

Version	01
Issue date	11.03.2025
Revision no.	NA
Revision date	NA

Park Medi World Limited
(Formerly Park Medi World Private Limited)

POLICY ON DIVERSITY OF BOARD OF DIRECTORS

A. PURPOSE AND SCOPE

Pursuant to Regulation 19(4) read with Clause A (3) of Part D of Schedule II of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations"), as amended, and provisions of Section 178 and other applicable provisions of the Companies Act, 2013 ("the Act"), the Nomination and Remuneration Committee ("NRC") has framed this Policy on Diversity of the Board of Directors ("Policy"). The Policy outlines the Company's approach toward ensuring a diverse and well-balanced Board to drive business growth, innovation, and corporate governance. This Policy applies to the Board of "PARK MEDI WORLD LIMITED" ("the Company").

B. POLICY STATEMENT

The Company recognizes that a diverse and inclusive Board is essential for effective decision-making, robust governance, and sustainable business growth. A diverse Board contributes to a broader range of perspectives, better risk management, improved problem-solving capabilities, and enhanced stakeholder confidence.

Board diversity shall encompass, but is not limited to, differences in skills, professional background, industry experience, expertise, race, gender, cultural and educational background, age, and other distinguishing factors. The Company ensures that Board appointments are made based on merit while also fulfilling legal and contractual requirements.

In ensuring a well-balanced and diverse Board, the following aspects shall be considered:

I. Diversity in Composition

- The Board shall have an optimal mix of Executive and Non-Executive Directors, with at least 50% of the Board comprising Non-Executive Directors.
- Where the Chairperson of the Board is Executive or belongs to the Promoter Group, at least half of the Board shall comprise Independent Directors.
- Where the Chairperson of the Board is Non-Executive and does not belong to the Promoter Group, at least one-third of the Board shall comprise Independent Directors.
- The Company shall have at least one Woman Independent Director on the Board to promote gender diversity.
- The Board shall also strive to include members from diverse geographic regions to enhance representation from different markets and cultures.

- The Company shall ensure Board composition is in compliance with the Act, SEBI LODR Regulations, and other applicable laws.

II. Diversity in Functionality

- Board appointments shall be made considering the specific needs, industry demands, and business strategy of the Company.
- The selection process shall take into account candidates' educational qualifications, professional experience, domain expertise, leadership qualities, governance skills, and ethical standards.
- Directors should have expertise in key areas such as finance, technology, strategy, legal & regulatory compliance, risk management, sustainability, and digital transformation.
- The Board shall ensure diversity in its skillset, including members with experience in public policy, social impact, and environmental sustainability, ensuring the Company's adherence to ESG (Environmental, Social, and Governance) principles.
- While appointing Independent Directors, due consideration shall be given to their objectivity, integrity, and ability to provide unbiased judgments.
- The Company shall consider the number of directorships held in other companies to prevent excessive commitments and ensure focused governance.

III. Considerations for Healthcare Services

As the company operating in the **healthcare sector**, Board diversity should also include expertise in the following areas:

- **Regulatory Compliance & Ethics:** Directors should have a strong understanding of healthcare regulations, patient safety norms, and medical ethics.
- **Innovation & Research:** Board members with expertise in clinical research, medical technology, and AI-driven healthcare solutions can drive innovation.
- **Public Health & Policy:** Understanding of healthcare policies, government regulations, and international medical standards is essential.
- **Patient-Centric Approach:** The Board should include members who advocate for patient rights, accessibility to healthcare, and quality care standards.

C. ROLE OF THE NOMINATION AND REMUNERATION COMMITTEE (NRC)

The NRC shall periodically:

- Review and assess Board composition and recommend new appointments/reappointments based on qualification, experience, skills, and independence.
- Ensure that Board members collectively possess diverse competencies essential for effective corporate governance and decision-making.

- Consider diversity in leadership succession planning and talent pipeline development.
- Advise the Board on changes required in the diversity policy to align with evolving business dynamics, regulatory changes, and stakeholder expectations.

D. REVIEW OF THE POLICY

- The NRC shall review this Policy periodically as necessary to ensure its continued effectiveness and relevance.
- The NRC shall discuss potential revisions and recommend necessary modifications to the Board for approval.

E. DISCLOSURE OF THE POLICY

- This Policy shall be made available on the Company's website at www.parkhospital.in.
- The Company shall make necessary disclosures in the Annual Report and other regulatory filings in compliance with applicable laws.