

AEQUS LIMITED*

Policy to Promote Diversity on the Board of Directors

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****Formerly known as Aequs Private Limited***

Regulatory Framework:

The Board of Directors ("Board") of Aequs Limited ("Company") has adopted a policy on Diversity of the Board in compliance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time.

Pursuant to Regulation 19(4) read with Part D of the Schedule II of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("SEBI Listing Regulations"), the nomination and remuneration committee of the board of directors is required to devise a policy on diversity of board of directors.

This policy shall be made enforceable immediately on listing of equity shares of the company on any stock exchange.

Definitions:

1. "Board" means the board of directors of the Company;
2. "Board Diversity Policy" means this policy, as amended from time to time;
3. "Committee" means the Nomination and Remuneration Committee of the Board;
4. "Act" means the Companies Act, 2013, read with the rules thereunder, as amended;
5. "Director" means a member of the Board; and

Words and expressions used and not defined in this Board Diversity Policy shall have the meaning ascribed to them in the SEBI Listing Regulations, the Securities and Exchange Board of India Act, 1992, as amended, the Securities Contracts (Regulation) Act, 1956, as amended, the Depositories Act, 1996, as amended, or the Act and rules and regulations made thereunder

Board Diversity

1. The Committee shall ensure that the Board shall have an optimum combination of executive, non-executive and independent directors in accordance with requirements of the Companies Act, SEBI Listing Regulations and other statutory, regulatory and contractual obligations of the Company.
2. The Company recognizes the benefits of having a diverse Board and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. The Company believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, race and gender, which will ensure that the Company retains its competitive advantage. The Company further believes that a diverse Board will contribute towards driving business results, make corporate governance more effective, enhance quality and responsible decision-making capability, ensure sustainable development and enhance the reputation of the Company.
3. The Committee shall review the profile of the prospective candidates for appointment as director on the Board taking in consideration knowledge, experience, financial literacy / expertise, global market awareness and other relevant factors as may be considered appropriate and the Board shall be so formulated with mix of members to maintain high level

of ethical standards. The Committee shall also take into consideration the provisions of the Act, SEBI Listing Regulations and other statutory, regulatory and contractual obligations of the Company.

Disclosures

The policy shall be uploaded on the website of the Company - www.aequs.com.

Amendment

The Committee periodically shall review this Policy and shall also have the power to amend any of the provisions of this Policy, substitute any of the existing provisions with a new provision or replace this Policy entirely with a new Policy. The Committee may also establish further rules and procedures, from time to time, to give effect to the intent of this Policy.

In case of any modification / amendment / re-enactment of any existing acts, rules, regulations, guidelines etc. or an enactment of any new act, rules, regulations, guidelines, etc., which are inconsistent with this Policy, then such modified / amended / re-enacted provision or new provisions shall prevail over the Policy.

Reference

Regulation 19(4) read with Part D of Schedule II of the SEBI Listing Regulations

Version History

Sr. No	Version	Approved by	Effective Date	Amendment Summary
1	1.0	Board of Directors at its meeting held on May 08, 2025	May 08, 2025	-