SIGMA SUPER
WIRES & CABLES

AN ISO 9001: 2015 CERTIFIED COMPANY

JIGAR CABLES LIMITED
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CIN No.L28999GJ2017PLC095651

POLICY ON BOARD DIVERSITY

1. Background

The Board of Directors plays a vital role in providing strategic direction, effective oversight and sound corporate governance to the Company. It is, therefore, important that the Board comprises individuals possessing an appropriate combination of skills, knowledge, experience and diverse perspectives to enable effective decision-making.

JIGAR CABLES LIMITED ("the Company") recognises the importance of diversity in the boardroom, including gender diversity, and considers diversity to be an important factor in strengthening the effectiveness and performance of the Board.

2. Purpose

The purpose of this Board Diversity Policy ("the Policy") is to establish an appropriate framework for promoting diversity in the composition of the Board of Directors of the Company and to ensure that the Board collectively possesses the requisite skills, knowledge, experience and perspectives necessary for effective governance and decision-making.

3. Scope of Application

This Policy applies to the Board of Directors of the Company. It does not apply to diversity among employees of the Company, which may be governed by separate policies or practices, wherever applicable.

4. Policy Statement

The Company recognises and embraces the benefits of having a diverse Board and considers diversity an important element in enhancing the quality of deliberations, objectivity of decision-making and effectiveness of corporate governance.

The Board shall endeavour to maintain an appropriate balance of skills, knowledge, experience and diversity, taking into consideration the nature and complexity of the Company's business, its strategic objectives and applicable statutory and regulatory requirements.

Diversity may include, inter alia:

- Gender and age;
- Educational qualifications and professional background;

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- Industry knowledge and relevant business experience;
- Functional expertise, including finance, accounting, legal, technical, operational and management skills;
- Regional, cultural and other relevant perspectives; and
- Such other attributes as may contribute to the effective functioning of the Board.

All appointments to the Board shall be based on merit, competence, integrity and the requirements of the Company, having regard to the skills, qualifications, experience, knowledge and independence required for the effective discharge of the Board's responsibilities.

While considering candidates for appointment, the Company shall endeavour to promote diversity in the composition of the Board, including gender diversity, without compromising the applicable eligibility, independence and other statutory requirements.

The Policy does not prescribe any automatic preference or guarantee of appointment based solely on a particular diversity attribute. The suitability of each candidate shall be assessed on the basis of the overall requirements of the Board and applicable law.

5. Role of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee ("NRC"), wherever applicable, shall review the composition of the Board, assess the skills and competencies required for its effective functioning and recommend suitable candidates for appointment in accordance with applicable laws and the Company's policies.

While evaluating Board composition and recommending appointments, the NRC shall consider the benefits of diversity, including gender, age, educational and professional background, industry experience, functional expertise and other relevant perspectives.

The NRC shall also consider the balance of skills, knowledge, experience, independence and diversity while undertaking or overseeing the performance evaluation of the Board, its Committees and individual Directors, in accordance with the applicable provisions of law and the Company's evaluation framework.

Where appropriate, the NRC may establish measurable objectives for promoting Board diversity and periodically assess progress towards achieving such objectives, having regard to the Company's requirements and applicable statutory and regulatory provisions.

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6. Review of the Policy

The NRC shall periodically review this Policy and assess its continued adequacy and effectiveness. Any amendments considered necessary shall be recommended to the Board of Directors for approval.

The Board may amend this Policy from time to time to reflect changes in the Company's requirements, corporate governance practices or applicable statutory and regulatory provisions.

Last updated: November 06, 2026