

## INTELLECT DESIGN ARENA LIMITED

### BOARD DIVERSITY POLICY

#### 1. PURPOSE

The Board of Directors (“Board”) of Intellect Design Arena Limited (“Intellect”) has decided to consider and formulate a policy on diversity of the composition of the Board by the name of Board Diversity Policy (“Policy”). The Policy sets out the approach to have a diversity on the Board of the Company in terms of thought, experience, knowledge, perspective and gender in the Board, based on the applicable laws, rules and regulations applicable to the Company

#### 2. SCOPE

This Policy only applies to the Board, and not to the employees.

#### 3. POLICY STATEMENT

Intellect believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional & industry experience, cultural and geographical background, age, ethnicity, race and gender, which will ensure that that the company retains its competitive advantage.

Intellect believes that a diverse Board will contribute to the achievement of its strategic and commercial objectives, including:

- Driving the business results
- Make corporate governance more effective
- Enhance quality and responsible decision making capability
- Ensure sustainable development; and
- Enhance the brand / reputation of Intellect

The Nomination & Remuneration and Compensation Committee (**‘Committee’**) is responsible for reviewing and assessing the composition and performance of the Board; as well as identifying appropriately qualified person to occupy Board positions.

While all appointments to the Board will continue to be made on merit, the Committee will consider the benefits of diversity (including but not limited to the attributes listed above) in identifying and recommending persons for Board membership, as well as evaluating the Board and its individual members.

Further, the Committee will ensure that no person is discriminated against the grounds of religion, race, gender, pregnancy, childbirth or any related medical conditions, national origin or ancestry, marital status, age, sexual orientation, or any other personal or physical attribute which does not speak to such person’s ability to perform as a Board member.

**Accordingly, the Committee shall:**

- Assess the appropriate mix of diversity, skill, experience and expertise required on the Board and assess the extent to which the required skill are represented on the Board
- Make recommendations to the Board in relation to appointments, and maintain an appropriate mix of diversity, skills, experience & expertise on the Board, and
- Periodically review and report to the Board requirements, if any, in relation to diversity on the Board

The Board shall have an optimum combination of executive, non-executive and independent directors in accordance with requirements of the Articles of Association of Intellect, the Companies Act, 2013, Listing Regulations and the statutory and contractual obligations of Intellect.

The effective implementation of this Policy requires that shareholders are able to judge for themselves whether the Board as constituted is adequately diverse. To this end, Intellect shall continue to provide sufficient information to shareholders about the size of the Board, qualifications and characteristics of the Board members.

**4. RESPONSIBILITY AND REVIEW**

The Committee will review this Policy periodically and recommend appropriate revisions to the Board.