

PGP GLASS 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 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.

Pursuant to Regulation 19(4) read with Part D of Schedule II of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (the “**Listing Regulations**”), the Nomination and Remuneration committee of the Board (“**Committee**”) is required to devise a policy on diversity of board of directors. In compliance with the Listing Regulations, the Company has formulated this Policy.

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, the Nomination and Remuneration Committee of the Board (‘the Committee’) and 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 Committee reviews and assesses Board composition on behalf of the Board and lays down the criteria for appointment to the Board and recommends the appointment of new Directors to the Board.

In reviewing Board composition, the Committee will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.

As part of the annual performance evaluation of the Board, Board Committees and individual Directors, the Committee will consider the balance of skill, knowledge, experience, independence, and diversity on the Board, to evaluate the effectiveness of the Board as a whole.

The Board and Committee 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 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"), Listing Regulations 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 Nomination and Remuneration Committee shall periodically review the Policy, which will include an assessment of the effectiveness of the Policy. The Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.

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.	Adopted/Revised Date	Prepared By	Approved By	Description
1.0	August 22, 2024	Secretarial Team	Board	Policy adoption
2.0	March 12, 2026	HR	Board	Amendment in compliance with SEBI Listing Regulations
