



AJ Packaging Limited

Regd. Office: Plot No. 120, CIE, Gandhi Nagar, Balanagar, Hyderabad - 500037. Telangana

CIN: U74999TG1995PLC020965

POLICY ON BOARD DIVERSITY

OF

A J PACKAGING LIMITED

1. Purpose:

This Policy aims to set out the approach to achieve diversity on the Company's Board of Directors ("Board"). The Company recognizes and embraces the benefits of having diverse Board to enhance the quality of its performance.

2. Policy Statement and Objective:

With a view to achieving a sustainable and balanced development, the Company is looking forward to increase diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board's composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. Keeping this objective in view all Board appointments will be based on meritocracy, and candidates will be considered, having due regard for the benefits of diversity on the Board. The ultimate decision will be based on merit and contribution that the selected candidates will bring for the benefit of the company.

3. Monitoring and Reporting

The Nomination and Remuneration Committee will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this policy.

4. Definitions

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

- a. "Board" means the board of directors of the Company;
- b. "Board Diversity Policy" means this policy, as amended from time to time;
- c. "Committee" means the nomination and remuneration committee of the Board
- d. "Companies Act" means the Companies Act, 2013, read with the rules thereunder, as amended;
- e. "Director" means a member of the Board; and
- f. "Company" means A J Packaging Limited

4. Board Diversity

- 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 Listing Regulations and other statutory, regulatory and contractual obligations of the Company



Works: Plot No. 120 & 129, CIE, Gandhi Nagar, Balanagar, Hyderabad - 500037.

Phone No. 040-23176031, 23086604, Mobile: +91 79937 62123, Email: mail@ajpack.net, accounts@ajpack.net

- The Company recognizes 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
- 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 Listing Regulations and other statutory, regulatory and contractual obligations of the Company.

4. Amendment:

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

5. Effective Date

The Board Diversity Policy shall come into effect on 06.06.2025

For A J Packaging Limited


Mr. Nitin Agarwal
Managing Director
DIN: 06381755

