KIAN-M EXPORT LIMITED

POLICY TO PROMOTE DIVERSITY ON THE BOARD OF DIRECTORS

1. TITLE

1.1 *This policy shall be called the 'Policy to promote diversity on the Board of Directors' ("***Board Diversity Policy***").*

2. OBJECTIVE

2.1 *Kian-M Export Limited (the "***Company***") is committed to deal with all stakeholders with full transparency and fairness, ensuring adherence to all laws and regulations and achieving highest standards of corporate governance.*

2.2 *Pursuant to Regulation 19(4) read with Part D (3) of Schedule II of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (the "***SEBI Listing Regulations***"), the Nomination and Remuneration committee of the board of directors ("***Board***") of the Company is required to devise a policy on diversity of board of directors. In compliance with the SEBI Listing Regulations, the Company has formulated this Board Diversity Policy.*

2.3 *The objective of this policy is to:*
• Assure that the Board is fully diversified with diverse backgrounds
• Enhance the Board's performance and decision-making through a wide range of perspectives.
• Promote accountability and transparency in board appointments.
• Provide a framework for leveraging on the diverse knowledge and expertise of the Board which can offer its valuable guidance to the Management consistent with the Company's business perspective under Companies Act, SEBI Listing Regulation as amended from time to time.

3. DEFINITIONS

3.1 *For the purpose of this Board Diversity Policy, the following terms shall have the meanings assigned to them hereunder:*

(a) "**Board**" *means the board of directors of the Company;*

(b) "**Board Diversity Policy**" *means this policy, as amended from time to time;*

(c) "**Committee**" *means the nomination and remuneration committee of the Board;*

(d) "**Companies Act**" *means the Companies Act, 2013, read with the rules thereunder, as amended;*

(e) "**Director**" *means a member of the Board; and*

(f) "**Company**" *means Kian-M Export Limited.*

3.2 *Words and expressions used and not defined in this Board Diversity Policy shall have the meaning ascribed to them in the SEBI Listing Regulations, the Securities and Exchange Board of India Act, 1992, as amended, the Securities Contracts (Regulation) Act, 1956, as amended, the Depositories Act, 1996, as amended, or the Companies Act and rules and regulations made* *thereunder.*

4. *POLICY STATEMENT*

This Policy sets out the approach the Company should adopt whilst ensuring Board diversity and to enhance its effectiveness. In order to ensure a balanced composition of executive, non-executive and independent directors on the board, the Company shall consider the factors including but not limited to gender, age, ethnicity, nationality, professional background, and experience, including expertise in the areas of capital markets, finance and accountancy, legal and regulatory practice, technology, risk management and management or administration.

5. *BOARD NOMINATION AND SELECTION*

5.1 *The Board shall have an optimum combination of executive, non-executive directors in accordance with requirements of the Articles of Association of Kian-M Export Limited, the Companies Act, 2013, SEBI Listing Regulations, and other statutory and regulatory obligations.*

5.2 *The Board of the Company shall comprise Directors having the requisite qualifications and experience in the areas of capital markets, finance and accountancy, legal and regulatory practice, technology, risk management and management or administration, corporate governance, strategy and industry experience.*

5.3 *The Company shall endeavor to maintain an appropriate balance of skills, experience, independence and diversity on the Board so as to ensure effective governance and decision-making.*

5.4 *The Company may also appoint directors having qualification and experience in other areas which may be specific to them. Further, the Company shall ensure that the governing board collectively consists of directors with qualifications and experience as mentioned above.*

5.5 *Company values and actively promotes of having a diverse Board and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage, technological development, greater innovation, positive impact, enhancing quality and responsible decision-making capability and better overall performance. The NRC will lead the process for Board appointments and shall:*

¬ assess the appropriate mix of age, diversity, skills, backgrounds, level of independence, 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

¬ Ensure at all times that the governing board comprises of directors with required skill set and expertise in accordance with applicable laws and regulatory requirements.

5.6 *The Company shall adopt best practices to ensure fairness and equality and transparency whilst appointing Directors and ensuring zero tolerance for discrimination based on caste, creed, gender, ethnicity, religion, disability, colour or otherwise. Further all, Board* *appointments will be based on meritocracy in the context of the skills as mentioned above, diverse experience, independence and knowledge which the Board as a whole requires to be effective.*

5.7 *The candidates will be considered against objective criteria, having due regard to the benefits of diversity on the Board.*

6. *AMENDMENTS*

6.1 *The Committee may modify and/or amend the Board Diversity Policy at any time subject to the provisions of the SEBI Listing Regulations and the Companies Act and rules framed thereunder and any other applicable law.*

7. *EFFECTIVE DATE*

The Board Diversity Policy shall come into effect on 4th June, 2026.

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