

ANMOL INDUSTRIES LIMITED



As approved by the Board of Directors on 10.09.2026

BOARD DIVERSITY POLICY (Version 2.0)

ANMOL INDUSTRIES LIMITED

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1. PREAMBLE:

As prescribed under the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015 (“SEBI Listing Regulations”), one of the key functions of the Board of a listed company is to ensure existence of a transparent board nomination process with a focus on diversity of thoughts, varied experience, industry knowledge, broader perspective, integrity, gender representation, race, ethnicity, country of origin and nationality. Additionally, the Board shall be fully diversified and comprise an ideal combination of Executive and Non-Executive Directors, including Independent Directors, with diverse backgrounds with atleast one women director.

A diversified board not only enhances board effectiveness by ensuring rational, pragmatic and quick decision making but also better understands and connects with the stakeholders to attain the Company’s stated goals and strategic objective.

2. PURPOSE:

The Board Diversity Policy (**‘the Policy’**) sets out the Company’s approach to ensuring adequate diversity in the Board of Directors of Anmol Industries Limited (‘the Board’).

3. SCOPE:

This Policy applies to the Board of Directors of Anmol Industries Limited (the “Company”). It does not apply to employees generally.

4. DEFINITION

For this Board Diversity Policy the following terms shall have the meanings assigned to them hereunder:

“Board” means the board of directors of the Company;

“Board Diversity Policy”/ “Policy” means this policy, as amended from time to time;

“Committee”/ “NRC” means the Nomination and Remuneration Committee of the Board;

“Company” means Anmol Industries Limited “Companies Act” means the Companies Act, 2013, read with the rules thereunder, as amended;

“Director” means a member of the Board; and

“SEBI Listing Regulations” means the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time;

5. INTERPRETATION

Any words used in this policy but not defined herein shall have the same meaning as ascribed to it in the Articles of Association of the Company and /or the Companies Act, 2013 or Rules made thereunder and/or the Listing Regulations.

In case of any dispute or difference upon the meaning/interpretation of any word or provision in this Policy, the same shall be referred to the Committee and the decision of the Committee in such a case shall be final.

6. POLICY STATEMENT:

The Company recognises and embraces the importance of a diverse Board in its success. It believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, ethnicity, race and gender, which will ensure that the Company retains its competitive advantage.

The Company's policy is to leverage diversity to contribute to the achievement of its mission and objectives. This means using diversity to Drive business results
Enhance Company's reputation and Attract, recruit, engage and retain a diverse team of talented people on the Board of the Company.

The Board aims to attract and maintain a Board which has an appropriate mix of diversity, skills, experience and expertise.

7. MONITORING:

The Nomination and Remuneration Committee ('Committee') is responsible for monitoring and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions.

The Committee shall:

- Assess the appropriate mix of diversity, skills, experience and expertise required on the Board and assess the extent to which the required skills are represented on the Board.
- Make recommendations to the Board in relation to appointments, and maintain an appropriate mix of diversity, skills, experience and expertise on the Board, and
- Periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

8. RESPONSIBILITY AND REVIEW OF THE POLICY:

The Committee will review this Policy periodically and recommend appropriate revisions to the Board. This Policy shall be posted on the website of the Company.