

**ALKA INDIA LIMITED**

**CIN: L99999MH1993PLC168521**

Regd. Address: Gala No. D- 3/4/5, Hatkesh Udyog Nagar-1, Off. Mira  
Bhayandar road, GCC Road, Mira Near Hatkesh Substation Thane - 401 107,  
Mira Road, Thane, Vasai, Maharashtra, India, 401107

Corporate Office Address: A 1115 Titanium Business Park, Near Makarba  
Underpass, Jivraj Park, Ahmedabad, Gujarat, India, 380051

## **ANNUAL EVALUATION FRAMEWORK**

### **1. PURPOSE:**

This policy aims to establish a structured framework for the **Annual Performance Evaluation** of the **Board of Directors**, its **committees**, and **individual directors**, including the **Chairperson** and **Independent Directors**, in accordance with the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR").

### **2. REGULATORY FRAMEWORK:**

#### **❖ Companies Act, 2013:**

- Section 134(3)(p)
- Section 178(2)

#### **❖ SEBI LODR Regulations:**

- Regulation 17(10)
- Schedule IV (Code for Independent Directors)

### **3. OBJECTIVES OF EVALUATION:**

- ❖ Enhance the performance of the Board and its members.
- ❖ Improve strategic decision-making.
- ❖ Strengthen accountability and transparency.
- ❖ Ensure alignment with company goals, governance standards, and stakeholder expectations.

### **4. EVALUATION MECHANISM:**

#### **❖ Components to be Evaluated:**

- Board as a whole
- Committees of the Board (Audit, NRC, Risk, CSR, etc.)
- Individual Directors (including Independent Directors)
- Chairperson of the Board

#### **❖ Evaluation Criteria:**

##### **(a) Board Evaluation:**

- Strategic oversight and guidance
- Effectiveness in decision-making
- Risk management and compliance
- Governance and stakeholder engagement

##### **(b) Committee Evaluation:**

- Clarity of roles and responsibilities
- Adequacy of meetings and participation
- Effectiveness in monitoring and reporting
- Contribution to Board functions

**(c) Individual Director Evaluation:**

- Preparedness and participation
- Understanding of company and industry
- Value addition to Board discussions
- Ethics and integrity

**(d) Chairperson Evaluation:**

- Leadership and management of Board
- Facilitation of effective communication
- Relationship with executive management
- Performance in representing the company

**5. EVALUATION PROCESS:**

❖ **Responsibility**

- The **Nomination and Remuneration Committee (NRC)** shall oversee the evaluation process.
- The final evaluation results shall be reviewed by the **Board**.

❖ **Methodology**

- Evaluation may be conducted through:
- Structured questionnaires
- Peer reviews
- One-on-one discussions
- External agency (if required)

❖ **Frequency**

- Evaluation shall be conducted **annually**, typically at the end of each financial year.

❖ **Confidentiality**

- The process shall be confidential and constructive, with the aim of improving Board dynamics and performance.

**6. REVIEW AND ACTION:**

- ❖ The NRC will review the outcomes and identify improvement areas.
- ❖ Based on findings, appropriate training, mentoring, or restructuring decisions may be recommended.
- ❖ Evaluation results will form the basis for continuation or reappointment of directors.

**7. DISCLOSURE:**

- ❖ The Company shall disclose in its **Annual Report**:
  - That a performance evaluation has been conducted.
  - A brief of the evaluation process and criteria.

**8. REVIEW OF THE POLICY:**

This policy shall be reviewed periodically by the NRC and the Board to ensure alignment with evolving regulatory and governance requirements.

**9. EFFECTIVE DATE:**

This policy shall come into effect from 30<sup>th</sup> May, 2025.

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**Alka India Limited**  
  
**Director**