

Chief Executive Officer – Qualifications and assessment Criteria

The Company has appointed Mr. Vivek Dhawan as the Chief Executive Officer with the following key responsibilities in addition to the special responsibilities which the Board may confer as and when necessary:

- To monitor, manage, operate, and perform day-to-day business for the benefit of the Company in accordance with the policies, vision, objectives, business plan, and budget, as approved by the Board of Directors.
- To manage the business operations of the Company in compliance with the mission determined by
- the Board of Directors and in accordance with the Company's business plan, budget, and respective business strategy, as approved by the Board of Directors.
- To govern overall operations in connection with financial, marketing, human resources, and other matters, in compliance with the policies and business plan of the Company, as approved by the Board of Directors.
- To employ, appoint, transfer, or dismiss the Company's senior management.
- To determine annual overall compensation policy for the Company and its subsidiaries.
- To determine awards, salary adjustments, remuneration, and special bonuses, in addition to any annual bonus, for the senior management of the Company.
- To negotiate and enter into agreements and/or any transactions in the Company's normal course of business (such as investing in machinery and other assets according to the investment budget or other budgets approved by the Board of Directors, stocking inventory, or selling products) up to the limit of each transaction as authorized and approved by the Board of Directors.
- To consider and approve the opening of a new branch and/or representative office and the establishment of any new subsidiary company, subject to requirements of the applicable laws and regulations.
- To consider and approve the lending/borrowing between the Company and its subsidiaries in accordance with the authorization level as approved by the Board of Directors.
- To consider and approve the entering into the loan between the Company and any commercial bank in accordance with the authorization level as approved by the Board of Directors.
- To consider and approve the opening of new bank accounts with any commercial bank.

- To issue internal orders, criteria, notifications, and memoranda for the Company's operations which are in line with the Company's policies and in the Company's interests, as well as to maintain good order within the organization.
- To consider and approve the proceeding, filing and/or settling a lawsuit whether in or out of court and/or trial.
- To perform any other acts, as assigned and authorized by the Board of Directors.
- To summarize and report any material decisions made under the scope of authority of the CEO to the Board of Directors.
- To sub-authorize and/or delegate any other persons to perform certain tasks on behalf of the CEO, provided that such sub-authorization and/or delegation shall be within the scope of authority specified in the respective power of attorney and/or rules, regulations or resolutions of the Board of Directors. However, in a transaction, the delegation within the scope of duties and responsibilities of the CEO shall not be a sub-authorization or delegation that allows the CEO or any authorized person who has a conflict of interests or a conflict of any kind with the Company or its subsidiaries to approve such a transaction. In such cases, the CEO shall have no authorization to approve such transactions, and it shall be proposed that the transactions be considered and approved by the Board of Directors and/or the meeting of shareholders (as the case may be), unless such transactions are in the normal course of the Company's business and are at arm's length.
- To be responsible for Sustainability of the Company and all the practices/ procedures related to ESG/ sustainability.