

PGP GLASS PRIVATE LIMITED

POLICY ON BOARD DIVERSITY

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1. PURPOSE

The Policy on Diversity of Board (“**Policy**”) aims to set out the approach to achieve diversity on the Board of Directors (“**Board**”) of PGP Glass Private Limited (“**Company**”/ “**PGP Glass**”). It is integral for the success of PGP Glass to build a Board of diverse and inclusive culture.

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

An inclusive and diverse Board allows diversity of thought, different perspectives and varied experiences to be integrated and therefore promotes the growth of company business. A diverse Board enhances effectiveness by ensuring rational, timely and productive decision making and allows a better understanding and connection with all other stakeholders to ensure PGP Glass’ stated goals and strategic objectives are achieved.

2. SCOPE

This Policy applies to the composition of the Board only and does not apply to employees of PGP Glass.

3. POLICY STATEMENT

PGP Glass believes that a diverse Board will leverage differences in thought, perspective, regional and industry experience, cultural and geographical background, age, ethnicity, race, gender, knowledge and skills including expertise in financial, global business, leadership, technology, mergers and acquisition, strategy sales and marketing, environment social and governance, risk and cyber security and other domains, which will ensure that PGP Glass retains its competitive advantage.

PGP Glass believes that a diverse 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 PGP Glass.

4. MEASURABLE OBJECTIVES

While selecting candidates for appointment to the Board, the Board shall look at not only the requisite qualifications and skill sets of the candidates, but also 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 the contribution that the selected candidates will bring to the Board.

5. MONITORING AND REPORTING

The Board is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions.

The Board will ensure that no person is discriminated against on grounds of religion, race, gender, pregnancy, childbirth or related medical conditions, national origin or ancestry, marital status, age, sexual orientation, or any other personal or physical attribute which does not speak to such person's ability to perform as a member of the Board.

The Board, among other things, is responsible for:

- reviewing the composition of the Board, including formally assessing the appropriate mix of diversity, skills, experience and expertise required on the Board and the extent to which the required skills are represented on the Board; and
- ensuring that the Board has an optimum combination of executive and non-executive directors in accordance with the requirements of the Articles of Association of the Company, the Companies Act, 2013 ("Act"), and other statutory, regulatory and contractual obligations of the Company.

6. CONFLICT WITH APPLICABLE LAW

The Policy shall not contradict the provisions of any applicable law. In case of any discrepancy, the provisions of applicable law shall prevail over the provisions of this Policy. Any subsequent amendment/ modification to the applicable law shall automatically apply to this Policy.

7. REVIEW

The Board shall review this Policy as and when needed.

8. DISCLOSURE OF THE POLICY

The Company shall disclose this Policy on the Company's website, i.e., at [<https://www.pgpfirst.com>], for public information. The necessary disclosure, if any, about the policy will also be made as per the requirements of the Act and other applicable law.

Revision History				
Version No.	Effective Date	Prepared By	Approved By	Description
1.0	August 22, 2024	Secretarial Team	Board	Policy adoption
