Glittek Granites Limited

POLICY ON DIVERSITY OF BOARD OF DIRECTORS

[Under section 178(3) of the Companies Act,2013 read with Regulation 19(4) and Part D of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

POLICY ON DIVERSITY OF BOARD OF DIRECTORS

1. TITLE

This policy shall be called the 'Policy on diversity on the Board of Directors' ("**Board Diversity Policy**").

2. PREAMBLE

Regulation 19(4) read with Part D of Schedule II of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (the "**SEBI Listing Regulations**"), the nomination and remuneration committee of the board of directors of a listed entity is required to devise a policy on diversity of board of directors.

In compliance with the SEBI Listing Regulations, the Company has formulated this Board Diversity Policy.

3. DEFINITIONS

For the purpose of this Board Diversity Policy the following terms shall have the meanings assigned to them hereunder:

a) "**Board**" means the board of directors of the Company;
b) "**Board Diversity Policy**" means this policy, as amended from time to time;
c) "**Committee**" means the nomination and remuneration committee of the Board;
d) "**Companies Act**" means the Companies Act, 2013, read with the rules thereunder, as amended;
e) "**Director**" means a member of the Board; and
f) "**Company**" means Glittek Granites Limited.

Words and expressions used and not defined in this Board Diversity Policy shall have the meaning ascribed to them in the SEBI Listing Regulations, the Securities and Exchange Board of India Act, 1992, as amended, the Securities Contracts (Regulation) Act, 1956, as amended, the Depositories Act, 1996, as amended, or the Companies Act and rules and regulations made thereunder.

4. <u>BOARD DIVERSITY</u>

The Company recognizes diversity at Board is an essential element in maintaining a competitive advantage in the business of the company. A diverse Board that possesses a balance of skills, experience, expertise appropriate to the requirements of the business of the Company. A truly diverse Board will include and make good use of varieties of skills, regional and industry experience, background, race, gender and other distinctions between directors. In the process of attaining a diverse Board based on the aforementioned criteria, the Committee recommends the following policy to the Board for adoption.

A. Optimum Composition

(i) The Board shall have an optimum combination of executive and non-executive directors and not less than fifty per cent of the Board of Directors comprising non-executive directors;

(ii) At least half of the Board should comprise of independent directors (where the

Chairman of the Board is executive/non-executive promoter) or at least one-third of the Board should comprise of independent directors (where the Chairman of the Board is non- executive /non promoter);

(iii) The Company shall continue to have at least one-woman director on the Board to ensure that there is no gender inequality on the Board.

B. Recommendation

While recommending the appointment of new directors, the Committee will:

(i) Review Board composition, in view of all rules and regulations applicable to the Company;

(ii) Identify suitable candidates for appointment to the Board, considering academic qualifications, professional experience in the area of business, financial literacy / expertise, global market awareness and other relevant factors as may be considered appropriate and such other consideration as the Committee may deem fit.

C. Functional Diversity

(i) Appointment should be done based on the qualification, knowledge, experience and skill of the proposed appointee relevant to the business of the Company based on specific needs and business of the Company;

(ii) Knowledge of and experience in domain areas such as finance, legal, risk management, industry, etc., should be duly considered while making appointments to the Board level;

(iii) While appointing independent directors, care should be taken as to the independence of the proposed appointee;

(iv) Directorships in other companies may also be taken into account while determining the candidature of a person.

D. Evaluation

The Committee shall consider the balance of skills, experience, independence and knowledge of Directors on the Board, the diversity representation of the Board, how the Board works together as a unit, and other factors relevant to its effectiveness on the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors.

5. REVIEW OF THE POLICY

The Committee will review the Policy as and when required, which will include an assessment of the effectiveness of the Policy.

6. EFFECTIVE DATE

The Board Diversity Policy shall come into effect on November 1, 2026.