

AGRIWISE FINSERV LIMITED

"PERFORMANCE EVALUATION POLICY"

Agriwise Finserv Ltd

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Agriwise Finserv Limited	
Policy Title	Performance Evaluation Policy
Reviewing & Approving Authority	NRC Committee / Board of Directors
Version No.	1.3
Date of approval	15 th July, 2015
Date of updated Version	17 th April, 2023
	17 th June, 2024
Review Cycle	Annually or as recommended by the Board of Directors
Nature of Document	For internal circulation & Compliance purpose only

TABLE OF CONTENTS

1. <i>Introduction</i>	4
2. <i>Effectiveness of the Board</i>	4
3. <i>Responsibilities of Board/Independent Directors</i>	4
4. <i>Evaluation Factors</i>	5
5. <i>Performance Evaluation Process</i>	6-9
6. <i>Performance of Committees</i>	10
7. <i>Disclosure</i>	10
8. <i>Review</i>	10

1 INTRODUCTION

The Board of Directors (the "Board") of Agriwise Finserv Limited ("The Company" or "AFL") has, on the basis of the recommendation of the Compensation and Nomination & Remuneration Committee, formulated and adopted this Performance Evaluation Policy ("Policy"), in terms of Regulation 19 and Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("LODR") read with SEBI circular dated January 5, 2017, which provides further clarity on the process of board evaluation ("SEBI Guidance Note"), the relevant provisions of the Companies Act, 2013 and the relevant rules made thereunder ("Companies Act"), as amended, from time to time.

The following "Performance Evaluation Policy" is for the use to the Board of Directors of Agriwise Finserv Limited ("the Company or AFL") and is drafted for approval and adoption by the Board as per statutory requirements.

The Company conducts its operations under the overall direction of the Board of Directors within the framework laid down by various statutes, more particularly by the Companies Act, 2013; the Articles of Association, internal code of conduct and policies formulated by the Company for its internal execution.

With an aim to maintain a proactive and effective Board, the Board is committed to a continuing process of recommending and laying down the criteria to evaluate the performance of the entire Board of the Company.

In an endeavor to safeguard the interest of public at large, the Companies Act, 2013 ('Act') provides that the performance of the board of directors of listed companies and prescribed class of companies must be reviewed regularly against appropriate measures. For this purpose, the Nomination and Remuneration Committee of a company has been obligated under **Section 178 of the Act** to formulate a policy for recommending to the Board of directors of the company, setting the criteria based on which the performance of every director including the performance of the Board as a whole shall be assessed by the Board of Directors of the Company. Based on such performance evaluation, remuneration of directors, key managerial personnel and employees shall be determined. Such an evaluation procedure will provide a fine system of checks and balances on the performance of the directors and will ensure that they exercise their powers in a rational manner.

2 EFFECTIVENESS OF THE BOARD

The overall effectiveness of the board shall be measured on the basis of the ratings obtained by each Director and accordingly the board shall decide the appointment, Re-appointment and Removal of the non- performing Director of the Company.

3. RESPONSIBILITIES OF BOARD/INDEPENDENT DIRECTORS

It shall be the duty of the Company to organize the evaluation process and accordingly conclude the steps required to be taken. The evaluation process will be used constructively as a system to improve the directors' and committees' effectiveness, to maximize their strength and to tackle their shortcomings.

The Board of Directors shall undertake the following activities on an annual basis:

- I. Review the various strategies of the Company and accordingly set the performance objectives for directors, consistent with the varying nature and requirements of Company's business.
- II. The Board as a whole shall discuss and analyze its own performance during the year together with suggestions for improvement thereon, pursuant to the performance objectives.

In conformity with the requirement of the Act, the performance evaluation of all the independent directors shall be done by the entire Board of Directors, excluding the director being evaluated.

Independent Directors are required to evaluate the performance of non - independent directors and Board as a whole. The independent directors of the Company shall hold at least one meeting in a year to exercise the functions as mentioned in Act and its applicable Schedules.

4 EVALUATION FACTORS

The Board of Directors shall take into consideration the following parameters for the purpose of evaluating the performance of a particular director:

In respect of each of the evaluation parameters, various descriptions have been provided to assist with the evaluation process in respect of performance of Board itself, and of its committees and individual directors, as such evaluation factors may vary in accordance with their respective functions and duties. The evaluation scale is a simple three point scale i.e. Below Expectations (1), Meets Expectations (2) and Surpasses Expectations (3).

Appraisal of each Director of the Company by the other Directors shall be based on the

criteria as mentioned herein below.

Rating Scale

Scale	Performance
3	<i>Surpasses Expectations</i>
2	<i>Meets Expectations</i>
1	<i>Below Expectations</i>

5 PERFORMANCE EVALUATION PROCESS

The Company has chosen to adopt the following Board Performance Evaluation Process:

INDEPENDENT DIRECTOR

Some of the specific issues and questions that should be considered in the performance evaluation of an Independent Director, (the exercise in which the concerned director being evaluated shall not be included) are set out below :

Sl. No.	Assessment Criteria
1	Attendance and participations in the Meetings and timely inputs on the minutes of the meetings
2	Adherence to ethical standards & code of conduct of Company and disclosure of non - independence, as and when it exists and disclosure of interest.
3	Raising of valid concerns to the Board and constructive contribution to resolution of issues at meetings.
4	Interpersonal relations with other directors and management
5	Objective evaluation of Board's performance, rendering independent, unbiased opinion
6	Understanding of the Company and the external environment in which it operates and contribution to strategic direction.
7	Safeguarding interest of whistle-blowers under vigil mechanism and Safeguard of confidential information

Based on the above criteria each of the Independent Directors has to be assessed *by the other directors*

(Including other Independent Directors) by giving a rating of Surpasses Expectations (3) or Meets

Expectations (2) or Below Expectations (1). The total of the ratings so awarded will be averaged over the number of persons who have awarded the rating.

