



## **Board Diversity Policy**

In terms of Articles of Association of Oil India Limited ("Company"), the power to appoint Directors on the Board vests with the Government of India. However, the Company acknowledges that a diverse Board is vital to achieving high standards of governance and enhancing the quality of decision-making. The Company is committed to fostering diversity on the Board in terms of, but not limited to, gender, cultural and educational background, ethnicity, professional experience, and industry knowledge. This commitment to diversity is aligned with the Company's broader objectives of promoting innovation, improving stakeholder relations, and enhancing overall business performance.

Company is cognizant of incorporating Board diversity in terms of gender, cultural and educational background, nationality, race or ethnicity, professional experience and industry knowledge. The Company strives to have a balanced composition of functional and non-functional directors, including women directors. This is in adherence to the Company's Articles of Association, the Companies Act, 2013, and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and any amendment thereof.

The Company is committed to continuously improving its approach to diversity and will update the Policy, with the approval of the Competent Authority, as necessary to reflect the evolving expectations of its stakeholders and the business environment.

<b>Document Name</b>	<b>Board Diversity Policy</b>
Company	<b>Oil India Limited</b>
Approved by	<b>Nomination and Remuneration Committee</b>
Last Update on	-
Version	<b>1.0</b>
Effective Date	<b>07.11.2024</b>