



# **HUBTOWN LIMITED**

## **REVISED POLICY ON BOARD DIVERSITY**

**HUBTOWN LIMITED**  
**REVISED POLICY ON BOARD DIVERSITY**  
**TABLE OF CONTENTS**

<b>SR. NO.</b>	<b>PARTICULARS</b>	<b>PAGE NO.</b>
1.	Introduction	1
2.	Preamble	1
3.	Policy Statement	1
4.	Approval of the Policy	1
5.	Effective Date	1
6	Amendment to the Policy	2
7.	Disclosure in Annual Report	2
8.	Disclosure on Website	2

# HUBTOWN LIMITED

## REVISED POLICY ON BOARD DIVERSITY

### 1. INTRODUCTION :

Regulation 19 (4) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations) read with Part 'D' of Schedule II to the said SEBI Listing Regulations, mandates all listed entities to frame a policy on Board Diversity.

### 2. PREAMBLE :

The Board of Directors of Hubtown Limited (the Board) recognizes the importance and benefits of having a diverse Board to enhance the quality of its decision making process and performance and has adopted the following Policy and procedures with regard to Board Diversity.

This Policy has been revised in terms of Regulation 19 (4) read with Part 'D' of Schedule II to SEBI Listing Regulations.

### 3. SCOPE OF APPLICATION:

The policy applies to the Board and does not apply to diversity in relation to employees.

### 4. POLICY STATEMENT:

Diversity is not simply about having a collection of individuals having different characteristics. It is about getting the right people for the job and harnessing their unique and individual skills knowledge and experience in a way that collectively benefits the Company and its business.

The Company recognizes the benefits of a Board that possesses a balance of skill, experience, expertise and diversity of perspective appropriate to the requirements of the businesses of the Company.

For the appointment of persons to the Office of Directors and in deciding the composition of the Board, the Nomination and Remuneration Committee (N&RC) will also have due regard to this Policy on Board Diversity. In this regard, the N&RC / Board will take into consideration, the qualifications and wide and varied experience of the Directors in the field of finance, project management, law, economics and public policy apart from the compliance of legal and contractual requirements of the Company for ensuring transparent Board nomination process with diversity of thought, skills, experience, knowledge and perspective of gender in the Board.

The total number of Directors constituting the Board shall be in accordance with the Articles of Association of the Company and the provisions of SEBI Listing Regulations, 2015, the Companies Act, 2013 and the Rules framed thereunder. The Board of Directors shall have an optimum combination of Executive and Non-Executive Directors with atleast one woman Director

### 5. APPROVAL OF THE POLICY :

Pursuant to the recommendation of the N&RC, this Policy has been approved by the Board of Directors of the Company.

**6. EFFECTIVE DATE :**

This Policy came in effect from December 1, 2015 and has been revised/ amended by the Board at its meeting on the date mentioned hereunder and made effective thereupon.

**7. AMENDMENT TO THE POLICY :**

This Policy has been framed in accordance with the provisions of the Companies Act 2013 and the Rules made thereunder and SEBI Listing Regulations, 2015. This Policy shall stand amended in accordance with the amendments, if any, in the said Act and the Regulations.

The Nomination and Remuneration Committee will review the Policy as and when the need arises, which will also include an assessment of the effectiveness of this Policy.

The Nomination and Remuneration Committee will also discuss any revision that may required to this Policy and shall recommend any such revision to the Board for approval,

**8. DISCLOSURE IN ANNUAL REPORT :**

The Board will ensure that appropriate disclosures regarding Board Diversity are made in the Section on 'Corporate Governance' in the Annual Report.

**9. DISCLOSURE ON WEBSITE :**

This Policy shall be disclosed on the website of the Company – [www.hubtown.co.in](http://www.hubtown.co.in).

---

**[The above Policy has been reviewed and approved by the Board of Directors at its meeting held on May 29, 2023.]**