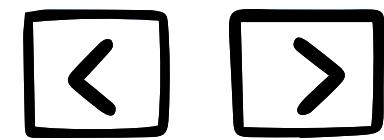




COMMITTEE TRENDS IN 2026

Nomination and Remuneration
Committee



2026 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 have at least quarterly meetings.

#2

To identify skillsets required for the Board and management of the future, which may be missing at present.

#3

To facilitate induction of new Directors on Board and committees as per the required skillsets. This will also ensure that there is a “Board and talent refresh”.

#4

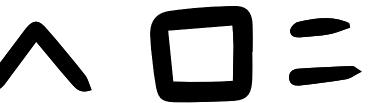
To ensure that proper systems are in place for succession planning at the Board level, and for all critical roles within the company.

#5

To ensure that executive compensation is a balance between fixed pay and variable pay, including stock options and provisions for clawback, if required.



- #6 To ascertain whether ESG can be one of the parameters for compensation to management.
- #7 To ensure transparency in payment to Board and senior management. This should include transparency in the drafting of the explanatory statements to the shareholders.
- #8 To focus on succession planning for Board members and KMPs/ SMPs.
- #9 To ensure that the company focuses on DEI (Diversity, Equity and Inclusion) related initiatives, at the Board and workforce level.
- #10 To be responsive to the voice from workforce.



- #11 To ensure an effective Board evaluation process, so that compensation to Board members can factor in the results.
- #12 To ensure that it is aware of human versus AI trade-off vis-à-vis the company.



ADDING VALUE, NOT TICKING BOXES

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