

# **AMAZIN AUTOMATION SOLUTIONS INDIA LIMITED**

(Formerly Known as AMAZIN AUTOMATION SOLUTIONS INDIA PRIVATE LIMITED)

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## **BOARD DIVERSITY POLICY**

### **1. PURPOSE**

This Board Diversity Policy ('Policy') sets out the approach to promote diversity on the Board of Directors ('Board') of Amazin Automation Solutions India Limited.

### **2. OBJECTIVE**

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 Listing Regulations"), the Nomination and Remuneration Committee of the Board of Directors ("Board") of a listed entity is required to devise a policy on diversity of board of directors. In compliance with the SEBI Listing Regulations, the Company has formulated this Board Diversity Policy.

### **3. 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.

**"Company"** means Amazin Automation Solutions India Limited.

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

Words and expressions used and not defined in this Board Diversity Policy shall have the meaning as prescribed to them in the SEBI Listing 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.

#### **4. BOARD DIVERSITY**

The Committee shall ensure that the Board shall have an optimum combination of executive, nonexecutive and Independent Directors in accordance with requirements of the Companies Act, SEBI Listing Regulations and other statutory, regulatory and contractual obligations of the Company.

The Company recognises the benefits of having a diverse Board and sees increasing diversity at the 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.

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

In the process of attaining a diverse Board based on the aforementioned criteria, the following criteria need to be assessed for:

(I) Stakeholder Diversity

- a. The Company may also have directors on its Board representing the interests of any financial institution or any other person in accordance with the provisions of its articles of association and/ or any agreement between the Company and the nominating agency.
- b. Subject to the provisions of section 151 of the Companies Act, 2013, read with the relevant rules made thereunder, the Company may, upon notice of not less than one thousand small shareholders or one-tenth of the total number of such shareholders, whichever is lower, have a small shareholders' director elected by small shareholders.

#### **5. ROLE OF NOMINATION AND REMUNERATION COMMITTEE (NRC)**

The Nomination Committee shall be responsible for:

- a. reviewing and assessing the Board composition on behalf of the Board and shall recommend to the Board the appointment of new directors based on their qualifications, positive attributes and independence;
- b. formally assessing the appropriate mix of Diversity, skills, experience and expertise required on the Board and assessing the extent to which the required skills are represented on the Board;

- c. making recommendations to the Board in relation to Board succession, including the succession of the Chairman, to maintain an appropriate mix of Diversity, skills, experience and expertise on the Board;
- d. reviewing and reporting to the Board in relation to Board Diversity; and
- e. make recommendations to the Board regarding the Measurable Objectives.

In reviewing the 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.

## **6. AMENDMENTS**

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

**Sd/-**  
**VIKAS SHARMA**  
**Director**

**Effective Date: 01.12.2025**