



ntc industries limited

BOARD DIVERSITY POLICY

Scope and Purpose:

As per the provisions of the Companies Act, 2013 (the 'Act') and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the 'Listing Regulations') the Policy on Board Diversity (the 'Policy') for the Board of Directors (the 'Board') of ntc industries limited (the 'Company') has been formulated by the Nomination and Remuneration Committee (the 'Committee') to ensure diversity in the Board and to enhance the quality of decision made by the Board.

Applicability:

This Policy shall be applicable to the Board of the Company and not to the employees of the Company.

Effective Date:

This Policy shall be effective from the date of approval by the Board i.e., 10th August, 2023, unless specified otherwise.

Policy Statement:

The Company recognizes and embraces the importance of diverse Board in its success. The Company believes that a diverse Board will contribute to the positive and viable growth of the Company as well as its stakeholders by making the decision-making process more effective. The Committee is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy position in the Board.

The Committee shall ensure that while identifying the persons on the Board, meritocracy is ensured and that no discrimination has been done on the grounds of caste, religion, race, gender, disability or related medical conditions, marital status, age, orientation, or any other personal or physical attribute or anything which does not speak about the competence of the person to be appointed. In addition, the Committee shall give due importance to the values and ethical orientation of the person.

The Board shall have an optimum combination of executive, non-executive and independent directors including women directors in accordance with the requirements of the Articles of Association of the Company, the Act, the Listing Regulations and the statutory and regulatory obligations of the Company.

Review and Amendments:

The Committee shall review the Policy from time to time, to ensure the effectiveness of the Policy. The Committee may subject to the applicable laws amend any provision or substitute any of the provisions with the new provisions or replace the Policy entirely with a new Policy.

Disclosure of the Policy:

The Policy shall be hosted on the website of the Company.