



AJCONGLOBAL
YOUR FRIENDLY FINANCIAL ADVISORS


AJCON GLOBAL SERVICES LTD.
CIN: L74140MH1986PLC041941
POLICY ON DIVERSITY OF THE BOARD OF DIRECTORS
(EFFECTIVE FROM 01/12/2015)
(AMENDED ON 10/11/2025)



AJCON GLOBAL SERVICES LIMITED

Regd. & Corporate Office : 408, A- Wing, Express Zone, Western Express Highway, Goregaon (East), Mumbai - 400063.

CIN : L74140MH1986PLC041941 ☎ 022 - 67160400 / 28722062 ✉ ajcon@ajcon.net

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INTRODUCTION

The Board Diversity Policy ('the Policy') sets out the approach to diversity on the Boards of Directors of the **Ajcon Global Services Ltd.** (hereinafter referred to as "**AGSL**" or "**the Company**"). The Company recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. 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.

The Board shall have an optimum combination of executive, non-executive and independent directors in accordance with the requirements of Articles of Association (AoA) of the Company, the Companies Act 2013, SEBI (Listing Obligations and Disclosure requirements) Regulations, 2015 LODR and the statutory regulatory and contractual obligations of the Company.

SCOPE OF APPLICATION

The Policy applies to the Board. It does not apply to diversity in relation to employees of the Company.

DEFINITIONS

In this Policy, unless there is anything in the subject or context inconsistent therewith, the capitalized terms listed below shall have the following meanings:

"Act" shall mean the Securities and Exchange Board of India Act, 1992.

"Committee" shall mean the Nomination & Remuneration Committee of the Board, formed in accordance with the provisions of Section 178 of the Companies Act, read with the rules made thereunder, and Regulation 19 of the Regulations.

"Companies Act" shall mean the Companies Act, 2013 and the rules made thereunder, as amended from time to time.

'Specified Securities' shall have meaning as defined under clause (zl) of the Regulations.

"Stock Exchange" shall mean a recognised stock exchange as defined under clause (f) of section 2 of the Securities Contracts (Regulation) Act, 1956.



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INTERPRETATION

Words and expressions used but not defined in this Policy shall have the same meaning assigned to them in the Regulations, the Securities Contracts (Regulation) Act, 1956, Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018, or the Companies Act and the rules and regulations made thereunder, as the case may be or in any amendment thereto.

POLICY STATEMENT

The Company believes diverse board with differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, ethnicity, race and gender will ensure that the Company retains its competitive edge. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. 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.

Nomination Committee and Remuneration Committee ('the Committee') reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors.

1. In reviewing 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 & efficiently.
2. 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.
3. The Committee will discuss and agree annually all measurable objectives for achieving diversity on the Board and recommend them to the Board for proper implementation.

Further the committee will ensure that no person is discriminated against on the grounds of religion race gender pregnancy child birth or related medical conditions national origin, ancestry, marital status, age sexual orientation or any other personal or physical attribute which does not speak to such person's ability to perform as a board member.

ADEQUATE INFORMATION TO THE SHAREHOLDERS

Considering that the shareholders of a company also play an important role in the appointment of directors on the board of a company, to ensure that the shareholders of the Company are able to

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make informed decisions in this regard, the shareholders shall be provided with sufficient information (including qualifications and characteristics) about each Board member / proposed Board member.

CONFLICT

This Policy shall stand amended in the event of any conflict / repugnancy between the provisions of this Policy and applicable laws and such applicable law shall prevail over this Policy, to the extent of conflict / repugnancy. The part(s) so conflicting / repugnant shall be deemed to be severed from the Policy and the rest of the Policy shall remain in force.

REVIEW OF THE POLICY

The Committee will review the Policy annually, which will include an assessment of the effectiveness of the Policy. The Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval. Also, at any given time the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

DISCLOSURE OF THE POLICY

This Policy will be posted on the Company's website. The necessary disclosure about the Policy will also be made as per the requirements of the Regulations.

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