

DYNAMIC MICROSTEPPERS LIMITED

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POLICY ON BOARD DIVERSITY

1. Preamble:

This “Board Diversity Policy” (“Policy”) is formulated in compliance with the provisions of Regulation 19(4) read with Part D of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The policy sets out the Company’s approach to ensure a diverse and inclusive Board of Directors to enhance governance, decision-making, and performance.

2. Purpose:

The purpose is to set out a framework to promote diversity in the composition of the Board and to ensure an effective mix of executive, non-executive, independent, and women directors with varied backgrounds, expertise, and perspectives.

3. Scope and Applicability:

This Policy applies to the composition of the Board of Directors.

4. Policy Overview:

The Company aims to enhance the effectiveness of the Board by diversifying its composition so that the Company gets the benefit out of such diversity in better and improved decision making. The composition of the Board shall ensure representation from:

- a. Individuals having varied skills / expertise / competencies for the effective functioning of the Board and Company;
- b. Individuals having requisite qualifications, tenure, experience & age;
- c. Appropriate mix of cultural, geographical and gender diversity;
- d. Appropriate mix of independent and non-independent directors in accordance with the Companies Act, 2013 and SEBI LODR Regulations.

5. Role of Nomination and Remuneration Committee:

The Nomination and Remuneration Committee of the Company shall review and assess Board composition on behalf of the Board and shall recommend to the Board, the appointment of new directors based on their qualification, positive attributes and independence.

6. Review of the Policy:

The Policy shall be reviewed by the NRC and the Board from time to time, and any changes shall be approved by the Board of Directors.

7. Disclosure:

The necessary disclosure about the policy, if any, will also be made as per requirements of SEBI LODR Regulations and the Companies Act 2013.

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