



PURPOSE

This Board Diversity Policy ('Policy') sets out the approach to diversity on the Board of Directors ('Board') of Thirumalai Chemicals Limited ('TCL').

SCOPE

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

POLICY STATEMENT

Thirumalai acknowledges and values the significance of having a diverse board to achieve success. The company recognises that a Board with a broad range of perspectives, expertise, and experiences, including regional and industry exposure, cultural and geographical backgrounds, age, ethnicity, race, gender, knowledge, and skills in areas such as financial management, global business, leadership, technology, mergers and acquisitions, Board service, strategy, sales and marketing, environment, social and governance (ESG), risk management, cyber security and other domains, will enable it to maintain its competitive edge.

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.

The committee is entrusted with the responsibility of evaluating the composition and effectiveness of the Board, as well as identifying qualified individuals to fill Board positions. The Committee will ensure that no individual is discriminated based on their religion, race, gender, marital status or any other personal or physical attribute that does not pertain to their ability to perform as a Board member. The committee believes in creating a diverse and inclusive Board.

Accordingly, the Committee shall:

- Assess the appropriate mix of diversity, skills, experience and expertise required on the Board
- 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 Companies Act, 2013.

RESPONSIBILITY AND REVIEW

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