

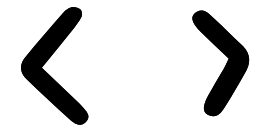
# COMMITTEE TRENDS IN 2025

## Nomination and Remuneration Committee



## 2025 IS A NEW INNINGS

**Corporate chieftains must take new guard. We attempt a list of issues where they “cannot take their eyes off the ball”.**



**#1** To facilitate induction of new Directors on Board and committees as per the required skillsets.

**#2** To ensure that executive compensation is a balance between fixed pay and variable pay, including stock options.

**#3** To ascertain whether ESG can be one of the parameters for compensation to management.



#4 To ensure transparency in payment to Board and senior management.

#5 To focus on succession planning – for Board members and KMPs/ SMPs.

#6 To ensure that the company focuses on DEI (Diversity, Equity and Inclusion) related initiatives, at the Board and workforce level.



#7

To be responsive to the voice from workforce.

#8

To ensure effective Board evaluation.



ADDING VALUE, NOT TICKING BOXES

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