

**HYUNDAI MOTOR INDIA LIMITED**

**POLICY TO PROMOTE DIVERSITY ON THE BOARD OF  
DIRECTORS**

**(EFFECTIVE DATE OF THE POLICY: 12<sup>TH</sup> JUNE, 2024)**

## Version Control

Version	Approval date	Approved by
1	12 <sup>th</sup> June, 2024	Board of Directors

## INDEX

<b>S.NO</b>	<b>PARTICULARS</b>	<b>PAGE NO</b>
I.	Purpose	4
II.	Objective	4
III.	Policy statement	4-5
IV.	Review of the program	5

## **I. PURPOSE:**

In terms of Regulation 19(4) read with Part D of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and Section 178 of the Companies Act, 2013, the company has formulated this Board Diversity Policy. The Policy sets out a framework that encourages diversity of thought, experience, knowledge, perspective, age, and gender in the Board. The Policy sets out the approach to diversity in the Board of Directors of the Company so as to ensure that the Board has an appropriate blend of functional and industry expertise.

This is devised in consultation with the Nomination and Remuneration Committee of the Board.

## **II. OBJECTIVE**

The Objectives of the Policy include:

1. Board to drive diversity and have an appropriate blend of functional and industry expertise;
2. To have an optimum mix of Executive, Non-Executive, and Independent Directors, including
3. Women Directors;
4. To enhance quality and responsible decision-making capability ;
5. To achieve an optimum and balanced Board, with a wide range of attributes;
6. To support making corporate governance more effective;

## **III. POLICY STATEMENT:**

1. The Nomination and Remuneration Committee shall ensure that the Board shall have an optimum combination of executive, non-executive and independent directors in accordance with requirements of the Companies Act, SEBI Listing Regulations and other statutory, regulatory and contractual obligations of the Company.

2. The Company recognises the benefits of having a diverse Board which will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, race and gender, which will ensure that the Company retains its competitive advantage and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage.
3. A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other distinctions between Directors. These diversities will be considered in determining the optimum composition of the Board and when and wherever possible should be balanced appropriately.
4. The Nomination & Remuneration Committee ('Committee') reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors also considering the provisions of Companies Act, 2013 and rules framed thereunder. The Committee also oversees the conduct of the annual review of Board effectiveness
5. The Committee shall review the profile of the prospective candidates for appointment as director on the Board taking in consideration knowledge, experience, financial literacy / expertise, global market awareness and other relevant factors as may be considered appropriate and the Board shall be so formulated with mix of members to maintain high level of ethical standards.

#### **IV. REVIEW OF THE POLICY:**

The Board and the Committee will review this Policy on a regular basis to ensure the effectiveness of the Policy.