SHRI KRISHANA OVERSEAS PLC ("the Company")

BOARD DIVERSITY POLICY

1. **Regulatory Provisions & Purpose**
   1.1 The CMA Code of Corporate Governance for Issuers of Securities to the Public, 2015 ("the Code") requires that the Board shall have a policy to ensure the achievement of diversity in its composition.
   1.2 The purpose of this Board Diversity Policy is to ensure an inclusive and diverse membership of the board of directors of the Company in order to achieve the desired success of for the benefit of its shareholders as a whole, through balanced decision making.

2. **Applicability**
   2.1 This Board Diversity Policy is applicable to the Board and is read alongside the Company's Code of Conduct and other related policies, which set out the Company's commitment to inclusion and diversity

3. **Procedure**
   3.1 The Board shall delegate its authority to the Human Resources and Remuneration Committee ("the Committee") to ensure that the Company achieves a good diversity mix in the composition of the Board;
      a) All Board appointments are made on merit, in the context of the skills, experience, independence and knowledge which the Board as a whole requires to be effective. There will be no discrimination on the basis of race, religion, nationality, sex, sexual orientation, age, disability or any other basis prescribed by law.
      b) The Committee reviews and assesses the Board composition on behalf of the Board and recommends the appointment of new Directors. The Committee also oversees the conduct of the annual review of Board effectiveness in line with set parameters.
      c) In reviewing the Board composition, the Committee will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.
      d) In identifying suitable candidates for appointment to the Board, the Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

e) As part of the annual performance evaluation on the effectiveness of the Board, Board Committees and individual Directors, the Committee will consider the balance of skills, experience, independence and knowledge of the Company, on the Board and the diversity representation of the Board, including gender, how the Board works together as a unit, and other factors relevant to its effectiveness.

4. Disclosure

4.1 The Board Diversity Policy shall be disclosed in the Annual Report and Financial Statements in accordance with the legal and regulatory requirements.

5. Approval and Review of Policy

5.1 This Policy was reviewed by the Board on .....25/09/2025.....

5.2 The Board will review the Policy periodically to ensure it continues to support the achievement of the Company's strategic objectives.

CHAIRMAN **MANAGING DIRECTOR/CEO**

Dated:25/09/2025