

RUNAYA

BOARD DIVERSITY POLICY

PURPOSE

The purpose of this Board Diversity Policy is to ensure an inclusive and diverse membership of the board of directors of Runaya and its entities (the “Board”) resulting in optimal decision-making & assisting in the development and execution of a strategy which promotes success of Runaya Group for the collective benefit of its stakeholders.

Runaya is committed to promote diversity & inclusion within the organization and understands the importance of having a diverse board for enhancement of quality and performance.

SCOPE

This policy applies to Runaya Group and its existing & future entities.

Board hereby refers to Board of Directors of Companies as defined in Companies Act 2013 and Partners of LLP as defined under LLP Act 2008.

Company hereby refers to Company & LLP of Runaya Group

POLICY STATEMENT

- It is critical that membership of the Board, apart from ensuring transparent nomination of the members, includes a diverse mixture of skills, professional & industry backgrounds, geographical experience & expertise, gender, tenure, ethnicity and diversity of thought;
- A Diverse Board shall contribute to the achievement of the Company’s objectives including:
 - Enhance the reputation of the Company
 - Drive business targets and strategic growth
 - Ensure sustainable development and corporate governance
 - Enhance quality

By fostering diversity, the Company aims to bring broader perspectives to strategic discussions, enhance innovation, and better represent the interests of its global and local stakeholders

RESPONSIBILITY & REVIEW

ESG Council will review this policy periodically and recommend appropriate revisions to the Board as may deem necessary.

DISCLOSURE OF POLICY

The Company shall disclose this Policy on its website i.e. www.runaya.com.

This policy is effective from 1st April, 2023.