

## **BOARD DIVERSITY POLICY**

### **I. OBJECTIVE**

This Policy aims to set out the approach to achieving diversity in the Board of Directors of Mastek Limited.

### **II. SCOPE**

This Policy applies to the Board. It does not apply to employees generally.

### **III. POLICY STATEMENT**

The Company recognises the benefits of a Board that possesses a balance of skills, experience, expertise and diversity of perspectives appropriate to the requirements of the businesses of the Company.

The Company maintains that appointment to the Board should be based on merit that complements, supplements and facilitates a right balancing of skills, experience and expertise in the Board as a whole, taking into account gender, age, professional experience, qualification and any other facts that the Board might consider relevant and appropriate from time to time towards achieving a cohesive Board with diversity in composition.

The Nomination and Remuneration Committee ('Committee') is responsible for reviewing the structure, size and composition of the Board. The Nomination and Remuneration Committee shall consider the qualifications and experience of proposed independent directors and recommend to the Board for their appointment / removal.

The Board shall ensure that it has a balanced composition of skills, experience and expertise appropriate to the requirements of the businesses of the Company, with due regard to the benefits of diversity on the Board.

### **IV. REVIEW AND MONITORING**

The Nomination and Remuneration Committee will review and monitor from time to time the implementation of this Policy to ensure its effectiveness. Further, the Committee will ensure that no person is discriminated against on grounds of religion, race, gender, national origin or ancestry, marital status, age or any other personal or physical attribute which does not speak to such person's ability to perform as a Board member.

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