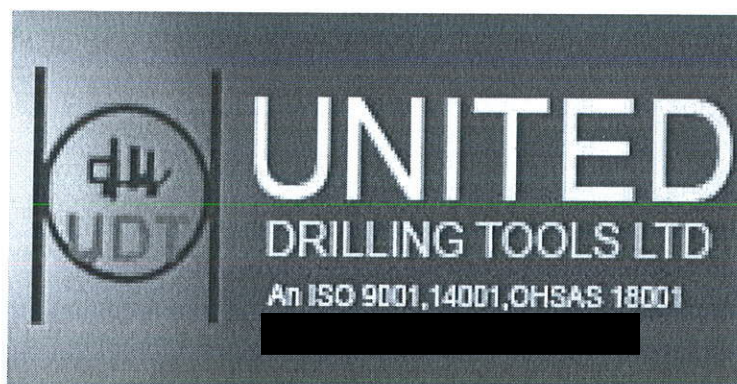


UNITED DRILLING TOOLS LIMITED

(MANUFACTURERS OF OILFIELD EQUIPMENT)

CIN:L29199DL1985PLC015796



POLICY ON DIVERSITY OF BOARD OF DIRECTORS

{Pursuant to Regulation 19(4) of SEBI (Listing Obligations and Disclosure Requirements) Regulations,
2015}

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PREFACE

The Board of Directors (“Board”) of United drilling Tools Limited (“Company”) has decided to consider and formulate a policy on diversity of the composition of the Board by the name of **Board Diversity Policy** (“Policy”). The Policy sets out the approach to have a diversity on the Board of the Company in terms of thought, experience, knowledge, perspective and gender in the Board, based on the applicable laws, rules and regulations applicable to the Company.

SCOPE

This policy applies to the Board. It does not apply to the employee of the Company.

POLICY STATEMENT

The Company recognizes and embraces the benefits of having a diverse Board that possesses the balance of skills, experience, expertise, and diversity of perspectives appropriate to the requirements of the businesses of the Company. The Company sees increasing diversity at Board level as an essential element in maintaining a competitive advantage.

PURPOSE

The Company believes that a diverse Board will amongst others:-

- a) Enhance the quality of decisions making and ensure better business performance.
- b) Encourage diversity of perspectives thereby fuel creativity and innovation.
- c) Complement and expand the skills, knowledge and experience of the Board as a whole.
- d) Provide better Corporate Governance.

A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other distinctions between directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately.

NOMINATION AND APPOINTMENT

The Nomination and Remuneration Committee of the Board shall be responsible for:-

- a) Reviewing and assessing the composition and performance of the Board.
- b) Identify appropriate qualified personnel to occupy Board position.
- c) Suggest appropriate expertise and diversity required based on future projected activities of the Company.
- d) Managing the process of recruiting new member to the Board, defining requisite skills and expertise and make recommendations to the Board.
- e) Ensuring that selection process is formal, thorough and non-discriminatory.
- f) Review and report any changes in relation to the diversity of the Board.



The Board shall have an optimum combination of executive, non-executive and Independent Directors in accordance with the listing agreement, Companies Act, 2013 and any other statutory obligation of the Company.

In reviewing Board composition, NRC 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.

REVIEW AND MONITORING

The Nomination and Remuneration Committee shall review and monitor from time to time the implementation of this Policy to ensure its effectiveness and may also recommend changes, if any, to the Board for ensuing effective succession planning.

ADMINISTRATION

The Board shall be responsible for overseeing the implementation of this Framework and its related procedures from time to time. The Board reserves its right to amend or modify this Framework in whole or in part, at any time without assigning any reason whatsoever.

For United Drilling Tools Limited



Pramod Kumar Ojha
Company Secretary

