

ADVANCED ENZYME TECHNOLOGIES LIMITED

POLICY ON BOARD DIVERSITY

Applicability:

Regulation 19(4) read with Part D of Schedule II of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time [“SEBI Listing Regulations”], provides that the role of the Nomination and Remuneration Committee [“NRC”], inter alia, includes devising a policy on diversity of Board of Directors. In view of this requirement as per SEBI Listing Regulations, the Policy on Diversity of the Board of Directors of the Company has been adopted (“Policy on Board Diversity”).

Policy:

The Company believes that a diverse Board will enhance the quality of the decisions making of the Board of Directors of the Company by utilizing the various skills, qualification, professional expertise, industry background, knowledge etc. of the members of the Board. The diversity is an essential element for achieving sustainable and balanced long-term growth of the Company.

The composition of the Board of Directors of the Company shall be in compliance with the Companies Act, 2013, SEBI Listing Regulations and applicable provisions of the Articles of Association of the Company. The Board of Directors of the Company shall have an optimum combination of Executive and Non-Executive Directors (including Independent Directors) with at least one Woman Director.

All appointments to the Board are and shall continue to be made on merit and after considering the knowledge, qualification, expertise, industry background, independence, integrity, including provisions of the applicable laws and with due regard for the benefits of diversity on the Board.

Knowledge of & expertise in domain areas such as Pharmaceutical industry, Nutraceuticals (preferable with experience in enzyme base nutraceuticals), food and feed, banking & finance, investment banking, legal, research & development, marketing, human capital & general administration etc., should be duly considered while making appointments to the Board level.

The Nomination and Remuneration Committee will ensure that while making appointment at the Board level, no person is discriminated on the grounds of religion, caste, race, gender, national origin or age.

At the time of appointment of member(s) of Board of Directors of the Company, the Nomination and Remuneration Committee and the Board of Directors of the Company shall inter alia, consider this Policy on Board Diversity in addition to the Nomination and Remuneration Policy of the Company.

Review of Policy

The Nomination and Remuneration Committee may review the Policy from time to time and recommend modification / amendment, as it may deem necessary.

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