companies Act.

b. The remuneration shall be subject to the approval of the Members of the Company in General Meeting.

c. The remuneration of the Managing Director & Whole Time Director is broadly divided into fixed and variable components. The fixed compensation shall comprise salary, allowances, perquisites, commission, amenities and retiral benefits. The variable component shall comprise of performance bonus.

d. In determining the remuneration (including the fixed increment and performance bonus) the Nomination & Remuneration Committee shall consider the following:
   - the relationship of remuneration and performance benchmarks is clear;
   - balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals;
   - responsibility required to be shouldered by the Managing Director & Whole Time Director and the industry benchmarks and the current trends;

e. If, in any financial year, the Company has no profits or its profits are inadequate, the Company shall pay remuneration to its Whole-time Director in accordance with the provisions of Schedule V of the Act and if it is not able to comply with such provisions, with the previous approval of the Central Government.

Remuneration to Non- Executive / Independent Director:

a. A Non-Executive Director / Independent Director may receive remuneration by way of sitting fees for each meeting of the Board or Committee of the Board attended by him of such sum as may be approved by the Board of Directors within the overall limits prescribed under the Companies Act, 2013 and The Companies Managerial Remuneration Rule, 2014;
b. A Non-Executive Director / Independent Director may be entitled to receive commission on an annual basis of such sum as may be approved by the Board on the recommendation of the Nomination & Remuneration Committee;
c. The total commission payable to the Non-Executive Director / Independent Director shall not exceed 1% of the net profit of the Company computed as per the applicable provisions of the Act;
d. The Commission shall be payable on pro-rata basis to those Directors who occupy office for part of the year;
e. The Independent Directors of the Company shall not be entitled to participate in Stock Option Scheme of the Company, if any, introduced by the Company;

Remuneration to Key Managerial Personnel/Senior Management Employees:

In determining the remuneration of the Senior Management employees (i.e. KMPs and Executive Committee Members) the Nomination & Remuneration Committee shall consider the following:

a. the relationship of remuneration and performance benchmark is clear;

b. balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the Company and its goals;

c. the remuneration is divided into two components viz. fixed component of salaries, perquisites and retirement benefits and variable component of performance-based incentive;

d. the remuneration including annual increment and performance incentive is decided based on the criticality of the roles and responsibilities, the Company’s performance vis-à-vis the annual budget achievement, individuals’ performance vis-à-vis industry benchmark and current compensation trends in the market;

POLICY REVIEW:

a) This Composite Policy is framed based on the provisions of the Act and rules thereunder read with the SEBI Listing Regulations
b) In case of any subsequent changes in the provisions of the Act and any other regulations which makes the provision in this Policy inconsistent with the Act or any other regulations, then the provisions of the Act or regulations shall prevail over the policy and the provisions in the policy shall be modified in due course to make it consistent with the law.
c) The policy applies only to the members of the Board and does not apply to its employees of the Company.
d) This Policy shall be periodically reviewed by the Nomination & Remuneration Committee. Any changes or modification to the policy shall be recommended by the Committee and be placed before the Board of Directors for approval.

DISCLOSURE OF THE POLICY

The Policy will be uploaded on the Company's website for public information.

DATE OF APPROVAL & AMENDMENT, IF ANY:

The original policy, titled Nomination and Remuneration Policy, was approved earlier and subsequently amended on January 30, 2019 and December 7, 2021. Pursuant to further review, the policy has been revised and renamed as the Composite Policy on Nomination & Remuneration, Board Succession, Diversity, and Performance Evaluation, as approved by the Board of Directors on May 16, 2026.

Annexure -I

<u>**CONTENTS**</u>

BOARD EVALUATION AS A WHOLE

1. The Board, as a whole, comprises of directors with a balanced and appropriate mix of competencies, relevant experience, and educational qualifications necessary for the effective governance and functioning of the entity.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

2. The Board has a clear and transparent appointment process that ensures adequate diversity in terms of gender, background, competencies, experience, and perspectives.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

3. Board meetings are held regularly and with appropriate frequency, supported by proper logistical arrangements, and provide a constructive environment that encourages active participation, open discussions, diverse viewpoints, and effective teamwork in the decision-making process.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

4. The Board receives timely, accurate, and comprehensive agendas and supporting materials that facilitate informed decision-making; meetings are well-documented with properly recorded and approved minutes, including dissenting views; and relevant information is consistently disseminated to members both during and between meetings.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

