7SEAS ENTERTAINMENT LIMITED
BOARD DIVERSITY POLICY

(Approved/Amended by the Board of Directors on 18 July 2026)

CIN: L72900TG1991PLC013074

Registered Office: 5th Floor, Plot Nos. 92, 93 and 94, Kavuri Hills, Madhapur, Hyderabad, Telangana – 500081

Classification: Public – to be hosted on the Company's website

1. Purpose

The Company recognises that a Board with an appropriate mix of skills, experience, gender, age, culture, nationality, professional background and perspectives strengthens judgement, innovation, risk oversight and stakeholder confidence.

2. Principles

Board appointments shall be merit-based while actively seeking a diverse candidate pool. Diversity shall not dilute competence, independence or integrity requirements. Unlawful discrimination and tokenism are prohibited.

3. Dimensions of diversity

- Gender and age.
- Industry, functional and geographic experience.
- Technology, gaming, finance, law, cybersecurity, data, marketing and ESG expertise.
- Cultural, educational and socio-economic background.
- Tenure, independence and executive/non-executive perspective.

4. Implementation

The NRC shall maintain a Board skills matrix, identify gaps before each appointment, consider multiple candidates and use external search support where appropriate. Appointment papers shall explain the candidate's contribution to skills and diversity.

5. Succession and renewal

Diversity objectives shall be integrated with succession planning, tenure and Board refreshment. The Committee shall avoid concentration of similar backgrounds and ensure compliance with statutory requirements for woman and Independent Directors.

6. Monitoring and disclosure

The NRC shall annually assess Board composition and the effectiveness of this Policy. The Board skills matrix and diversity disclosures shall be included in the Annual Report to the extent required.

7. Interpretation and overriding effect

Terms not specifically defined in this Policy shall have the meanings assigned to them under the Companies Act, 2013, the rules made thereunder, the applicable SEBI regulations and other governing law. References to statutes and regulations include amendments, clarifications, circulars and re-enactments. If any provision of this Policy conflicts with applicable law, the law shall prevail and this Policy shall be read as modified to the minimum extent necessary.

8. Administration and responsibility

The Board shall retain overall responsibility for this Policy. The committee or officer identified in this Policy shall administer it, maintain evidence of compliance and report material deviations. Every director, officer, employee, consultant and service provider within scope shall provide information and cooperation reasonably required for implementation.

9. Records, training and assurance

The Company Secretary/Compliance Officer shall ensure that approvals, registers, declarations, notices, reports, training records and supporting documents are retained for the period prescribed by law and the Company's document-retention schedule. Periodic awareness and role-based training shall be conducted. Internal audit or an independent reviewer may test compliance and recommend corrective action.

10. Review and amendment

This Policy shall be reviewed at least annually and earlier upon a material change in law, business model, organisation, risk profile or regulatory guidance. Material amendments shall be placed before the competent committee and the Board. The Managing Director and Company Secretary/Compliance Officer may jointly make clerical, contact-detail and statutory-reference corrections that do not alter substantive rights or obligations, subject to reporting to the Board.

For 7Seas Entertainment Limited
Company Secretary / Compliance Officer

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