Assistance in conducting the process of evaluation shall be provided by a person as authorized by the Board and for this purpose, such person shall report to Board.

NON-INDEPENDENT DIRECTORS/CMD/ED

Some of the specific issues and questions that should be considered in a performance evaluation of Non-Independent Director /WTD/ CMD are set out below

Sl. No.	Assessment Criteria
1	Attendance and participations in the Meetings and timely inputs on the minutes of the meetings
2	Contribution towards growth of the Company including actual vis-a-vis budgeted performance.
3	Leadership initiative, like new ideas and planning towards growth of the Company and steps initiated towards Branding of the Company
4	Adherence to ethical standards & code of conduct of Company
5	Team work attributes and supervising & training of staff members
6	Compliance with policies, Reporting of frauds, violation etc. and disclosure of interest
7	Safeguarding interest of whistle-blowers under vigil mechanism and Safeguard of confidential information

Based on the above criteria each of the Non - Independent Directors / CMD / WTD has to be assessed by giving a rating of Surpasses Expectations (3) or Meets Expectations (2) or Below Expectations (1). The total number of ratings awarded will be averaged over the number of persons who have awarded the rating.

This process of evaluation shall be done *by Independent Directors only*. Assistance in handling the process will be provided by a person so authorized by the Board, and for this purpose, the person will report to the Board

BOARD OF DIRECTORS

Some of the specific issues and questions that should be considered in a performance evaluation of the entire Board by the Independent Directors are set out below:

Sl. No.	Assessment Criteria
1	Is the composition of the board appropriate with the right mix of knowledge and skills required to drive organizational performance in the light of future strategy?
2	Members of the board meet all applicable independence requirements.
3	The Board of Directors is effective in establishing a corporate environment that promotes timely and effective disclosure, fiscal accountability, high ethical standards and compliance with applicable laws and regulations.
4	The Board of Directors is effective in developing a corporate governance structure that allows and encourages the Board to fulfill its responsibilities
5	The Company's systems of control are effective for identifying material risks and reporting material violations of policies and law and The Board is provided with sufficient information about material risks and problems that affects the Company's business and prospects.
6	The Board receives regular financial updates and takes all necessary steps to ensure the operations of the organization are sound and reviews the organization's performance in carrying out the stated mission on a regular basis
7	Are sufficient numbers of board meetings, of appropriate length, being held to enable proper consideration of issues?
8	The information provided to directors prior to Board meetings meets expectations in terms of length and level of detail and Board members come prepared to meetings and ask appropriate questions of management and address issues that might present a conflict of interest
9	Board meetings are conducted in a manner that encourages open communication, meaningful participation, and timely resolution of issues
10	The Chairman of the Board effectively and appropriately leads and facilitates the Board meetings and the policy and governance work of the Board.
11	Nomination and appointment of Board members and their Remuneration follow clearly established procedures using known criteria as laid down by the Nomination and Remuneration Committee.
12	The Board oversees the role of the independent auditor from selection to termination and has an effective process to evaluate the independent auditor's qualifications and performance (through its Audit Committee
13	Company has necessary Committees which are required and these Committees are working effectively

Based on the above criteria Board has to be assessed by giving a rating of Surpasses Expectations (3) or Meets Expectations (2) or Below Expectations (1). The total number of the ratings awarded will be averaged over the number of persons who have awarded the ratings.

The process of evaluation shall be done *by Independent Directors only*. Assistance in the process will be provided by a person so authorized by the Board, and for this purpose the person will report to the Board.

6 PERFORMANCE OF COMMITTEES

The performance of Committees of Board shall also be reviewed from time to time.

7 DISCLOSURE

The Company will disclose details of its Board Performance Evaluation processes in its Board's Report

8 REVIEW OF THE POLICY

The Policy shall be reviewed at-least annually or pursuant to changes in the applicable laws, whichever is earlier. The Policy shall be submitted for its annual review. The Board may review and approve amendments proposed to the Policy, as recommended by the Compensation and Nomination & Remuneration Committee or necessitated due to change in applicable laws. In the event of change in the applicable laws, amendments to the Policy may be carried out, subject to approval by the respective committee and board. The revised Policy shall be effective from the date of said approval and placed at the ensuing meeting of the Compensation and Nomination & Remuneration Committee / Board, for its noting.

The performance evaluation process and related tools will be reviewed by the "Nomination and Remuneration Committee" on need basis, and the Committee may periodically seek independent external advice in relation to the process.

The, committee may amend the Policy, if required, to ascertain its appropriateness as per the needs of the Company. The Policy may be amended by passing a resolution at a meeting of the Nomination and Remuneration Committee.