



TC TERRYTEX LIMITED

BOARD DIVERSITY POLICY

1. PREFACE

The **Policy on Board Diversity** ("the Policy") has been formulated by **TC Terry Tex Limited** ("the Company") to outline an approach for ensuring the optimal composition and diversity of the Company's Board of Directors.

2. PURPOSE

The Policy is designed to emphasize the importance of a diverse Board in harnessing the unique and individual skills, experiences, and perspectives of various Board members. This collective diversity will benefit the business and the Company as a whole. The fundamental aim of the Policy is to provide a framework for leveraging the diverse knowledge and expertise of the Board to offer valuable guidance to the Management in line with the Company's business objectives.

3. POLICY STATEMENT

The Company believes that a diverse Board is essential for achieving the following objectives:

- **To drive the best business results**
- **To enhance the quality and responsibility in decision-making**
- **To enhance the reputation of the Company**
- **To provide guidance on creativity and innovation**
- **To advise on research and development of new technologies**
- **To promote better Corporate Governance**

All appointments to the Board should be based on merit, expanding the skills, experience, and expertise of the Board as a whole while considering the benefits of diversity in identifying and recommending individuals for Board membership.

The Board of the Company shall comprise an optimal combination of **Executive Directors, Non-Executive Directors, Independent Directors, and Women Directors**, wherever applicable, in accordance with the requirements of the **Listing Agreement, Companies Act, 2013**, and any amendments or other statutory and regulatory requirements that may apply from time to time.

Further, the Company will ensure that no discrimination occurs based on religion, race, gender, age, or any other personal or physical attributes.

4. RESPONSIBILITY AND REVIEW

The **Nomination and Remuneration Committee** ("Committee") is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying qualified individuals to occupy Board positions.



Accordingly, the Committee shall:

- Assess the appropriate mix of diversity, skills, and experience required on the Board.
- Make recommendations to the Board concerning appointments, ensuring the maintenance of an appropriate mix of diversity, skills, experience, and expertise on the Board.
- Periodically review and report to the Board on the requirements for diversity on the Board, if any.

The effective implementation of this Policy requires that shareholders are able to assess whether the Board, as constituted, is sufficiently diverse. To this end, the Company will continue to provide shareholders with sufficient information about the size, qualifications, and characteristics of each Board Member.

This **Board Diversity Policy** is intended to guide **TC Terry Tex Limited** in ensuring that the Board remains diverse and inclusive, bringing together a wide range of perspectives to steer the Company towards sustainable growth and success.