

HDFC CREDILA FINANCIAL SERVICES
LIMITED

BOARD DIVERSITY POLICY

EFFECTIVE FROM OCTOBER 20, 2021

Reviewing & Approving Authority:	Board of Directors of the Company
Original Issue Date:	October 20, 2021
Current Revision Date:	–
Policy Making Body:	Nomination and Remuneration Committee
Version No.:	1.0
Review Cycle	As recommended by the Board

1. Scope

This Policy on Board Diversity (the “**Policy**”) applies to the Board of Directors (the “**Board**”) of the HDFC Credila Financial Services Limited (“**Company**”). This Policy shall be effective from October 20, 2021.

2. Purpose

As prescribed under the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015 (Listing Regulations), one of the key functions of the Board of a listed company is to ensure existence of a transparent board nomination process with a focus on diversity of thoughts, varied experience, industry knowledge, broader perspective, integrity and gender representation.

The primary objective of this Policy is to provide a framework and set standards for having a diversified Board with ability to base its decisions after evaluating multiple options as compared to homogeneous Boards and help improve the performance of the organization significantly. A diversified board not only enhances board effectiveness by ensuring rational, pragmatic and quick decision making but also better understands and connects with the stakeholders to attain the Company’s stated goals and strategic objectives.

3. Policy Implementation

- The Nomination & Remuneration Committee of the Board of Directors of the Company (NRC) is authorized to select potential candidates for appointment as Directors to the Board and ensure adherence to the Policy for ascertaining ‘Fit and Proper’ criteria for Directors. Whilst selecting potential candidates, the NRC would ensure ‘fit and proper’ status of the proposed director.
- When selecting candidates to be appointed as Directors to the Board, the NRC shall assess appropriate mix of diversity, ensure that the candidates have the highest levels of personal and professional ethics and integrity, appropriate skills, knowledge, experience and expertise in one or more fields of business including finance, accounting, management, sales, marketing, administration, research, corporate governance, technical operations, law or any other discipline related to the business of the Company.
- While evaluating candidates, the NRC shall also consider the qualifications and skill sets of the existing members of the Board, to ensure an overall diversity in the skill sets of Board as a whole, keeping in mind the current business operations, future growth, diversification plans and also the need to fill in the competency gaps, if any.

- The Company believes in gender diversity. The Company, under the provisions of the Companies Act, 2013, Rules made there under and the Listing Regulations would have at least one woman director on its Board.

4. Policy Review

This Policy may be reviews annually and as may be required from time to time.
