HD FIRE PROTECT LIMITED

(Formerly known as HD Fire Protect Private Limited)

POLICY ON BOARD DIVERSITY

(Approved by the Board of Directors on 11th December 2025)

BACKGROUND

Pursuant to Regulation 19(4) read with Part D of the Schedule II of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 **("SEBI (LODR) Regulations")** as amended from time to time, the nomination and remuneration committee of the board of directors of a listed entity is required to devise a policy on diversity of board of directors. In compliance with the LODR Regulations, the Company has formulated the policy on diversity of board of directors.

This policy on Board Diversity ("**Policy**") for the Board of Directors ("**Board**") of HD Fire Protect Limited ("**Company**") has been formulated by the Board, based on the recommendation of the Nomination and Remuneration Committee ("**NRC**"), in accordance with the LODR Regulations, to assure that the Board is fully diversified and comprises of an ideal combination of executive and non-executive directors, including independent directors, with diverse backgrounds.

OBJECTIVE

The objective of this Policy is to recognize and embrace the benefits of having a diverse Board which possesses a balance of skills, experience, expertise and diversity of perspectives appropriate to the requirements of the business of the Company.

SCOPE

The Policy applies to the composition of the Board only and does not apply to diversity in relation to the employees of the Company.

POLICY STATEMENT

The Company recognizes and believes that a diverse Board will enhance the quality of the decisions made by the Board by utilizing different skills, qualifications, professional experience, knowledge, gender, ethnicity, background and other distinguished qualities etc. of the members of the Board, necessary for driving business results, achieving competitive advantage, effective corporate governance, and sustainable and balanced development.

The Company also maintains that Board appointments should be based on merit that complement and expands the skills, experience and expertise of the Board as a whole taking into account discrete characteristics reflected in the individual members, that the Board might consider relevant to function effectively and efficiently.

The composition of the Board shall be in accordance with the articles of association of the Company, the Companies Act, 2013, LODR Regulations as well as other statutory, regulatory and contractual obligations of the Company.

In the process of attaining a diverse Board based on the aforementioned criteria, the following norms needs to be assessed:

I. Optimum composition

a) The Board shall have an optimum combination of executive and non-executive directors with at least one woman director and not less than fifty percent of the Board shall comprise of non-executive directors.
b) At least half of the Board should comprise of Independent Directors (as defined in the Companies Act, 2013) (where the chairperson of the Board is an executive director) or at least one-third of the Board should comprise of Independent Directors (where the chairperson of the Board is a non-executive director). If the Company does not have a regular non-executive chairperson, at least half of the board of directors shall comprise of independent directors. If a non-executive chairperson is a promoter of the Company or is related to any promoter or person occupying management positions at the level of Board or at one level below the Board, at least half of the Board shall consist of independent directors.
c) The Company shall continue to have at least one independent woman director on the Board to ensure that there is no gender inequality on the Board.

II. Functional diversity

a) Appointment of directors to the Board of the Company should be based on specific needs and business of the Company. Appointment should be done based on the qualifications, knowledge, experience and skill of the proposed appointee which is relevant to the business of the Company.
b) Knowledge and experience in domain areas such as finance, legal, risk management, education sector, other industry etc., should be duly considered while making appointments to the Board level.
c) While appointing Independent Directors, care should be taken as to the independence of the proposed appointee.
d) Directorships in other companies may also be taken into account while determining the candidature of a person.

ROLE OF NOMINATION AND REMUNERATION COMMITTEE

The NRC Committee, inter alia, is responsible for reviewing and assessing the composition of the Board as well as for identifying and recommending appropriately qualified candidature(s), to hold directorship in the Company, to the Board where and if need be.

REVIEW OF THE POLICY

The NRC Committee will review this Policy periodically and recommend appropriate revisions to the Board.

AMENDMENTS TO THE POLICY

The NRC Committee shall have the power to clarify any doubts or rectify any anomalies that may exist in connection with the effective execution of this Policy. The NRC Committee may recommend amendments to this Policy to the Board, from time to time as may be required and/or based on changing requirements as prescribed by SEBI/stock exchange(s)or any other appropriate statutory authority.

DISCLOSURE OF THE POLICY

The Company shall disclose this Policy on its website i.e. (www.hdfire.com). The necessary disclosure, if any, about the policy will also be made as per the requirements of LODR Regulations and Companies Act 2013.

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