



## BRIGADE HOTEL VENTURES LIMITED

### POLICY ON BOARD DIVERSITY

#### Policy Ownership

**Owner** : Company Secretarial

#### Policy Change Log

<b>Version</b>	<b>Issued on</b>	<b>Effective from</b>
1	<i>October 5, 2024</i>	<i>October 5, 2024</i>



## **PREAMBLE**

The Company has formulated the policy on Board Diversity in terms of Regulation 19 (4) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations), and lay down the criteria for determining qualifications, positive attributes and independence of a director.

## **OBJECTIVES**

The Objectives of the Policy is to ensure diversity in the Board with an appropriate blend of functional and industry expertise and appointment of directors with appropriate skills and domain expertise considering the manner in which they function and also to ensure that such domain expertise of the individual contributes to the overall skill domain mix of the Board.

The policy shall ensure that the Company builds a better Board that can draw upon a wide range of perspectives, expertise, knowledge and experience and achieve an optimum and balanced Board, with a wide range of attributes, independence of judgement in Board and Committee deliberations and an optimum mix of Executive, Non-Executive and Independent Directors, including Women Directors.

## **POLICY STATEMENT**

Brigade Hotel Ventures Limited ("BHVL" or "Company") recognizes and embraces the importance of a diverse Board in its success. The Company believes that a truly diverse Board will leverage differences in thought, perspective, regional and industry experience, cultural and geographical background, age, ethnicity, race, gender, knowledge & skills including- expertise in financial, global business, leadership, technology, board service, strategy sales and marketing, environment social governance ("ESG") and other domains, which will ensure that the Company retains its competitive advantage.

BHVL believes that the diversity in Board will contribute to the achievement 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 BHVL.

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



Accordingly, the Committee shall:

- a. 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;
- b. Make recommendations to the Board in relation to appointments, and maintain an appropriate mix of diversity, skills, experience and expertise on the Board, and
- c. Periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

The Board shall have an optimum combination of executive, non-executive and independent directors in accordance with requirements of the Articles of Association of BHVL, the Companies Act, 2013, Listing Agreement and the statutory, regulatory and contractual obligations of BHVL.

#### **RESPONSIBILITY AND REVIEW**

The Committee will review the Policy periodically, which will include an assessment of the effectiveness of the Policy. The Committee will discuss any revision that may be required and recommend the same to the Board for approval.

*This Policy was approved by the Board on October 5, 2024.*

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