



# BOARD DIVERSITY POLICY

Sunteck Realty Limited

## **Approach and Commitment**

At Sunteck Realty Limited (“Sunteck”), we believe in the principle that the Board should have a balance of skills, experience, independence, diversity, knowledge and perspectives, in order to carry out its duties effectively. A highly qualified board with diverse backgrounds makes prudent business sense, as it facilitates the inclusion of different perspectives and ideas, leading to enhanced decision-making, improved foresight, and better corporate governance. At Sunteck, it is our endeavor to employ a merit-based system for appointing members of the Board, while attempting to achieve a diverse mix and inclusive culture, which is free of bias and discrimination.

This Board Diversity Policy (“Policy”) represents Sunteck Realty Limited (“Sunteck”) with regards to the diversity of its Board of Directors (the “Board”). This Policy intends to facilitate a transparent board nomination process in accordance with the best practices, so as to seek to enhance board efficacy, through a diversity of experience, independence, skills and representation.

## **Role of Nomination and Remuneration Committee**

The Nomination and Remuneration Committee (“Committee” or “NRC”) endeavors to attract high-quality key managerial personnel with required qualifications and seeks to have a reasonable level of board diversity. In this endeavor, the NRC

1. Endeavors to consider suitable candidates on basis of merit and achieve a reasonable degree of gender uniformity.
2. Seeks to factor benefits of diversity in various aspects like skills, educational background, gender, ethnicity, industry experience, length of service etc.
3. Endeavors to support non-discrimination based on gender, race, ethnicity, nationality, cultural background, age, marital status, or any other attribute that does not speak to such person’s ability to perform as a board member.
4. Intends to consider the necessary qualifications and skill sets along with the existing members of the Board, current business operations and future prospects before recommending nominees to the Board.

## **Monitoring and Reporting Progress**

The NRC, in the Corporate Governance Report, to disclose on the Board’s composition under diversified perspectives, and monitor the implementation of this policy every year.