



Thinking of Tomorrow

Symphony Limited

Policy on Board Diversity

OBJECTIVE:

This Policy on Board Diversity (the “Policy”) is framed in terms of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and provisions of the Companies Act, 2013, wherever applicable.

The Policy sets out the approach to diversity at level of the Board of Directors (the “Board) of Symphony Limited (the “Company).

SCOPE:

The Nomination and Remuneration Committee of the Board (the “Committee) has devised this policy to provide a framework for having a diversified Board and therefore, is applicable to the Board of the Company.

In the event of any inconsistency between the Policy and the applicable laws, the applicable laws will prevail.

POLICY STATEMENT:

The Company recognises and embraces the importance of diversity at the Board level to enhance board effectiveness by ensuring rational, pragmatic, and effective decision making to attain the Company’s stated goals and strategic objectives.

The Board shall have an optimum combination of executive, non-executive, and independent directors in accordance with the applicable laws and regulations. The Board shall have optimal balance of skills, competencies, experience, and diversity of perspectives, enhancing quality and responsible decision-making capabilities.

Diversity encompasses factors such as gender, race, age, experience, skillset etc. Specifically, gender is a significant contributor to diversity of perspectives. The optimal representation of women on the Board with the right skills and experience offers the opportunity to enrich the quality of discourse in the Board room. The Company fosters a culture where all voices are heard and valued which is very crucial to reaping the benefits of diversity.

Accordingly, the Committee shall:

- (i) Assess the optimal mix of diversity, experience, expertise, and skillsets required on the Board,
- (ii) Make recommendations to the Board in relation to appointments, and maintain an optimal mix of diversity, experience, expertise, and skillsets on the Board, and
- (iii) Periodically review and report to the Board requirements, if any, in relation to diversity at the Board level.

REVIEW:

The Committee will review this Policy periodically and recommend appropriate revisions as and when deemed necessary to the Board.