

POLICY ON DIVERSITY OF BOARD

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PREAMBLE

The Policy on Diversity of Board of Directors (“**Policy**”) has been devised by the Nomination and Remuneration Committee (“**Committee**”) of Ravindra Energy Limited, in line with Regulation 19(4) read with Part D of the Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**SEBI LODR Regulations**”) and the relevant provisions of the Companies Act, 2013. The Policy applies to the composition of the Board only and does not apply to diversity in relation to the employees of the Company. The policy charts the path as paved by the NRC to assure that the Board is fully diversified and comprises of an ideal combination of Executive and Non-Executive Directors, including Independent Directors, with diverse backgrounds.

The Policy outlines the Company’s intent to have an optimal mix of Board members from different backgrounds, to leverage their expertise and opinions on important aspects and enable long-term sustainable growth of the Company.

OBJECTIVE

The object of this policy is to have an effective Board which through its expert members with diverse skill-sets and backgrounds, helps the Company achieve its vision and mission through:

- i. Enhancing the decision-making process, thereby enabling optimum utilization of time and facilitating structured outcomes;
- ii. Effectively channelizing the inputs and opinions of the Board members, to arrive at viable solutions for the business challenges and setting strategic outcomes;
- iii. Enabling self-development for Board members in terms of gaining from varied skill sets, with the aid of shared expertise of members;
- iv. Ensuring compliance of the highest standards of Ethics and Corporate Governance.

POLICY OVERVIEW

The Company aims to enhance the effectiveness of the Board by diversifying its composition so that the Company gets the benefit out of such diversity in better and improved decision making, which will provide better corporate governance.

The composition of the Board shall ensure representation from:

- i. Individuals having varied skills / expertise / competencies for the effective functioning of the Board and Company.
- ii. Individuals having requisite qualifications, tenure, experience and age.
- iii. Appropriate mix of cultural, geographical and gender diversity.



- iv. Appropriate mix of Independent and Non-Independent Directors in accordance with the Companies Act, 2013 and SEBI LODR Regulations.

POLICY REVIEW

The NRC will review the Policy from time to time to ensure the effectiveness of the Policy and make recommendations on any required changes to the Board for consideration and approval.

Any subsequent amendments/modifications in the Listing Regulations and/or the applicable laws in this regard shall automatically apply to this policy.

DISCLOSURES

The necessary disclosure about the Policy, if any, will also be made as per requirements of SEBI LODR Regulations and the Companies Act, 2013.

The Company shall provide sufficient information about this Policy to its shareholders and provide information regarding the composition of the Board, the areas of expertise of each director and their qualification / characteristics, etc. The Policy shall be made available on the website of the Company.
