



Olympia Industries Limited

POLICY ON DIVERSITY OF BOARD OF DIRECTORS

(Under Regulation 19(4) and Part D of Schedule II of the SEBI(LODR) Regulations, 2015)

1. TITLE

This policy shall be called the 'Policy on diversity of Board of Directors' ("Board Diversity Policy").

2. OBJECTIVE

2.1 Olympia Industries Limited (the "Company") is committed to deal with all stakeholders with full transparency and fairness, ensuring adherence to all laws and regulations and achieving highest standards of corporate governance.

2.2 Pursuant to Regulation 19(4) read with Part D of Schedule II of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (the "SEBI Listing Regulations"), the Nomination and Remuneration Committee of the Board of directors ("Board") of the Company is required to devise a policy on diversity of Board of directors. In compliance with the SEBI Listing Regulations, the Company has formulated this Board Diversity Policy.

2.3 To meet the objectives of driving diversity and an optimum skill mix, the Nomination and Remuneration Committee (NRC) may seek the support of Human Resources Department.

3. DEFINITIONS

3.1 For the purpose of this Board Diversity Policy, the following terms shall have the meanings assigned to them hereunder:

- (a) "Board" means the board of directors of the Company;
- (b) "Board Diversity Policy" means this policy, as amended from time to time;
- (c) "Committee" means the Nomination and Remuneration Committee of the Board;

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(d) “Director” means a member of the Board; and

(e) “Company” means Olympia Industries Limited.

3.2 Words and expressions used and not defined in this Board Diversity Policy shall have the meaning ascribed to them in the SEBI Listing Regulations, the Securities and Exchange Board of India Act, 1992, as amended, the Securities Contracts (Regulation) Act, 1956, as amended, the Depositories Act, 1996, as amended, or the Companies Act and rules thereunder.

4. BOARD DIVERSITY

4.1 The Board recognizes that the Board composed of appropriate qualified people with a broad range of experience relevant to the business is important to the effective corporate governance and sustained commercial success of the Company. A truly diverse Board will include and make good use of differences in skills and industry experience, background and other distinctions between directors.

4.2 The Committee shall ensure that the Board shall have an optimum combination of executive, non-executive and independent Directors in accordance with requirements of the Companies Act, SEBI Listing Regulations and other statutory, regulatory and contractual obligations of the Company.

4.2 The Company recognizes the benefits of having a diverse Board and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. The Company believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, race and gender, which will ensure that the Company retains its competitive advantage. The Company further believes that a diverse Board will contribute towards driving business results, make corporate governance more effective, enhance quality and responsible decision-making capability, ensure sustainable development and enhance the reputation of the Company.

4.5 The Committee shall review the profile of the prospective candidates for appointment as Director on the Board taking into consideration factors such as qualification, knowledge, experience, financial literacy / expertise, specialization in one or more areas, global market awareness and other relevant factors as may be considered appropriate and the Board shall be so formulated with mix of members to maintain high level of ethical standards. The Committee shall

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also take into consideration the provisions of the Companies Act, SEBI Listing Regulations and other statutory, regulatory and contractual obligations of the Company.

5. AMENDMENTS

5.1 The Committee may modify and/or amend the Board Diversity Policy at any time subject to the provisions of the SEBI Listing Regulations and the Companies Act and rules framed thereunder and any other applicable law.

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