5. The Board has clearly defined roles and responsibilities, devotes adequate time to strategy, performance, governance, compliance, and risk evaluation, and effectively oversees investor grievance redressal mechanisms.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

6. The Board effectively monitors and manages potential conflicts of interest.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

7. The Board promotes ethical conduct and a strong corporate culture, acts in the best interest of stakeholders, supports independent directors, ensures fair decision-making, engages with stakeholders, and regularly reviews its own effectiveness and responsibility initiatives.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

8. The Board effectively evaluates and guides management performance, ensures fair remuneration and succession planning, maintains appropriate independence and access between the Board and management, has adequate support and resources, and facilitates induction and ongoing professional development for its directors.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Qualitative Inputs, if any:

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AUDIT COMMITTEE EVALUATION

1. The Committee is clear on its terms of reference and effectively fulfil their assigned functions in accordance with their mandate and applicable legal requirements.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

2. The composition of the committee is appropriate with proper mix of experience, knowledge and skills and the committee members are updated with the latest developments in the relevant regulations and its area of operations.

A.		B.	C.	D.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

3. The committee is appropriately structured, meet regularly, and follow effective meeting practices in terms of agenda, discussions, and decision-making.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

4. The committees operate with adequate independence and their recommendations effectively contribute to the Board's decision-making.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Qualitative Inputs, if any:
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NOMINATION AND REMUNERATION COMMITTEE EVALUATION

1. The Committee is clear on its terms of reference and effectively fulfil their assigned functions in accordance with their mandate and applicable legal requirements.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

2. The composition of the committee is appropriate with proper mix of experience, knowledge and skills and the committee members are updated with the latest developments in the relevant regulations and its area of operations.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

3. The committee is appropriately structured, meet regularly, and follow effective meeting practices in terms of agenda, discussions, and decision-making.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

4. The committees operate with adequate independence and their recommendations effectively contribute to the Board's decision-making.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Qualitative Inputs, if any:

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STAKEHOLDER`s RELATIONSHIP COMMITTEE EVALUATION

1. The Committee is clear on its terms of reference and effectively fulfil their assigned functions in accordance with their mandate and applicable legal requirements.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

2. The composition of the committee is appropriate with proper mix of experience, knowledge and skills and the committee members are updated with the latest developments in the relevant regulations and its area of operations.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

3. The committee is appropriately structured, meet regularly, and follow effective meeting practices in terms of agenda, discussions, and decision-making.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

4. The committees operate with adequate independence, and their recommendations effectively contribute to the Board's decision-making.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Qualitative Inputs, if any:
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CHAIRPERSON EVALUATION

1. The Chairperson has relevant qualifications, experience, and demonstrates adequate knowledge, competencies, and understanding of the entity and its sector for effective Board functioning.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

2. The Chairperson understands and fulfils assigned responsibilities and effectively functions as a team member.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

3. The Chairperson demonstrates initiative, commitment, and integrity, and contributes effectively to the Board and the entity's overall functioning.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

4. The Chairperson provides effective and impartial leadership, steers meetings professionally, demonstrates commitment to the Board, and ensures shareholders' interests are considered in decision-making.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

5. The Chairperson enhances the Company's image in dealings with its major stakeholders.

A.	E.	F.	G.	H.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

6. The Chairperson plays an important role in ensuring that appropriate information and knowledge is shared with the Board.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

7. The Chairperson provides timely feedback and direction to the directors.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Qualitative Inputs, if any:
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INDIVIDUAL DIRECTORS

1. The Director has relevant qualifications, experience, and demonstrates adequate knowledge, competencies, and understanding of the entity and its sector for effective Board functioning.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

2. The Director understands and fulfils assigned responsibilities and effectively functions as a team member.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

3. The Director demonstrates initiative, commitment, and integrity, and contributes effectively to the Board and the entity's overall functioning.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

4. The Directors participation/ attendance at meetings is satisfactory and contributions made at the meetings are pertinent and valuable.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

5. The Director effectively communicates with fellow board members, KMPs and Senior Management.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

6. The Directors conducts himself/ herself in accordance with Company's values and beliefs and comply with the code of conduct and in adherence with applicable laws and regulations.

A.	B.	C.	D.	E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

7. The independent director maintains independence from the entity and other directors and exercises independent judgment with the freedom to express views openly.

1. A.	2. B.	3. C.	4. D.	5. E.
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Qualitative Inputs, if any:

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