

Policy on Board Diversity

(Revised policy approved and adopted by the Board of Directors in their Meeting held on October 31, 2026)

1. Preamble

The Board shall endeavour to maintain an appropriate combination of skills, knowledge, qualifications and professional experience relevant to the Company's business and strategic objectives. The desired composition may include expertise in finance, accounting, operations, environmental technologies, legal and regulatory matters, marketing, human resources, risk management and other relevant disciplines.

the Nomination and Remuneration Committee ('NRC') has revised the Policy on Diversity of Board, in accordance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('the Regulations') to assure that the Board is fully diversified and comprises of an ideal combination of Executive and Non-Executive Directors, including Independent Directors, with diverse backgrounds.

2. Purpose

The Policy is structured to address the importance of a diverse Board in utilising the unique and individual abilities and experiences of various Board Members in such a way that the company and the Company as a whole benefit. The Policy's main purpose is to establish a framework for leveraging the Board's diverse knowledge and skills so that it may provide helpful recommendations to Management in accordance with the Company's business objectives.

3. Law and Applicability:

This Policy has been formulated pursuant to Regulation 19(4) read with Part D of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time. The Policy shall apply to the composition and diversity of the Board of Directors of the Company and shall be read with the applicable provisions of the Companies Act, 2013 and the rules made thereunder.

4. Definitions and Interpretation

In this Policy, words and expressions shall have the meaning assigned to them below:

"***Act***"	shall mean the Companies Act, 2013 and rules framed thereunder, *notified* by the Ministry of Corporate Affairs, Government of India, as amended from time to time;
"***Board***"	shall mean the *Board* of Directors of the Company;
"***Company***"	shall mean Greenleaf Envirotech Limited, incorporated under the provisions of the Act;
"***Directors***"	shall mean all the members of

	the Board of Directors of the Company, including the Independent Directors;
"***Independent Directors***"	shall mean the Director other than a managing director or a whole-time director or a nominee director as more specifically set out under Section 149(6) of the Act, and shall also have the meaning ascribed to the term "Independent Director" under Regulation 16(1)(b) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time;
"***Nomination and Remuneration Committee***"	shall mean the nomination and remuneration committee constituted by the Board in accordance with the provisions of the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time;

Unless the context otherwise requires, words and expressions used in this policy and not defined herein but defined in the Companies Act, 2013 or the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as may be amended from time to time shall have the meaning respectively assigned to them therein.

5. Policy statement:

The Company aims to enhance the effectiveness of the Board by diversifying its composition and to obtain the benefit out of such diversity in better and improved decision making. In order to ensure that the Company's boardroom has appropriate balance of skills, experience and diversity of perspectives that are imperative for the execution of its business strategy, the Company shall consider a number of factors, including but not limited to gender, religion, age, national origin or ancestry, cultural and educational background, ethnicity, marital status, professional experience, skills, knowledge and length of service. The Policy shall conform to the following two principles for achieving diversity on the Board:

- Decisions pertaining to recruitment, promotion and remuneration of the directors will be based on their performance and competence; and

- For embracing diversity and being inclusive, best practices to ensure fairness and equality shall be adopted and there shall be zero tolerance for unlawful discrimination and harassment of any sort whatsoever.

In order to ensure a balanced composition of executive, non-executive and independent directors on the Board, the Company shall consider candidates from a wide variety of backgrounds, without discrimination, and inter alia based on the following factors:

a) Gender:
The Company shall not discriminate on the basis of gender in the appointment of Directors to the Board. The Company shall encourage the appointment of women at senior executive levels and promote gender diversity in Board composition to achieve balanced representation. The Company shall ensure that its Board composition complies with the applicable statutory and regulatory requirements relating to the appointment of women Directors, including Regulation 17(1)(a) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and Section 149 of the Companies Act, 2013, read with the applicable rules. Accordingly, the Company shall have at least one woman Director on its Board at all times, as required under applicable law. Further, where applicable, the Company shall ensure compliance with the requirement to appoint at least one independent woman Director, as prescribed under Regulation 17(1)(a) of the SEBI LODR Regulations for the top 1,000 listed entities based on market capitalisation. The applicability of this additional requirement shall be determined with reference to the Company's applicable market-capitalisation ranking and the relevant regulatory provisions. The Company shall consider qualified candidates for Board positions without discrimination on the basis of gender.
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b) Ethnicity:
The Company shall promote having a boardroom comprising of people from all ethnic backgrounds so that the directors may efficiently contribute their thorough knowledge, sources and understanding for the benefit of Company's business;

c) Educational qualification:
The Board should have a mix of members with different educational qualifications, knowledge and with adequate experience in finance, accounting, economics, legal and regulatory matters, corporate governance, the environment, green technologies, operations of the company's businesses and other disciplines related to the company's businesses.

6. Role of the Nomination and Remuneration Committee:

The NRC, inter alia, is responsible for reviewing and assessing the composition of the Board as well as for identifying and recommending appropriately qualified candidature(s), to hold Directorship in the Company, to the Board of Directors where and if need be.

7. Review of the Policy:

The NRC shall review the policy from time to time, to ensure the effectiveness of the Policy. The Committee shall discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

8. Disclosure of the Policy:

The Company shall disclose this Policy on its website i.e. www. greenleafenvirotech.in. The necessary disclosure, if any, about the policy will also be made as per the requirements of SEBI (LODR) Regulations, 2015 and other applicable laws.

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