

# **ABM KNOWLEDGEWARE LIMITED**

## **BOARD DIVERSITY POLICY**

### **Purpose**

In accordance with the Listing Regulations, the Company has framed this Policy on Board Diversity and set out a framework to promote diversity on the Company's Board of Directors (the "Board").

### **Policy Statement**

The Company recognises the benefits of having diverse Board for achieving sustainable and balanced development. It believes that a truly diverse board will enhance the decision making of the Board by utilizing the difference in skills, experience and background, geographical and industry experience, ethnicity, gender, knowledge and length of services, and other distinguishing qualities of the members of the Board. These differences will be considered in determining the optimum composition of the Board.

For appointments of directors and deciding composition of the Board, the Nomination and Remuneration Committee (NR) and the Board shall also have due regard to this policy on Board diversity. In this process the NR Committee /Board will take into consideration qualification and wide experience of the directors in the fields of banking, finance, technical, regulatory, administration, legal, and contractual requirements of the Company. The Committee will also review the structure, size and diversity of the Board annually and make recommendations on any proposed changes to the Board to complement the Company's objectives and strategy.

### **Measurable objectives**

The Committee will discuss and agree annually the relevant measurable objectives for promoting diversity on the Board and make recommendations for consideration and approval by the Board. The final decision will be based on merit against objective criteria and with due regard for the benefits of diversity on the Board.

### **Monitoring and Reporting**

The Nomination & Remuneration Committee will monitor and implement this Policy and report to the Board on the achievement of the measurable objectives for promoting diversity. The Board's composition will be disclosed in the Corporate Governance Report annually.

### **Review of the Policy**

The Committee will review this Policy from time to time as necessary, and make recommendations on any required changes to the Board for consideration and approval.

**By order of the Board**  
**For ABM Knowledgeware Ltd**

**(Prakash B. Rane)**  
**Managing Director**  
**DIN: 00152393**