



CREDITACCESS GRAMEEN LIMITED

POLICY FOR EVALUATION OF THE PERFORMANCE OF THE BOARD OF DIRECTORS

Revision History

Version	Author	Description of Changes	Release Date
1.	Chief Compliance Officer	First version	May 11, 2016
1.	Chief Compliance Officer	Re-adoption	March 23, 2022
1.	Chief Compliance Officer	Re-adoption	April 1, 2024
1.	Chief Compliance Officer	Re-adoption	April 21, 2025
2.	Deepti Ramani, Company Secretary & Compliance Officer	<p>Holistic review of the policy to update & align with the regulatory requirements to make it comprehensive.</p> <ul style="list-style-type: none"> • Added Section 3 – Kinds of Evaluation, aligning with regulatory norms. • Added a para under Section 4 – Methodology to bring reference to the regulatory provisions on conduct of performance evaluation & for better clarity. • Re-phrased Section 6 – ‘Evaluation parameters’ to simplify the process & enhance clarity. • Section 7 - Added provision for updates / amendments to the policy and modified the heading to “Policy Review and Updates” for effectiveness of the policy and better interpretation of the policy document across stakeholders. 	April 16, 2026

Version Control

Version	Author	Reviewed By	Approved By
1.	Chief Compliance Officer	MD & CEO	Board of Directors
1.	Chief Compliance Officer	MD & CEO	Board of Directors
1.	Chief Compliance Officer	Managing Director	Board of Directors
1.	Chief Compliance Officer	Managing Director	Board of Directors
2.	Deepti Ramani, Company Secretary & Compliance Officer	Managing Director & CEO	Board of Directors

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Policy for Evaluation of the Performance of the Board of Directors

1. Introduction

As per the provisions of Section 178 & 134 of the Companies Act, 2013 read with the Rules and schedules framed thereunder ("Act") and Regulation 19 read with Schedule II and other applicable regulations of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), the performance of the Board, Committees thereof, Chairperson and individual Directors is to be undertaken on an annual basis.

This Policy has been framed with an objective to ensure individual directors and the Board as a whole and its committees work efficiently and effectively, in conformity with the prescribed functions and duties, for the benefit of the Company and its stakeholders. .

2. Objective

The object of this policy is to formulate the evaluation procedures and the criteria to evaluate the performance of the Board, Committees thereof, Chairperson and individual Directors of the Company.

3. Kinds of Evaluation:

- a) Evaluation of the Performance by Nomination & Remuneration Committee or Independent External Agency; and
- b) Annual Independent Directors' Meeting under Regulation 25 of the Listing Regulations.

4. Methodology

Nomination & Remuneration Committee ('NRC') approved evaluation criteria shall be circulated to individual directors, Chairperson, the Board and its committees on annual basis either by the Company itself or by Independent external agency, appointed for the purpose of conducting the evaluation process.

There shall be a separate criteria for performance evaluation of:

- a. Board of Directors
- b. Managing Director
- c. Independent Director
- d. Non-Executive & Nominee Director
- e. Committees
- f. Chairperson

In each evaluation criteria, separate trait/attribute shall be identified under which Board/Committee/Chairperson/Individual Director needs to be evaluated. Under each trait/attribute, relevant questions shall be framed for evaluation. The following options shall be given in the evaluation form / questionnaire:

- a. 1 – Strongly Disagree
- b. 2 – Disagree
- c. 3 – Agree
- d. 4 – Strongly Agree

Following table showcases who will be evaluating whom:

Category	Evaluator
Board of Directors	All Board members except self
Managing Director	All Board members except Managing Director
Independent Director	All Board members except self
Non-Executive & Nominee Director	All Board members except self
Committee	All Board members
Chairperson	All Board members except Chairperson

The said evaluation will be conducted on an annual basis post financial year end.

5. Disclosure

In accordance with the requirement under the Act, disclosure regarding the manner in which the performance evaluation has been done by the Board of Directors of its own performance, performance of various committees of directors and individual directors’ performance will be disclosed in the Board’s Report.

6. Evaluation Parameters

The NRC shall ensure that the parameters for evaluation for all the categories are aligned with the industry’s best practices.

7. Policy Review and Updates

This Policy shall be reviewed by the Nomination & Remuneration Committee and the Board of Directors, as and when deemed necessary. In the event of any conflict between the Act or the SEBI Regulations or any other statutory enactments (“Regulations”) and the provisions of this policy, the Regulations shall prevail over this policy. Any subsequent amendment / modification to the Regulations in this regard shall automatically apply to this policy.