IL JIN ELECTRONICS (INDIA) LIMITED
(FORMERLY KNOWN AS IL JIN ELECTRONICS (INDIA) PRIVATE LIMITED)

Policy on Board Diversity

Approved and adopted by the Board of Directors of the Company at its meeting held on 30th October 2026.

I. PREFACE

IL JIN Electronics (India) Limited (Formerly known as IL JIN Electronics (India) Private Limited) ("**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.

Pursuant to Regulations 19(4) read with Part D of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("**SEBI LODR Regulations**"), Nomination and Remuneration Committee ("**NRC**") of the Board of Directors of a listed entity is required to devise a policy on diversity of Board of Directors ("**Policy**") which sets out a framework to promote diversity on Company's Board of Directors (the "**Board**"). In compliance with the SEBI LODR Regulations, the Company has formulated the policy of Board of Directors.

II. VISION

The Company recognises the importance and benefits of having the diverse Board to enhance quality of its performance.

Diversity is about getting the right mix of people and harnessing their unique and individual views, skills and experiences, knowledge and perspective in a way that it collectively benefits the organisation and the business.

This Policy will set out the approach to diversity on the Board of the Company.

III. EFFECTIVE DATE

This Policy has been adopted by the Board of Directors of the Company at its Meeting held on 30th October 2026 after recommendation by the Nomination and Remuneration Committee and the effective date of this policy is 30th October 2026.

IV. SCOPE

This Policy applies to the Board of the Company. It does not apply to employees generally.

V. POLICY STATEMENT

The Company believes that a diverse Board will enhance the quality of the decisions made by the Board by tapping into a broader range of perspectives through utilizing the different skills, qualifications, professional experience, gender, age, regional and industry experience, cultural and geographical background, knowledge and expertise of the members of the Board, necessary for achieving sustainable and balanced development.

The Company recognizes and embraces the importance of a diverse Board in its success and believes that diversity at the Board level is an essential element in maintaining a competitive advantage and effective corporate governance. A truly diverse Board will leverage differences in thought, perspective and experience, which will contribute to responsible decision-making and support the achievement of the Company's strategic and commercial objectives.

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A diverse Board will assist the Company in:

- enhancing the quality and effectiveness of decision-making.
- promoting sustainable and balanced development.
- strengthening corporate governance practices.
- bringing diverse perspectives to Board deliberations.
- driving business performance and long-term value creation; and
- enhancing the reputation and stakeholder confidence in the Company.

Pursuant to section 178(3) of Companies Act, 2013 ("**the Act**") for appointments of persons to the office of Directors and deciding the composition of the Board, the **NRC Committee** and the Board shall have due regard to this Policy on Board Diversity. In this process, the NRC Committee/Board shall take into consideration the qualifications, skills, knowledge and wide experience of the Directors in the fields of banking, finance, regulatory affairs, administration, legal, commercial vehicle segment, technology, risk management, strategy, sales and marketing, ESG (Environmental, Social and Governance), cyber security and such other areas as may be relevant to the business of the Company, apart from compliance with legal and contractual requirements of the Company.

The NRC Committee shall:

- assess the appropriate mix of diversity, skills, qualifications, experience and expertise required on the Board;
- review the extent to which such skills, qualifications and diversity attributes are represented on the Board;
- recommend appointments to the Board based on merit while considering the benefits of diversity;
- maintain an appropriate balance of skills, experience, expertise and diversity on the Board; and
- periodically review and report to the Board on diversity requirements, if any.

The Company shall ensure that no person is discriminated against on the grounds of religion, race, gender, pregnancy, marital status, age, nationality, ethnicity, disability or any other personal attribute which does not affect such person's ability to perform as a member of the Board.

The total number of Directors constituting the Board shall be in accordance with the Articles of Association of the Company. The Board of the Company shall have an optimum combination of Executive and Non-Executive Directors, including Independent Directors and at least one Woman Director, and the composition of the Board shall be in accordance with the requirements of the Articles of Association of the Company, Act, SEBI LODR Regulations and the statutory, regulatory and contractual obligations of the Company.

The effective implementation of this Policy requires that shareholders and other stakeholders are able to assess whether the Board is adequately diverse. Accordingly, the Company shall make appropriate disclosures regarding the qualifications, skills, expertise and experience of its Directors, as may be required under applicable laws and regulations.

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VI. LIMITATIONS, REVIEW AND AMENDMENT

In the event of any conflict between the provisions of this Policy and of the applicable law, the provisions of applicable law shall prevail over this Policy. Any subsequent amendment / modification to the applicable law shall automatically apply to this Policy.

The NRC Committee shall review the policy from time to time and make recommendations on any required changes to Board for consideration and approval.

VII. DISCLOSURE OF THE POLICY

This policy will be posted on the Company's website.

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