



CMR GREEN TECHNOLOGIES LIMITED
REGD. OFFICE: 7TH FLOOR, TOWER 2, L & T BUSINESS PARK,
12/4 DELHI MATHURA ROAD, FARIDABAD, HARYANA-121003
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BOARD DIVERSITY POLICY

<u>Date of approval</u>	<u>20th January, 2024</u>
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1. Introduction

According to the Oxford English Dictionary, "diversity" is defined as "*the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.*"

Having diverse Board with varied backgrounds and perspectives, ensures a broader range of ideas and fostering creativity and innovation.

The policy on Board Diversity ("Policy") sets out the approach for diversity of the Board of Directors ("the Board") of CMR Green Technologies Limited ("the Company").

2. Objective

The objective of this policy is to recognize and embrace the benefits of having a diverse Board which possesses a mix of skills, experience, expertise, and capabilities as per the business requirements of the Company.

Board diversity is the breadth of prospective, not the mere inclusion of various diverse traits that will benefit the organisation. A diverse Board will enhance the quality of decisions by utilizing different skills, qualification, experience, knowledge, expertise etc. of the Board necessary for achieving sustainable and balanced development.

3. Scope & Applicability

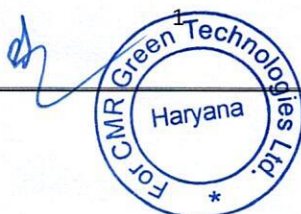
The Policy applies to the Board of Directors of the Company.

4. Effective Date

This Policy shall be effective from the date of approval by the Board subject to the recommendation from the Nomination & Remuneration Committee ("NRC") of the Company.

5. Nomination & Appointment

The NRC shall be responsible for the following:





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- i. Decisions pertaining to recruitment, promotion and remuneration of the Directors based on their performance and competence;
- ii. Ensuring a transparent process of recruiting new member to the Board, defining requisite skills and expertise, and making recommendations to the Board.
- iii. For embracing diversity and being inclusive, best practices to ensure fairness and equality shall be adopted.
- iv. NRC shall also review the Board composition in terms of the size of the Board, the composition of Executive and Non-Executive Directors and the composition of Independent Directors, each of which shall be in accordance with the requirements of the Articles of Association of the Company, the Companies Act, 2013 and any other statutory / regulatory requirements.

Board diversity shall be considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, industry knowledge, perspective, and length of service.

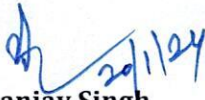
6. Review and Amendment

The policy shall be periodically reviewed by the NRC. Any amendment to the Policy as recommended by the NRC will be submitted to the Board for consideration and approval.

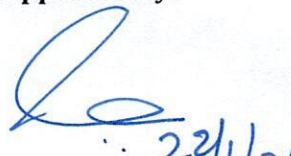
Prepared by:


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Company Secretary

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Approved by:


Mohan Agarwal
Managing Director

