



BOARD DIVERSITY POLICY

Policy Change log

Version	Issued on	Effective from	Purpose of change
v1	September 18, 2025	Upon listing of the Company on a recognized stock exchange in India	New Policy release

PARIJAT INDUSTRIES (INDIA) LIMITED

(Formerly Known as Parijat Industries (India) Private Limited)

CIN: U24219DL1995PLC161189 | Website: www.parijatagrochemicals.com | Telephone: +11-45766000

Registered office:M-77, M-Block Market, 1st & 2nd Floor, Greater Kailash - II, New Delhi, India-110048

1. Introduction

This Policy on Board Diversity (the ‘Policy’) sets out the policy/approach of Parijat Industries (India) Limited (“Company”) to ensure adequate diversity on its Board of Directors (the ‘Board’) and is formulated by the Nomination and Remuneration Committee (“NRC”) of the Board in compliance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (‘SEBI Listing Regulations’) and the Companies Act, 2013. This Policy shall come into force from the date of listing of equity shares of the Company on the stock exchanges.

The Policy applies to the composition of the Board.

2. Purpose

The Company recognizes that a well-balanced and diverse Board enhances the quality of governance, improves decision-making, and contributes to the Company’s sustained business performance. This Policy sets out the framework to foster diversity in the composition of the Board of Directors (“Board”). The primary objectives of this Policy are:

1. To promote diversity in areas such as expertise, knowledge, industry experience, skills, gender, and cultural background within the Board.
2. To ensure compliance with applicable statutory and regulatory provisions, maintaining a balanced mix of executive, non-executive, and independent directors as prescribed by the Companies Act, 2013 and SEBI Listing Regulations.
3. To enhance governance standards, quality of decision-making, and the Company’s long-term business competitiveness through a diverse Board composition.
4. To support a fair, transparent, and merit-based process for nominating, appointing, and evaluating directors.

3. Scope and Coverage

This Policy applies to the entire Board of Directors and governs the appointment, structure, and composition of executive, non-executive, and independent directors. It shall come into effect from the date of listing of the Company’s equity shares on recognized stock exchanges. Any subsequent regulatory amendments shall be automatically incorporated into this Policy without requiring separate Board approval.

4. Guidelines for Board Diversity

The Company acknowledges the strategic significance of maintaining a diverse Board and shall endeavor to ensure that its Board:

1. Maintains an appropriate mix of executive, non-executive, and independent directors in accordance with the requirements of the Companies Act, 2013 and SEBI Listing Regulations.
2. Consists of directors with varied expertise, professional qualifications, and experiences across different functional areas, including but not limited to finance, law, leadership, management, corporate governance, industry knowledge, engineering, sustainability, and business strategy.
3. Ensures fair representation of women directors on the Board in accordance with applicable legal requirements.
4. Includes members from varied cultural, regional, and professional backgrounds, bringing diverse perspectives to Board deliberations and strategic decisions.

5. Maintains a balanced mix of skills, experience, and competencies appropriate to the Company's business and governance needs.
6. May engage external agencies, professional firms, or search partners as deemed necessary to identify suitable candidates for Board positions.
7. Actively considers candidates from diverse professional backgrounds, including the following areas of expertise:
 - Architecture & Design
 - Business Development, Management & Strategy
 - Engineering and Construction
 - Finance & Accounting
 - Legal, Regulatory & Corporate Affairs
 - Sustainability
 - Any other background or discipline considered relevant and appropriate to the Company's industry and operations.

5. Role of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee (NRC) shall be responsible for periodically reviewing the structure and composition of the Board and recommending suitable candidates for appointment, based on merit, qualifications, positive attributes, and independence criteria. The NRC shall conduct periodic assessments to ensure that the composition of the Board remains aligned with the business needs, regulatory obligations, and diversity objectives of the Company.

6. Policy Review and Amendments

This Policy shall be subject to periodic review by the NRC. Any changes, if considered necessary, shall be recommended to the Board for approval. In the event of a conflict between this Policy and any applicable statutory or regulatory provisions, the requirements of such laws and regulations shall prevail. Further any subsequent amendment/modification in the SEBI Listing Regulations, the Companies Act and/or any other laws in this regard shall automatically apply to this Policy.

7. Disclosure

This Policy shall be made available on the Company's official website. Further, the Company shall ensure all disclosures required under the SEBI Listing Regulations, Companies Act, 2013, and other applicable legal frameworks are duly made in accordance with prescribed guidelines.