

Indag Rubber Limited

Policy On Board Diversity

1. Purpose

In accordance with the clause 49 of Listing Agreement as amended, the Company has framed a formal policy on Board diversity which sets out a framework to promote diversity on Company's Board of directors (the 'Board').

2. Vision

The Company recognizes the importance and benefits of having a diverse Board to enhance its performance.

3. Policy Statement

- 1) The Company believes that a diverse Board will enhance the quality of the decisions made by the Board by utilizing the different skills, qualification, professional experience, knowledge etc. of the members of the Board, necessary for achieving sustainable and balanced development.
- 2) The Nomination Committee has responsibility for leading the process for Board appointments and for indentifying and monitoring, for approval by the Board, candidates for appointment to the Board.
- 3) Board appointments will be based on merit and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board, including gender.
- 4) The total number of directors constituting the Board shall be in accordance with the Articles of Association of the Company.
- 5) The Board of directors of the Company shall have an optimum combination of executive and non-executive directors with at least one woman director and the composition of the Board shall be in accordance with requirements of the Articles of Association of the Company, the Companies Act,2013, Listing Agreement and the statutory, regulatory and contractual obligations of the Company.

4. Review of Policy

The NRC Committee will review the policy from time to time and make recommendations on any required changes to Board for consideration and approval.