

JAIKISAN AGROTECH INDIA LIMITED

(Formerly known as Jaikisan Agrotech India Private Limited)

CIN : U24290MH2021PLC366463

AN ISO 9001:2015 CERTIFIED COMPANY

Mfg. Company of Pesticides | Fertilizers | Micronutrients | Biostimulants & Seeds

Jaikisan Agrotech India Limited (Formerly Known as Jaikisan Agrotech India Private Limited)

CIN: U24290MH2021PLC366463

REGISTERED OFFICE: Office No. C-28/C-29, Third Floor, Prozone Trade Center, Chikalthana
Industrial Area, Aurangabad, Aurangabad, Maharashtra, India, 431006

Tel No: 0240-2980504; Email: mnalkar48@gmail.com

WEBSITE: www.jaikisanagrotech.com

POLICY FOR BOARD DIVERSITY





JAIKISAN AGROTECH INDIA LIMITED

(Formerly known as Jaikisan Agrotech India Private Limited)

CIN : U24290MH2021PLC366463

AN ISO 9001:2015 CERTIFIED COMPANY

Mfg. Company of Pesticides | Fertilizers | Micronutrients | Biostimulants & Seeds

POLICY FOR BOARD DIVERSITY

1. INTRODUCTION:

The Board of Directors ("Board") of Jaikisan Agrotech India Limited ("Company") has decided to consider and to have a diversity on the Board of the Company in terms of thought, experience, knowledge, perspective and gender in the Board, based on the applicable laws, rules and regulations applicable to the Company.

2. PURPOSE:

This 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.

3. POLICY AND PURPOSE:

The Company believes that a diverse Board will amongst others

- Enhance the quality of decisions making and ensure better business performance.
- Encourage diversity of perspectives thereby fuel creativity and innovation.
- Complement and expand the skills, knowledge and experience of the Board as a whole.
- Provide better Corporate Governance.

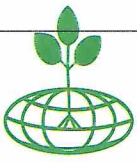
A diverse Board will include and make good use of the differences in the skills, knowledge, industry experience, background, race, gender and other qualities of the individual members as a whole. All Board appointments will be done on merit, in the context of skills as required for the areas of our business operations, management and also expertise in the fields of regulatory, legal, research / clinical development, human capital management, strategic planning, marketing and general administration.

4. NOMINATION AND APPOINTMENT:

The Nomination and Remuneration Committee ("Committee") of the Board shall be responsible for:

- Reviewing and assessing the composition and performance of the Board.
- Identify appropriate qualified personnel to occupy Board position.
- Suggest appropriate expertise and diversity required based on future projected activities of the Company.
- Managing the process of recruiting new member to the Board, defining requisite skills and expertise and make recommendations to the Board.
- Ensuring that selection process is formal and thorough and non-discriminatory.
- Review and report any changes in relation to the diversity of the Board.





JAIKISAN AGROTECH INDIA LIMITED

(Formerly known as Jaikisan Agrotech India Private Limited)

CIN : U24290MH2021PLC366463

AN ISO 9001:2015 CERTIFIED COMPANY

Mfg. Company of Pesticides | Fertilizers | Micronutrients | Biostimulants & Seeds

The 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 SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR") and other statutory / regulatory requirements.

5. MONITORING, TRACKING AND REPORTING:

The Committee shall support laying down a succession plan and drive the understanding of talent across the organization and support development programme for the Board. As part of the exercise, it will also review and suggest training for directors. Amongst the key requirements is to also plan for the evolution of non-executive directors over the medium term to maintain an appropriate mix of skills, experience, age and gender diversity on the Board of Jaikisan Agrotech India Limited skills, age and gender diversity on the Board. The Committee will conduct an annual review of the policy (including a review of the effectiveness of the Policy), discuss any changes with the Board and ensure that the revisions to the Policy are approved by the Board. The Company shall provide sufficient information about this policy to its shareholders, and provide information regarding the composition of the Board, the areas of expertise of each director and their qualification / characteristics etc. The necessary disclosures about the policy and other details should be made as per the requirements of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR") and Companies Act, 2013. The policy shall be made available in the website of the Company.

6. AMENDMENTS AND UPDATES:

The Committee shall review this Policy on a periodic basis and recommend revisions to the Board for consideration and approval. This policy was approved by the Board of directors in their meeting held on 24th day of February, 2026.

7. INTERPRETATION:

Any words used in this policy but not defined herein shall have the same meaning described to it in the Articles of Association of the Company and /or the Companies Act, 2013 or Rules made thereunder. In case of any inconsistency between this Policy and applicable law, the provisions of the applicable law shall prevail.

