



BOARD DIVERSITY POLICY

1. **Purpose:**

The Board Diversity Policy sets out the approach for diversity of the Board of Directors (“the Board”) of Grasim Industries Limited (“Grasim” or “Company”).

Grasim recognises that diversity within its Board of Directors is essential for driving innovation, fostering inclusivity, and enhancing corporate governance to make decisions in the best interests of all stakeholders. Therefore, the Nomination and Remuneration Committee of the Board has devised his Board Diversity Policy in accordance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

2. **Applicability:**

This Policy applies to the Board of Directors of the Company

3. **Policy Statement:**

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

The Nomination and Remuneration Committee (“Committee”) of the Company has devised the Policy and is responsible for reviewing and assessing the composition and performance of the Board, as well as identify appropriate qualified persons to occupy the Board.

In designing the Board’s composition, Board diversity shall be considered from several aspects, including but not limited to gender, ethnicity, geographies, race, age, nationality, disability, cultural, educational background, professional experience, skills, knowledge, and tenure of service to enhance the diversity within the Board.

The Board shall have an optimum combination of executive, non-executive and independent directors including women directors in accordance with the requirements of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The Company shall maintain transparency regarding our Board diversity efforts by disclosing relevant information in our annual reports, corporate governance disclosures, and other public communications.

A diverse Board shall contribute to the achievement of the Company's objectives including:

- Drive business results and strategic growth;
- Ensure sustainable development and corporate governance;
- Enhance quality and responsible decision making capability;
- Enhance the reputation of the Company; and
- Protect the interest of all the stakeholders.

This Board Diversity Policy reflects our firm commitment to promoting diversity, equity, and inclusion within our organization's highest governing body.

4. Review and Amendment:

The Nomination and Remuneration Committee shall review this Policy periodically to ensure the effectiveness of the policy and recommend appropriate revisions to the Board for consideration and approval.

The policy was approved by the Board of Directors on 22nd May 2024.