



**POLICY ON**

**DIVERSITY OF BOARD OF DIRECTORS**

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### **BACKGROUND**

Pursuant to Regulation 19(4) read with Sub-para 3, Para A, Part D of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), the Board of Directors ("the Board") of **Beautex Communication Limited** ("the Company") has approved and adopted this Policy on Board Diversity ("the Policy").

This Policy aims to establish a framework for ensuring diversity on the Board in terms of thought, experience, expertise, perspective, gender, ethnicity, cultural background, and other relevant attributes, in compliance with applicable laws and governance standards.

### **PURPOSE**

The objective of this Policy is to highlight the importance of Board diversity as a strategic asset, recognizing that a variety of perspectives and experiences contributes significantly to effective governance, innovation, and overall organizational success.

By embracing diversity, the Company aims to strengthen its decision-making process, drive sustainable performance, and ensure an inclusive and balanced leadership structure.

### **INTERPRETATION**

Unless otherwise defined in this Policy, all terms shall carry the same meaning as prescribed under the Companies Act, 2013, the applicable rules made thereunder, or the Articles of Association of the Company.

Any dispute regarding the interpretation of this Policy shall be referred to the Nomination and Remuneration Committee, whose decision shall be final and binding.

### **POLICY STATEMENT**

The Company believes that a diverse and inclusive Board:

- Enhances the quality of deliberations and decisions;
- Promotes creativity, innovation, and multiple viewpoints;
- Enriches collective skills, experience, and knowledge of the Board;
- Strengthens governance standards and stakeholder confidence.

Board diversity shall encompass differences in age, gender, educational background, industry expertise, leadership experience, cultural heritage, and other relevant factors. All appointments shall be made based on merit, taking into consideration the needs of the business and the balance of skills and perspectives required on the Board.

## **NOMINATION AND APPOINTMENT CRITERIA**

The Nomination and Remuneration Committee shall:

- Periodically assess the composition and structure of the Board;
- Identify suitably qualified individuals for Board membership;
- Recommend appropriate skill sets and diversity attributes;
- Oversee a transparent, merit-based, and non-discriminatory selection process;
- Review the composition in terms of executive, non-executive, and independent directors as per statutory and regulatory requirements.

## **MONITORING, EVALUATION, AND DISCLOSURE**

The Committee shall:

- Formulate succession plans for Board members;
- Support development and training programs for existing and prospective directors;
- Promote awareness of diversity values across the leadership structure;
- Monitor the evolution of Board composition with respect to gender balance, age mix, and skill representation.

## **AMENDMENT AND REVIEW**

This Policy may be amended, modified, or withdrawn at any time by resolution of the Board, based on the recommendations of the Nomination and Remuneration Committee.

In the event of any inconsistency between this Policy and statutory requirements under the Companies Act, 2013, or the Listing Regulations, the statutory provisions shall prevail.

## **DISSEMINATION**

This Policy shall be made available on the Company's website i.e. [www.beautexindia.com](http://www.beautexindia.com).

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*Date of Approval by Board of Directors: 16<sup>th</sup> June 2025*