



Esha Media Research Ltd.

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BOARD DIVERSITY POLICY

1. Purpose

The Board Diversity Policy ('the Policy') provide a framework for leveraging on the diverse knowledge and expertise on the Board of Directors of Esha Media Research Limited ('the Board'). Which can offer its valuable guidance to the Management consistent with the Company's business perspective

2. Policy Statement

The Company recognises and embraces the benefits of having a diverse Board and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in the thought, perspective, knowledge, skills, industry experience, background, gender and other distinctions between Directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. The Board to be effective, all Board appointments are made on merit, in the context of the skills, experience, independence and knowledge with due regard to the benefit of diversity on the Board.

3. Role of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee ('the NRC Committee') reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors. The NRC Committee also oversees the conduct of the annual review of Board effectiveness.

4. Review of the Policy

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