

POLICY ON BOARD DIVERSITY

1. Purpose:

This Policy on Board Diversity (the “**Policy**”) aims to set out the approach to achieve diversity on the Board of Directors (the “**Board**”) of the Company and is formulated by the Nomination and Remuneration Committee (“**NRC**”) of the Board. Building a Board of diverse and inclusive culture is integral to the success of Hy-tech Engineers Limited (“**Company**”). This Policy applies to the composition of our Board. This Policy shall come into force from the date of listing of equity shares of the Company on the stock exchanges

2. Vision:

The Company recognizes and embraces the benefits of having a diverse Board which possesses a balance of skills, experience, expertise and diversity of perspectives appropriate to the requirements of the business of the Company. The objective of this Policy is to ensure that the Board is fully diversified and comprises an ideal combination of directors with diverse backgrounds.

3. Policy Statement:

With a view to achieving sustainable and balanced development, the Company witnesses increasing diversity at the Board level as an essential element. 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. 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 & 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.

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; and
- Enhance the reputation of the Company.

4. Measurable Objective:

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, culture and educational background, ethnicity, professional experience, skills and knowledge. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

5. Monitoring and Reporting:

The NRC shall review and assess Board composition on behalf of the Board and shall recommend to the Board, the appointment of new directors based on their qualification, positive attributes and independence.

6. Review of the Policy:

The Nomination and Remuneration Committee will review the Policy, from time to time, to ensure the effectiveness of the Policy. The Nomination and Remuneration Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

7. Disclosure of the Policy:

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