



POLICY ON BOARD DIVERSITY

JUNIPER GREEN ENERGY LIMITED

(Formerly known as Juniper Green Energy Private Limited)

Registered Office: 1103A & 1103B, 11th Floor, Hemkunt Chamber, 89, Nehru Place New Delhi 110 019, India | CIN:

U40100DL2011PLC228318 Website: www.junipergreenenergy.com |Tel +91-124 4739600, |Fax +91-124 4739666;

|Email: cs@junipergreenenergy.com

1. Preamble

This policy has been formulated in compliance with Regulation 19(4) read with Part D of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**SEBI Listing Regulations**”) and the Companies Act, 2013, as applicable. The board of directors of Company (“**Board**”) adopted the Policy at its meeting held on June 23, 2025. This Policy shall come into force from the date of listing of equity shares of the Company on the stock exchanges.

2. Scope and Applicability

This Policy applies to the Board of Directors of the Company and governs the appointment and composition of executive, non-executive, and independent directors with diverse backgrounds. It does not apply to diversity in relation to employees of the Company.

3. Objective

The Company continuously seeks to enhance the effectiveness of its Board so as to maintain the highest standards of corporate governance and for this it embraces diversity in the Boardroom.

The Company sees diversity as a wide concept and believes that a truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender, nationality, cultural background and other distinctions between Directors and would support the attainment of its strategic objectives and its sustainable development. In determining its approach on diversity, the Company should also take into account other factors including its own business model, ethics, policies and industry specific needs from time to time.

4. Role of Nomination and Remuneration Committee

- a. The Committee is responsible for formally assessing the appropriate mix of diversity, skills, experience and expertise required on the Board and assessing the extent to which the required skills are represented on the Board.
- b. The Committee shall, from time to time, review and assess the Board composition on behalf of the Board and shall recommend to the Board the required changes including the appointment of new directors based on their qualification, positive attributes and independence for consideration and approval.

5. Policy Review and Amendments

The Nomination and Remuneration Committee (NRC) shall periodically review this policy and recommend appropriate revisions to the Board. In case of any conflict between this policy and applicable laws, the provisions of law shall prevail. The NRC may modify and/or amend the Policy at any time subject to the provisions of the SEBI Listing Regulations and the Companies Act, 2013, and rules framed thereunder and any other applicable law.

6. Disclosure

The Policy shall be made available on the Company’s website. The Company shall make necessary disclosures, if required, under SEBI Listing Regulations and the Companies Act, 2013, as applicable.