

BOARD DIVERSITY POLICY

1. Background:

This Board diversity policy is framed pursuant to Regulation 19(4) and Clause A of Part D of Schedule II of SEBI (LODR) Regulations, 2015.

2. Purpose:

At Walchand PeopleFirst Limited (hereinafter referred to as Company), we recognize that a diverse and inclusive Board of Directors enhances decision-making and drives effective corporate governance. This Board Diversity Policy has been framed in accordance with Regulation 19(4) read with Schedule II, Part D of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

3. Scope:

Applicable solely to the composition of the Company's Board. It does not extend to the diversity of employees below the Board level.

4. Role of Nomination & Remuneration Committee:

The Nomination and Remuneration Committee ("**Committee**") is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions in accordance with the relevant laws.

The Committee will ensure that no person is discriminated against on grounds of religion, Caste, race, gender, pregnancy, childbirth or related medical conditions, national origin or ancestry, marital status, age, sexual orientation, or any other personal or physical attribute which does not speak to such person's ability to perform as a Board member.

Accordingly, the Committee shall:

- a) Assess the appropriate mix of diversity, skills, experience and expertise required on the Board and assess the extent to which the required skills are represented on the Board,
- b) Make recommendations to the Board in relation to appointments, and maintain an appropriate mix of diversity, skills, experience and expertise on the Board, and

- c) Periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

The Board shall have an optimum combination of executive, non-executive and independent directors in accordance with requirements of the Articles of Association of the Company, the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 regulations, and other statutory, regulatory and contractual obligations of Company.

5. Limitation/Reservation:

In the event of any conflict between the provisions of this Policy and of the applicable law, the provisions of applicable law shall prevail over this Policy. Any subsequent amendment / Modification to the applicable law shall automatically apply to this Policy.

The Committee will review this Policy periodically and recommend appropriate revisions to the Board.

6. Amendment:

This policy shall be subject to review by the Board of Directors from time to time. The amendment to this policy shall be subject to the recommendations by the Nomination and Remuneration Committee and approved by the Board of Directors. Any subsequent amendment / modification in the Regulations shall automatically apply to this Policy.

Sd/-
Ms. Pallavi Jha
Chairperson and Managing Director,
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Date: 31st July, 2025

Sd/-
Mr. Sanjay Jha
Whole-time Director,
1st Floor, Construction House,
5- Walchand Hirachand Marg, Ballard Estate,
Mumbai – 400 001
Date: 31st July, 2025