

## **CRITERIA FOR SENIOR MANAGEMENT**

The Nomination and Remuneration Committee (N&R Committee) of the Board is responsible for identifying persons who are qualified to be appointed in senior management. The following criteria laid down by the N&R Committee of M/s Indo Asia Finance Limited in terms of Section 178(2) of the Companies Act, 2013 are to be considered for induction of a person into the Senior Management positions.

Senior Management means personnel of the Company who are members of its core management team excluding the Board of Directors, comprising all members of management one level below the executive directors, including functional heads.

### **Personal Traits**

- Highest personal and professional ethics and integrity.
- Share and demonstrate the values embodied in the guiding principles of the Company.
- Meet the age criteria set by the Company.

### **Competencies**

- Possess specialist knowledge and business acumen relative to the position for which he or she is being considered.
- Good leadership skills
- Be innovative.
- Demonstrate intelligence, maturity and wisdom.
- Exercise sound judgement gained through experience and expertise in management/ technical/ financial/ corporate matters in the best interest of the Company as a whole.
- Ability to see and prepare for future, anticipate needs, opportunities and threats.
- Possess managerial abilities such as effective communication skills, action focus, people engagement, cultural sensitivity, flexibility, team player, strategic thinking, creating a shared vision etc.
- Exhibit personal effectiveness
- Ability to influence and drive decisions in the interest of the Company.
- Respect customer centricity.
- Good interpersonal relationship
- An effective team player

### **Experience and Background**

- Highly accomplished and experienced in their respective field of engineering/ finance/ marketing/ corporate affairs, technology/ law/ HRM etc., with superior credentials and recognition.

## **Fitness**

- Should act on fully informed basis, in good faith, with due diligence and care and in the best interest of the Company and its stakeholders.
- Should be able to exercise objective independent judgement on corporate affairs.
- Willingness to undertake appropriate induction and regularly update and refresh his/her skills, knowledge and familiarity with the Company.
- Commitment to representing the long-term interests of the shareholders and balancing the interests of stakeholders.
- Adhere to the code of conduct of the Company.
- Protecting the legitimate interests of the Company, its shareholders and employees and maintain confidentiality.
- Absence of commitments and other fixed outside obligations.
- Absence of personal and business relationships that would pose a conflict of interest to the position.