DEEPAK NITRITE LIMITED

BOARD DIVERSITY POLICY

1. Introduction

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 Directors ("**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 and gender representation.

Accordingly, the Board of Deepak Nitrite Limited ("**Company**"), adopted the Nomination and Remuneration Policy ("NR Policy") on 2nd May, 2014 which was last reviewed and amended by the Board at their meeting held on 13th February, 2025.

2. Purpose & Objective

The basic essence of this Board Diversity Policy ("**Policy**") is to provide a framework for leveraging on the differences within the expertise of the Board, offering a broad range of perspectives that are directly relevant to the business. A diverse Board will include and make good use of the differences in the skills, knowledge, industry experience, background, age, race, gender and other qualities of the individual members as a whole. All appointments to the Board will be made on merit, in the context of skills as required for the areas of Company's business operations, management and key expertise in the fields like operations, projects, production, management, quality assurance, finance, legal, sales and marketing, research and development, human resources etc. or as may be considered appropriate.

The Company believes that a diverse Board will amongst others –

a. enhance the quality of decisions making and ensure better business performance;

b. encourage diversity of perspectives thereby fuel creativity and innovation;

c. complement and expand the skills, knowledge and experience of the Board as a whole;

d. provide better Corporate Governance.

3. Policy Statement

The Company recognizes and embraces the importance of a diverse Board in its success. In designing the Board's composition, Board diversity has been considered from a number of aspects, including but not limited to ethnicity, cultural background, nationality, country of origin, gender, age, geographical background, regional and industry professional experience, skill and knowledge and disability and other under presented groups.

The Company believes that a diverse Board will contribute to the achievements of its strategic and commercial objectives, including to:

- drive business results
- make corporate governance more effective
- enhance quality and responsible decision-making capability
- ensure sustainable development
- enhance the reputation of the Company

4. Responsibility and Review

This Policy should be read together with the NR Policy approved by the Board of the Company. The Nomination and Remuneration Committee ("**NRC**") is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions. The NRC will discuss and agree annually all measurable objectives for achieving diversity of the Board and recommend them to the Board for adoption.

5. Disclosure of the Policy

The Policy will be published on the Company's website www.godeepak.com. The necessary disclosures, if any, about the Policy shall be made in the Corporate Governance Report annually as per the SEBI Listing Regulations and other applicable regulatory, statutory requirements.