

POLICY FRAMEWORK TO PROMOTE DIVERSITY ON THE BOARD OF DIRECTORS

1. PURPOSE

This Policy is adopted by **Kanohar Electricals Limited** ("Company") pursuant to Regulation 19(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI (LODR) Regulation 2015') to provide a framework for promoting diversity on the Board of Directors.

Accordingly, the Board has adopted the Policy vide Board Resolution dated January 10, 2026 which can be further amended from time to time.

2. BOARD DIVERSITY

The Company recognizes the importance of a diverse Board in enhancing decision-making and corporate governance.

While considering appointment of Directors, the Board and the Nomination and Remuneration Committee shall take into account a combination of skills, experience, expertise, Educational qualification, wide variety of background and other relevant attributes.

In the process of attaining a diverse Board based on the aforementioned norms, the following should also be assessed:

- The total number of directors and overall composition shall be in accordance with the Articles of Association and per applicable SEBI (LODR) Regulations, 2015 and Companies Act, 2013..
- Directorships in other Companies may also be taken in account while determining the candidature of a person.
- While appointing the independent directors, care should be taken as to independence of the proposed appointee.

3. IMPLEMENTATION

The Nomination and Remuneration Committee shall consider this Policy while identifying and recommending candidates for appointment to the Board.

4. AMENDMENT

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

5. PUBLICATION

This Policy shall be disclosed on the website of the Company.