

ECS BIZTECH LIMITED

Board Diversity Policy

REGISTERED OFFICE:

B-02, THE FIRST, ECS CORPORATE HOUSE,
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Preface: The term diversity typically refers to “visible” indicators such as gender, age and culture-including nationality, race or ethnic background. It may also include “Invisible” indicators such as individual skills, exposure and experience. Diversity is not simply about having a collection of individuals who have different characteristics. It is about getting the right people for the job and harnessing their unique and individual skills and experiences in a way that collectively benefits the organization and the business. The Diversity in the Board is increasingly recognized by the government, stock exchanges, companies, shareholders and other stakeholders as an essential component of good corporate governance that ultimately leads to better business success and sustainability. In terms of the requirements of Regulation 19 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“the Listing Regulation”) as amended from time to time, the Board of Directors (“the Board”) of “ECS Biztech Limited” (“the Company”) decided to consider and adopt a policy on diversity of the composition of the Board by the name of Board Diversity Policy (“the Policy”).

1. PURPOSE OF THIS POLICY:

This Board Diversity Policy (the “Policy”) sets out the Company’s approach to ensuring adequate diversity in its Board of Directors (the “Board”) of the Company in terms of thought, experience, knowledge, perspective and gender in the Board.

2. SCOPE:

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

3. POLICY STATEMENT:

ECS Biztech Limited recognizes and embraces the importance of a diverse Board in its success. ECS Biztech Limited believes that a truly diverse Board will leverage differences in thought, perspective, Knowledge, skill, regional and industry experience, cultural and geographical background, age, ethnicity, race and gender, which will ensure that ECS Biztech Limited retains its competitive advantage.

ECS Biztech Limited believes that a diverse Board will contribute to the achievement of its strategic and commercial objectives, including to:

Drive business results;

- Make corporate governance more effective;
- Enhance quality and responsible decision making capability;
- Ensure sustainable development; and
- Enhance the reputation of ECS Biztech Limited

The Nomination and Remuneration Committee is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions.



While all appointments to the Board will continue to be made on merit, the Committee will consider the benefits of diversity (including but not limited to the attributes listed above) in identifying and recommending persons for Board membership, as well as in evaluating the Board and its individual members.

Further, the Committee will ensure that no person is discriminated against on grounds of religion, race, gender, pregnancy childbirth or related medical conditions, national origin or 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.

Accordingly, the Committee shall:

- Assess the appropriate mix of diversity, skills, experience and expertise required on the Board and assess the extent to which the required skills are represented on the Board,
- Make recommendations to the Board in relation to appointments, and maintain an appropriate mix of diversity, skills, experience and expertise on the Board, and
- Periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

The Board shall have an optimum combination of executive, non-executive and independent directors in accordance with requirements of the Articles of Association of ECS Biztech Limited, the Companies Act 2013, listing agreement and the statutory, regulatory and contractual obligations of ECS Biztech Limited.

The effective implementation of this Policy requires that shareholders are able to judge for themselves whether the Board as constituted is adequately diverse. To this end, ECS Biztech Limited shall continue to provide sufficient information to shareholders about the size, qualifications and characteristics of each Board member.

4. RESPONSIBILITY AND REVIEW OF THE POLICY:

The Nomination and Remuneration Committee will review this Policy periodically and recommend appropriate revisions to the Board.

5. **DISCLOSURE:** The Board will ensure that appropriate disclosures are made in the Corporate Governance section of the Annual Report regarding the Board Diversity. Such report will also include a summary of this Policy the measurable objectives set for implementing the Policy and progress made towards achieving those objectives.
