

Creative Graphics Group

Policy on Board Diversity

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06 th August, 2025	1.0	Senior Management	Board of Directors

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Introduction

This Policy on Board Diversity (“the Policy”) outlines the Company’s commitment to ensuring that the Board of Directors (“the Board”) comprises individuals with a diverse and balanced mix of experience, perspectives, and backgrounds. A well-diversified Board enhances the quality of governance, supports well-informed decision-making, and contributes to the long-term sustainability and growth of the Company.

Purpose

The purpose of this Policy is to provide a framework that encourages diversity in the composition of the Board. Diversity enables the Company to leverage the varied knowledge, professional experience, and judgment of its Directors to guide management and support the Company’s strategic priorities.

The Policy supports the Company’s commitment to fostering an inclusive and equitable leadership environment.

Law and Applicability

This Policy has been prepared in accordance with the applicable provisions of the Companies Act, 2013 and, wherever relevant, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

This Policy applies only to the Board of Directors.

The Company maintains a separate Diversity, Equity & Inclusion (DE&I) Policy that applies to all employees across all organizational levels, covering recruitment, development, performance evaluation, and workplace culture.

Policy Statement

The Company seeks to enhance the effectiveness of the Board by ensuring that its composition reflects diversity in thought, experience, and background.

While all Board appointments are based on merit, the Company recognizes the significance of diversity, particularly gender diversity, and affirms its commitment to the following principles:

Gender Diversity

- The Company shall ensure the presence of at least one Woman Director, as per the provisions of the Companies Act, 2013
- The Company will actively work to increase representation of women on the Board and in senior leadership.
- Women candidates shall be included and considered in all Board succession and appointment processes.

Fairness and Inclusion

- The Company shall adopt fair and transparent practices for evaluating individuals for Board roles.
- The Company shall maintain zero tolerance for discrimination on any grounds unrelated to merit, ethics, and capability.

Role of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee (“NRC”) shall be responsible for implementing and overseeing this Policy. In particular, the NRC shall:

- **Formulate** and recommend to the Board, criteria for appointment of Directors, including qualifications, positive attributes, and independence, in accordance with applicable laws.
- **Identify** and recommend individuals who are qualified to be appointed as Directors, with due consideration to the Company’s commitment to diversity, including gender representation.
- **Devise** and review the policy on diversity of the Board of Directors, ensuring alignment with the size, nature of business, growth plans, and strategic priorities of the Company.
- **Evaluate** the performance of the Board, its committees, and individual Directors, and consider such evaluations while determining continuation or extension of appointments, particularly of Independent Directors.
- **Ensure** that the appointment and removal of Directors is carried out in a fair, inclusive and merit-based manner, without discrimination based on gender, age, ethnicity, religion, nationality, or any other factor not relevant to merit and performance.

Limitations & Review of the Policy

In the event of any conflict between the provisions of this Policy and of the applicable law, the provisions of applicable law shall prevail over this Policy. Any subsequent amendment / modification to the applicable law shall automatically apply to this Policy.

The Nomination and Remuneration Committee shall review this Policy periodically to ensure its continued relevance and effectiveness. The Committee shall discuss any revisions that may be required and recommend such revisions to the Board for consideration and approval.

Disclosure of the Policy

The necessary disclosures, if any, regarding this Policy shall be made in accordance with the requirements under the applicable laws.
