



## **CREDITACCESS GRAMEEN LIMITED**

### **POLICY ON BOARD DIVERSITY**

## Revision History

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Version	Author	Description of Changes	Release Date
1.	Compliance Officer	First version	January 12, 2018
2.	Compliance Officer	Amendments made in Policy Statement and Insertion of new clause "Board Composition"	March 23, 2022
2.	Chief Compliance Officer	Re-adoption	May 16, 2023
3	Chief Compliance Officer	<ul style="list-style-type: none"> <li>Amended Section 1 to bring reference to SEBI (LODR) Regulations.</li> <li>Aligned "Board Composition" with the extant applicable provisions of SEBI (LODR) Regulations.</li> </ul>	April 01, 2024

Version	Author	Reviewed By	Approved By
1.	Compliance Officer	MD & CEO	Board of Directors
2.	Compliance Officer	MD & CEO	Board of Directors
3.	Chief Compliance Officer	Managing Director	Board of Directors

## **Contents**

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1. Purpose of this Policy.....	4
2. Policy Statement.....	4
3. Board Composition.....	4
4. Monitoring and Reporting.....	5
5. Review of the Policy.....	5

## POLICY ON BOARD DIVERSITY

### 1. Purpose of this Policy

The Policy on Board Diversity ("The Policy") sets out the approach to ensure adequate diversity in its Board of Directors ("the Board") of CreditAccess Grameen Limited. The Policy is framed by the Company pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations").

The policy will be effective from January 12, 2018.

### 2. Policy Statement

With the 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.

- a) Diversity is ensured through consideration of a number of factors, including but not limited to skills, regional and industry experience, background and other qualities.
- b) The Company shall also take into account factors based on its own business model and specific needs from time to time.
- c) The Nomination & Remuneration Committee shall lead the process of identifying and nominating candidates for appointment as Directors in the Board. The benefits of diversity continue to influence succession planning and continue to be the key criteria for the search and nomination of Directors to the Board.
- d) The selection of candidates for appointment in the Board will be based on professional merit which shall include review of the candidate's educational background, industry experience, expertise in the fields of business including Finance, Accounting, Information Technology, Human Resources, Law, Risk Management, Business Development and Management, Sales, Marketing, Administration, Research, Corporate Governance, or any other discipline related to the Company's business segments, keeping in view the Company's business operations, growth / diversification plans and the need to enhance competencies.
- e) In the process of selection of Board members, no person is discriminated on the grounds of religion, race, caste, gender, or any other personal or physical attributes which do not affect his / her ability to perform as Director.

### 3. Board Composition

- a) Board of directors shall have an optimum combination of executive and non-executive directors with at least one-woman director and not less than fifty per cent of the board of directors shall comprise of non-executive directors.
- b) The CEO / MD of the Company shall not be appointed as the Chairman of the Board of Directors. The Chairperson of the Board shall be a Non-Executive Director. In case of Non-Independent Chairman, there shall be an Independent Vice Chairman.

#### **4. Monitoring and Reporting**

As part of the Nomination and Remuneration Committee's ("NRC") annual review of the structure, size and composition of the Board, NRC will expressly consider and include commentary to the Board on Board diversity.

#### **5. Review of the Policy**

The Board of Directors shall review this policy on a regular basis to ensure its effectiveness.

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