

BOARD DIVERSITY POLICY

(Pursuant to Part D of Schedule II of the SEBI (LODR) Regulations, 2015)

A. INTRODUCTION:

The Policy on Diversity of Board (the “Policy”) aims to set out the approach to achieve diversity on the Board of Directors (the ‘Board’) of the Company. Building a Board of diverse and inclusive culture is integral to the success of Patil Automation Limited (“the Company”). The Board considers that its diversity, including gender diversity, is a vital asset to the business. Inclusive and diverse Board, allows wider perspectives to be integrated when brainstorming, problem solving and developing new ideas for the growth of company business.

The Board, based on the recommendation of the Nomination and Remuneration Committee, may amend this Policy from time to time to incorporate any subsequent amendment(s)/modification(s) in the Listing Regulations with respect to matters covered under this Policy or otherwise.

B. OBJECTIVE

The objective of this Policy is to set out the approach for achieving diversity for the Board of Directors.

C. DEFINITIONS

- **“Nomination and Remuneration Committee”** or **“Committee”** means the Committee of the Board constituted/re-constituted under the provisions of Regulation 19 of the Listing Regulations read with Section 178 of the Companies Act, 2013 as in force from time to time.
- **“Board of Directors”** or **“Board”** means the Board of Directors of Patil Automation Limited, as constituted/re-constituted from time to time.
- **“Company”** means Patil Automation Limited.
- **“Policy”** or **“this Policy”** means Board Diversity Policy.

D. POLICY

1. The Company recognizes the benefits of having a Board of Directors that possesses a balance of skills, experience, expertise and diversity

of perspectives appropriate to the requirements of the business of the Company.

2. The Board of Directors shall have the optimum combination of Directors from different areas/fields like Finance, Management, Accountancy, Law, Technical or such other fields as may be considered relevant by the Nomination and Remuneration Committee for achieving a diverse Board.
3. The Board shall have at least one Board Member who has accounting or related financial management expertise and at least three Directors who are financially literate.
4. The Board appointments should be based on merit and should complement and expand the skills, experience and expertise of the Board as a whole, taking into account gender, age, professional experience and qualifications, cultural and educational background and any other factors that the Nomination and Remuneration Committee may consider relevant for achieving a diverse Board.
5. The Nomination and Remuneration Committee shall be responsible for reviewing the structure, size and composition of the Board and the appointment of new Directors of the Company from time to time to ensure that it has a balanced composition of skills, experience and expertise appropriate to the requirements of the business of the Company, with due regard to the benefits of diversity on the Board.

E. REVIEW AND MONITORING

The Nomination and Remuneration Committee shall review and monitor from time to time the implementation of this Policy to ensure its effectiveness and shall at appropriate time set measurable objectives for achieving Board diversity.

F. DISCLOSURES

The Company shall disclose this Policy on its website and a web link thereto shall be provided in the Annual Report.

Amendment to Law any subsequent amendment / modification in the SEBI Listing Regulations, Act and all other applicable laws in this regard shall automatically apply to this Policy.

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This policy was approved and adopted by the Board of Directors of the Company at its Meeting held on December 25, 2024.