

HIND SECURITIES AND CREDITS LIMITED

BOARD DIVERSITY POLICY

1. PURPOSE:

The Board Diversity Policy ('the Policy') sets out the approach to diversity on the Boards of Directors (the '**Board**') of Hind Securities And Credits Limited (the '**HSCL**').

This policy has been framed in compliance with provisions of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the "**Listing Regulations**").

2. SCOPE:

The Policy applies to the Board. It does not apply to employees generally.

3. POLICY STATEMENT:

HSCL recognizes and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other distinctions between Directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit, in the context of the skills, experience, independence and knowledge which the Board as a whole requires to be effective.

The Board Corporate Governance & Nominations Committee ('the Committee') reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors. The Committee also oversees the conduct of the annual review of Board effectiveness.

- In reviewing Board composition, the Committee will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.
- In identifying suitable candidates for appointment to the Board, the Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

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

Further, the Committee will ensure that no person is discriminated against on grounds of religion, race, gender, childbirth, or related medical conditions, national origin, or ancestry, marital status, age, sexual orientation, or any other personal or physical attribute which does not speak to such person's ability to perform as a Board member.

The effective implementation of this policy requires that shareholders are able to judge for themselves whether the Board as constituted is adequately adverse. To this end, HSCL shall continue to provide sufficient information to shareholders about the size, qualifications and characteristics of each Board member.

4. REVIEW OF THE POLICY:

The Committee will review this Policy annually and recommend appropriate revisions to the Board.
