ASSAM ENTRADE LIMITED
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Board Diversity Policy

POLICY ON DIVERSITY OF BOARD OF DIRECTORS

1. This policy shall be called the **"Policy on Diversity of Board of Directors"** ("Policy") of **Assam Entrade Limited** ("Company"). It has been formulated by the Nomination and Remuneration Committee ("NRC") and approved by the Board of Directors w.e.f. 26th August, 2026.

2. Regulatory Framework and Purpose This Policy is framed in accordance with Regulation 19(4) read with Part D of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and Section 178(3) of the Companies Act, 2013.

Given the scale and operations of the Company, the objective of this Policy is to maintain a balanced, practical, and competent Board that brings together varied professional backgrounds, domain expertise, and perspectives to support sound governance and sustainable growth without imposing disproportionate structural overhead.

3. Scope This Policy applies exclusively to the composition of the Board of Directors of the Company. It does not apply to diversity in relation to employees or senior management below the Board level.

4. Policy Statement and Diversity Attributes The Company recognizes that a truly diverse Board enhances decision-making quality and mitigates groupthink. While merit, integrity, and statutory eligibility remain the primary criteria for all Board appointments, the NRC and the Board shall strive to ensure diversity across the following dimensions proportionate to the Company's size:

- **Skills and Functional Expertise:** A balanced mix of knowledge in core business operations, finance, accounting, corporate law, governance, risk management, and strategic planning.
- **Gender Representation:** Zero discrimination on the basis of gender, ensuring compliance with the statutory requirement of having at least **one Woman Director** on the Board.
- **Educational and Professional Background:** Directors drawn from varied academic disciplines, industries, and professional experiences (such as chartered accountants, legal professionals, and industry specialists).
- **Age and Tenure:** An appropriate blend of seasoned experience and contemporary perspective, alongside orderly board succession.
- **Board Independence:** An optimum combination of Executive, Non-Executive, and Independent Directors in compliance with the Companies Act, 2013 and applicable provisions of SEBI LODR.

5. Role of the Nomination and Remuneration Committee (NRC) The NRC shall be responsible for:

1. Reviewing the structure, size, and composition of the Board annually to assess gaps in skills, experience, or diversity.
2. Considering the diversity parameters set out in this Policy when identifying, evaluating, and recommending candidates for appointment or re-appointment to the Board.
3. Ensuring that all appointments are based on objective merit, fit-and-proper criteria, and the specific strategic needs of the Company at its current stage of growth.

6. Review and Amendment NRC shall review this Policy periodically and recommend any necessary revisions to the Board for approval, taking into account changes in applicable laws or the scale of the Company's business. Any subsequent amendment in the Companies Act, 2013 or SEBI LODR shall automatically apply to this Policy.

7. Disclosure This Policy shall be hosted on the Company's website and a summary of the Policy along with applicable disclosures shall be included in the Annual Report / Corporate Governance Report as required under SEBI LODR.
