SJ CORPORATION LTD

POLICY ON BOARD DIVERSITY

Objective:

This Policy on Board Diversity (the "Policy") sets out the Company's approach to ensuring adequate diversity in its Board of Directors (the "Board") and is devised in consultation with the Nomination and Remuneration Committee (the "Committee") of the Board.

Applicability:

The Policy applies to the Board of SJ Corporation Ltd *(the "Company").*

Policy Statement:

The Company recognises and embraces the benefits of having a diverse Board of Directors and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage in the complex business that it operates. It is recognised that a Board composed of appropriately qualified people with broad range of experience relevant to the business of the Company is important to achieve effective corporate governance and sustained commercial success of the Company.

A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other distinctions amongst Directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. At a minimum, the Board of the Company shall consist of at least one woman Director. All Board appointments are made on merit, in the context of the skills, experience, independence, knowledge and integrity which the Board as a whole requires to be effective.

Review:

The Board and the Committee will review this Policy on a regular basis to ensure its effectiveness and also compliance with revised Regulation 46 of the Securities and Exchange Board of India (Listing Obligations And Disclosure Requirements) Regulations*, 2015*

Subject to the approval of Board of Directors, the Committee may amend the Policy, if required, to ascertain its appropriateness as per the needs of the Company.

This Policy was modified approved by the Board of Directors at its meeting held on October 24, 2026