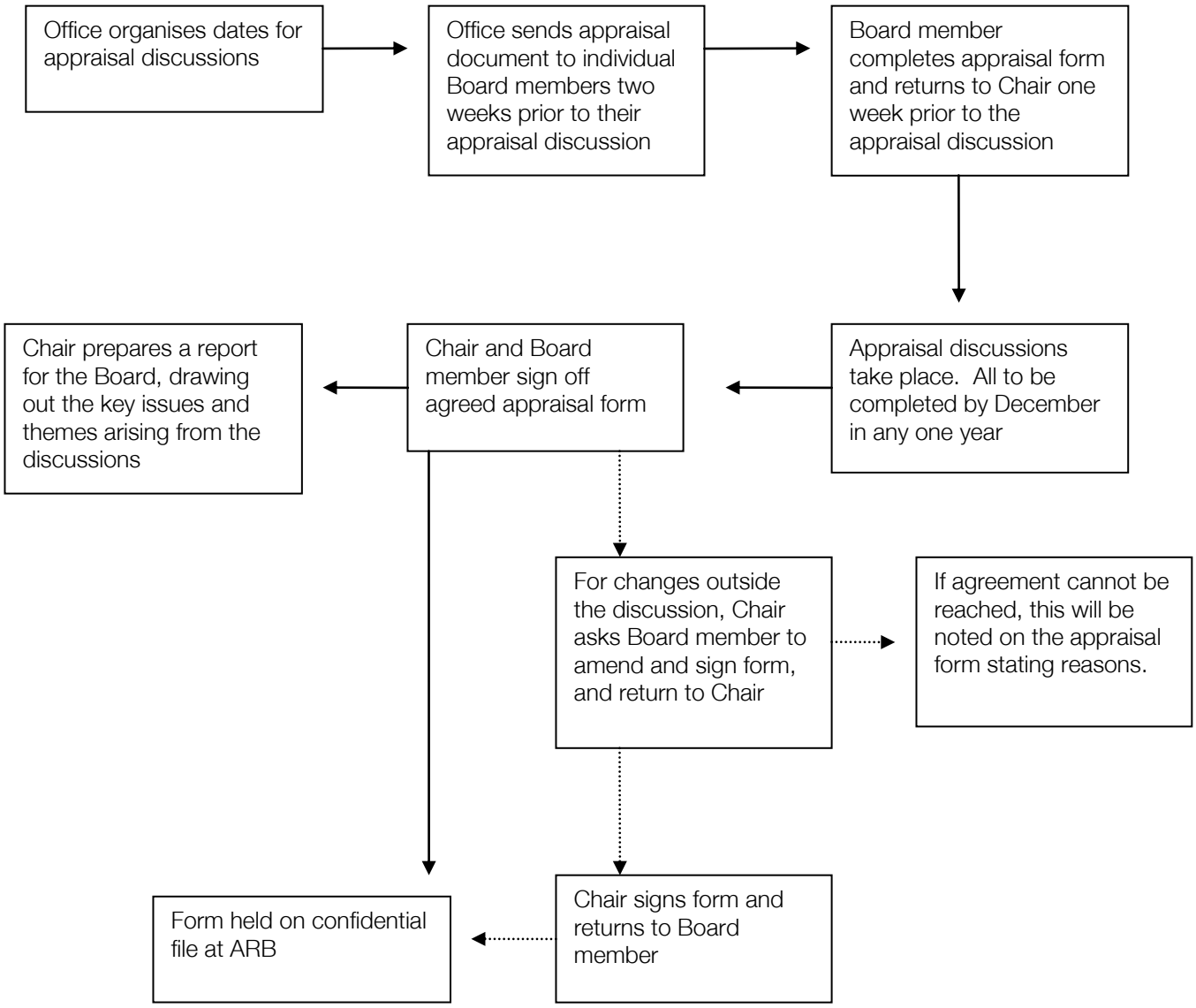Board Members' Appraisal Scheme – Process Diagram