

# **SAMTEL INDIA LIMITED**

## **BOARD DIVERSITY POLICY**

### **Preamble**

The company is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, gender, disability and nationality, religious or philosophical belief, age or any other factor.

### **Purpose**

The purpose of this policy is to ensure that the company has balanced board members who bring multi-dimensional skills, experience and expertise so as to bring diversity of perspective to the business complexities the company faces and assist the company navigate through the challenges it faces.

### **Vision**

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.

### **Policy Statement**

- i. With a view to achieve a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board's composition, number of aspects has been considered to maintain a diversified Board which will help in the growth of the Company and to have better governance in the Company, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills and knowledge. An inclusive culture helps us to respond to our increasingly diverse global customer base. The Company's deep roots in many geographical regions and an international approach inform our perspective on diversity. All Board appointments will be based on merits, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.
- ii. The Nomination and Remuneration Committee will follow the process to identify and nominate the proposed director to be appointed as per the requirement of the Company from time to time from the diversified field to the Board for their approval. The benefits of diversity continue to influence succession planning and are key criteria in the instructions to external search consultants.
- iii. Board appointments will be based on various aspects including qualifications, experiences, number of company in which he / she is a director, committee positions, gender etc., to achieve the Board's target. We remain committed to meritocracy in the Boardroom, which requires a diverse and inclusive culture where Directors believe that their views are heard, their concerns

are attended to and they serve in an environment where bias, discrimination and harassment on any matter are not tolerated.

- iv. Selection of female candidates to join the Board will depend on the necessary skills, knowledge and experience. The ultimate decision will be based on merit and contribution the chosen candidate will bring to the Board.
  
- v. The Nomination and Remuneration Committee is responsible for developing measurable objectives to implement this policy and for monitoring progress towards the achievement of these objectives.

The Board considers that its diversity, including gender diversity, is a vital asset to the business.

#### Disclosure of the Policy

- i. The Policy will be uploaded on the Company's website for public information.
- ii. A summary of the Policy will be disclosed in the Corporate Governance Report annually.

#### Review of the Policy

The Nomination and Remuneration Committee will review and monitor the implementation of the Policy annually.