



POLICY ON BOARD DIVERSITY

Issued by: Board of Directors of ECS Biztech Limited

PURPOSE

The Board Diversity Policy ('the Policy') is largely framed to address the importance of a diverse Board in harnessing the unique and individual skills and experiences of the members in a way that collectively benefits the organization and business as a whole. The basic essence of the Policy is to provide a framework for leveraging on the differences within the expertise of the Board, offering a broad range of perspectives that are directly relevant to the business of ECS Biztech Limited (the Company)

SCOPE OF APPLICATION

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

POLICY AND PURPOSE

1. The Company seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of the business environment in which the Company operates. For purposes of Board composition, diversity includes, but is not limited to, educational and functional background, industry experience, geography, age, insider status, gender, and ethnicity. In particular, the Board should include an appropriate number of women directors.
2. The Board or Nomination and Remuneration Committee shall also review the Board composition in terms of the size of the Board, the composition of executive and non-executive directors and the composition of independent directors, each of which shall be in accordance with the requirements of the Articles of Association of the Company, the Companies Act, 2013, the Listing Agreements and other statutory / regulatory requirements.
3. Any search firm engaged to assist the Board or a committee of the Board in identifying candidates for appointment to the Board will be specifically directed to include diverse candidates generally.
4. Annually, the Board or a committee of the Board will review this policy and assess its effectiveness in promoting a diverse Board.