

KRYPTON INDUSTRIES LIMITED

POLICY ON DIVERSITY OF BOARD OF DIRECTOR

(As Revised and approved by the Board of Directors as on May 07, 2026)

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1. BACKGROUND

Pursuant to the provisions of the **Companies Act, 2013** and **Regulation 19 read with Schedule II (Part D) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**, the Nomination and Remuneration Committee (“NRC”) of Krypton Industries Limited (“the Company”) has formulated this Policy on Diversity of the Board of Directors.

The Policy recognizes the importance of a diverse Board in enhancing the quality of decision-making, ensuring effective governance, and promoting sustainable business growth.

2. OBJECTIVE

The objectives of this Policy are:

- To ensure an appropriate mix of diversity on the Board
- To enhance Board effectiveness through varied perspectives
- To bring in a wide range of skills, experience, and backgrounds
- To comply with statutory and regulatory requirements
- To promote inclusive and balanced representation at the Board level

3. SCOPE

This Policy applies to:

- The Board of Directors of the Company
- The Nomination and Remuneration Committee (NRC) responsible for recommending appointments

4. DEFINITIONS

- **“Board”**: Board of Directors of the Company
- **“NRC”**: Nomination and Remuneration Committee constituted under Section 178 of the Companies Act, 2013 and SEBI LODR
- **“Independent Director”**: As defined under the Companies Act, 2013 and SEBI LODR

5. REGULATORY FRAMEWORK

This Policy is framed in accordance with:

- Section 149 of the Companies Act, 2013 (composition of Board, including woman director)
- Section 178 of the Companies Act, 2013 (role of NRC)
- Regulation 17 and 19 of SEBI LODR Regulations, 2015
- Schedule II (Part D) of SEBI LODR (NRC role including diversity)

6. PRINCIPLES OF BOARD DIVERSITY

The Company believes that Board diversity enhances decision-making and governance quality. Diversity shall be considered across multiple dimensions, including:

6.1 Gender Diversity

- The Company shall ensure at least one-woman director as required under law
- Efforts shall be made to improve gender balance on the Board

6.2 Age Diversity

- The Board shall have a mix of experienced and younger professionals
- This ensures continuity and innovation

6.3 Professional Experience

The Board shall include individuals with diverse professional backgrounds such as:

- Finance and accounting
- Legal and regulatory
- Industry/technical expertise
- Management and strategy
- Corporate governance

6.4 Educational Background

- Directors shall possess varied educational qualifications to enrich Board discussions

6.5 Skills and Competencies

- Strategic thinking
- Leadership capability
- Risk management expertise
- Digital and technological awareness

6.6 Geographical Diversity (if applicable)

- Representation from different regions may be considered to bring broader market insights

7. ROLE OF NOMINATION AND REMUNERATION COMMITTEE (NRC)

The NRC shall:

- Identify and recommend individuals for appointment/reappointment to the Board
- Evaluate the balance of skills, experience, and diversity on the Board
- Ensure compliance with diversity requirements under law
- Periodically review and update the diversity criteria
- Consider diversity while evaluating Board performance

8. SELECTION CRITERIA

While selecting candidates for Board positions, the NRC shall consider:

- Integrity, independence, and ethical standards
- Qualifications, expertise, and experience
- Diversity parameters as defined in this Policy
- Ability to devote sufficient time and attention
- Absence of conflicts of interest

Selection shall be based on merit, while giving due regard to diversity.

9. DISCLOSURE

- This Policy shall be disclosed on the Company's website
- A web link shall be provided in the Annual Report
- The Board's Report shall include disclosure on Board diversity

10. REVIEW OF POLICY

- The NRC shall review this Policy periodically
- Any changes shall be recommended to the Board for approval

11. AMENDMENT

The Board of Directors may amend this Policy from time to time in accordance with applicable laws and regulations.

12. EFFECTIVE DATE

This Policy shall come into effect from the date of approval by the Board of Directors.



Priya Agarwal
Company Secretary & Compliance Officer
Reviewed and adopted on: 07/05/2026