Amir Chand Jagdish Kumar (Exports) Limited

POLICY ON DIVERSITY OF BOARD OF DIRECTORS

Effective Date: April 01, 2025

POLICY ON DIVERSITY OF BOARD OF DIRECTORS
(Regulation 19(4) of SEBI LODR Regulations read with Part D of Schedule II)

This policy shall be called the 'Policy to promote diversity on the Board of Directors' ("**Board Diversity Policy**") and is adopted by the Board of Directors of Amir Chand Jagdish Kumar (Exports) Limited (the "**Company**") at their meeting held on April 10, 2025 and shall be effective from April 10, 2025.

A. OBJECTIVE

1. Amir Chand Jagdish Kumar (Exports) Limited (the "**Company**") is committed to deal with all stakeholders with full transparency and fairness, ensuring adherence to all laws and regulations and achieving highest standards of corporate governance.

2. Pursuant to Regulation 19(4) read with Part D of Schedule II of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (the "**SEBI LODR Regulations**"), the Nomination and Remuneration committee of the board of directors ("**Board**") of the Company is required to devise a policy on diversity of board of directors. In compliance with the SEBI LODR Regulations, the Company has formulated this Board Diversity Policy to assure that the Board is fully diversified and comprises of an ideal combination of Executive and Non-Executive Directors, including Independent Directors, with diverse backgrounds.

B. DEFINITIONS

For the purpose of this Board Diversity Policy the following terms shall have the meanings assigned to them hereunder:

"**Board**" means the board of directors of the Company;

"**Board Diversity Policy**" means this policy, as amended from time to time;

"**Committee**" means the nomination and remuneration committee of the Board;

"**Companies Act**" means the Companies Act, 2013, read with the rules thereunder, as amended;

"**Director**" means a member of the Board.

Words and expressions used and not defined in this Board Diversity Policy shall have the meaning ascribed to them in the SEBI LODR Regulations, the Securities and Exchange Board of India Act, 1992, as amended, the Securities Contracts (Regulation) Act, 1956, as amended, the Depositories Act, 1996, as amended, or the Companies Act and rules and regulations made thereunder.

C. BOARD DIVERSITY

1. The Committee shall ensure that the Board shall have an optimum combination of executive, non-executive and independent Directors in accordance with requirements of the Companies Act, SEBI LODR Regulations and other statutory, regulatory and contractual obligations of the Company.

2. The Company recognises the benefits of having a diverse Board and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. The Company believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, race and gender, which will ensure that the Company retains its competitive advantage. The Company further believes that a diverse Board will contribute towards driving business results, make corporate governance more effective, enhance quality and responsible decision-making capability, ensure sustainable development and enhance the reputation of the Company.

3. The Committee shall review the profile of the prospective candidates for appointment as Director on the Board taking in consideration knowledge, experience, financial literacy / expertise, global market awareness and other relevant factors as may be considered appropriate and the Board shall be so formulated with mix of members to maintain high level of ethical standards. The Committee shall also take into consideration the provisions of the Companies Act, SEBI LODR Regulations and other statutory, regulatory and contractual obligations of the Company.

D. REVIEW OF THE POLICY

The Committee shall review the policy from time to time, to ensure the effectiveness of the Policy. The Committee shall discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

E. DISCLOSURE OF THE POLICY

The Company shall disclose this Policy on its website. The necessary disclosure, if any, about the policy will also be made as per the requirements of SEBI LODR Regulations and other applicable laws.

F. AMENDMENTS

The Committee may modify and/or amend the Board Diversity Policy at any time subject to the provisions of the SEBI LODR Regulations and the Companies Act and rules framed thereunder and any other applicable law.

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Version approved by: The Board of Directors
Effective Date: April 10, 2025
Last modified date: --