

BOARD DIVERSITY POLICY

CALIFORNIA SOFTWARE COMPANY LIMITED

1. PREAMBLE

This Board Diversity Policy has been formulated by California Software Company Limited in accordance with the Companies Act, 2013, SEBI LODR Regulations, and corporate governance best practices.

2. OBJECTIVES

- Promote diversity in Board composition
 - Ensure balanced representation of skills and expertise
 - Enhance Board effectiveness and governance standards
 - Encourage diversity in gender, age, background, and experience
 - Support sustainable business growth
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3. APPLICABILITY

This Policy shall apply to the Board of Directors, Nomination and Remuneration Committee, and appointment/reappointment of Directors.

4. ROLE OF NRC

- Review Board composition periodically
 - Identify suitable candidates for Board appointment
 - Ensure diversity in Board structure
 - Evaluate balance of skills and expertise
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5. DIVERSITY PARAMETERS

- Gender diversity
 - Age diversity
 - Professional background diversity
 - Industry and technology expertise
 - Educational qualifications
 - Geographic and cultural diversity
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6. SELECTION CRITERIA

- Integrity and ethical standards
- Leadership capability

- Strategic thinking
 - Governance and compliance knowledge
 - Independence and objectivity
 - Ability to devote sufficient time
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7. BOARD COMPOSITION

The Board shall maintain an appropriate mix of Executive Directors, Non-Executive Directors, Independent Directors, and Women Directors in compliance with applicable laws.

8. SUCCESSION PLANNING

The Company shall maintain succession planning for Board positions to ensure continuity of governance and leadership.

9. PERFORMANCE EVALUATION

The NRC and Board shall periodically evaluate effectiveness of Board diversity, composition, and governance contribution.

10. DISCLOSURES

The Company shall disclose this Policy in Annual Reports, Corporate Governance Reports, website disclosures, and stock exchange filings where applicable.

11. REVIEW OF POLICY

This Policy shall be periodically reviewed by the NRC and Board considering governance requirements and regulatory developments.

12. AMENDMENT OF POLICY

The Board may amend this Policy based on recommendations of NRC, regulatory amendments, or business requirements.

13. EFFECTIVE DATE

This Policy shall come into effect upon approval by the Board of Directors of California Software Company Limited.

APPROVAL

Approved by the Board of Directors of California Software Company Limited.

Revised Date: April 10, 2026

Place: Chennai, Tamil Nadu, India

Chairman / Managing Director
Authorized Signatory