

ALEXANDER STAMPS AND COIN LIMITED

BOARD DIVERSITY POLICY

A. PURPOSE

The Securities and Exchange Board of India (“SEBI”) issued the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (hereinafter referred to as the ‘LODR Regulations’) on September 02, 2015, effective from December 01, 2015, with an aim to consolidate and streamline the provisions of existing listing agreements thereby ensuring better enforceability.

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 of a listed entity is required to devise a policy on diversity of board of directors.

In compliance with the SEBI Listing Regulations, the Company has formulated the policy on diversity of board of directors. This policy on Board Diversity (the “Policy”) for the Board of Directors (the “Board”) of Alexander Stamps and Coin Limited (the “Company” or “ASCL”) has been formulated by the Board, based on the recommendation of the Nomination and Remuneration Committee (“NRC”), in accordance with the LODR Regulations, to assure that the Board is fully diversified and comprises of an ideal combination of executive and non-executive directors, including independent directors, with diverse backgrounds.

B. INTRODUCTION

- i) Board diversity is vital to handle various factors such as globalisation of business, rapid deployment of technology, greater social responsibility, ever rising emphasis on corporate governance, enhanced need for risk management, etc. so as to facilitate effective management of the business of ASCL and to keep pace with changing dynamics of the business environment.
- ii) Board diversity is the breadth of perspective, not the mere inclusion of various diverse traits that will benefit the organisation. ASCL believes that a diverse Board will enhance the quality of decision made by the Board by utilizing the different skills, qualification, experience, knowledge, etc. of the Board necessary for achieving sustainable and balance development.

C. SCOPE

This policy applies to the Board. It does not apply to employees generally.

D. POLICY STATEMENT

ASCL recognizes and embraces the importance of a diverse Board in its success. ASCL believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, ethnicity, race and gender, which will ensure that ASCL retains its competitive advantage.

ASCL believes that a diverse Board will contribute to the achievement of its strategic and commercial objectives, including:

- drive business results;
- make corporate governance more effective;
- enhance quality and responsible decision-making capability;
- ensure sustainable development; and
- enhance the reputation of ASCL.

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.

While all appointments to the Board will continue to be made on merit, the Committee will consider the benefits of diversity (including but not limited to the attributes listed above) in identifying and recommending persons for Board membership, as well as in evaluating the Board and its individual members.

Further, the Committee will ensure that no person is discriminated on grounds of religion, 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:

- 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,
- make recommendations to the Board in relation to appointments, and maintain

an appropriate mix of diversity, skills, experience and expertise on the Board, and

- 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 ASCL, the Companies Act, 2013, Listing Agreement and the statutory, regulatory and contractual obligations of ASCL.

The effective implementation of this Policy requires that shareholders are able to judge for themselves whether the Board as constituted is adequately diverse. To this end, ASCL shall continue to provide sufficient information to shareholders about the size, qualifications and characteristics of each Board member.

E. RESPONSIBILITY AND REVIEW

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

F. AMENDMENTS TO THE POLICY

The NRC Committee shall have the power to clarify any doubts or rectify any anomalies that may exist in connection with the effective execution of this Policy. The NRC Committee reserves the right to amend this Policy from time to time based on changing requirements as prescribed by SEBI/Stock Exchange(s) or any other appropriate Statutory Authority.

G. DISCLOSURE OF THE POLICY

The Company shall disclose this Policy on its website i.e. (www.alexanderstamps.in). The necessary disclosure, if any, about the policy will also be made as per the requirements of SEBI (LODR) Regulations and Companies Act 2013.
