

	<b>HR POLICY MANUAL</b>		Doc. No.	JBM-HR-06-10
	<b>Group Level</b>	<b>Legal Entity</b>	Rev No.	02
		JBM Auto Limited	Rev Date	31 <sup>st</sup> July 2024
	<b>Board Diversity</b>		Rev Frequency	Yearly
			Doc Owner	Group Corporate HR
			Approved By	Group Corp. HR Head

**Purpose:**

The policy on Board Diversity ("Policy") sets out the approach for diversity of the Board of Directors ("the Board") of JBM AUTO Limited (hereinafter referred to as 'The Company').

The Company recognizes the importance and benefits of having a diverse Board to enhance the quality of its performance

**Applicability:**

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

**Policy Statement:**

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.

The Nomination and Remuneration Committee ("Committee") of the Company has devised the Policy and is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriate qualified persons to occupy Board positions.

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.

In designing the Board's composition, Board diversity shall be 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.

The composition of the Board shall be in compliance with the requirements of the Articles of Association of the Company, the Companies Act, 2013, Rules made thereunder and Listing Regulations, 2015 as amended from time to time. The Board of directors of the Company shall have an optimum combination of Executive, Non-Executive Directors and Independent Directors. In designing the Board's composition, Board diversity is considered from various aspects, including but not limited to gender, age, physical disabilities, cultural and educational background, ethnicity, professional experience, skills and knowledge, networking, value addition and representation of stakeholders.

The Board's composition is disclosed in the Company's Corporate Governance Report annually.

A diverse Board shall contribute to the achievement of the Company's objectives including:

- Drive business results and strategic growth
- make corporate governance more effective;
- Ensure sustainable development and corporate governance
- Enhance the quality and responsible decision-making capability
- Enhance the reputation of the Company.

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, JBM Auto Limited shall continue to provide sufficient information to shareholders about the size, qualifications and characteristics of each Board member.