



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 30th May, 2025.

Alka India Limited


Kavita
Director