



Board Diversity Policy

At TEECL, we recognize and embrace the importance of a diverse Board that collectively benefits the business and the Company as a whole. We believe that a diverse Board of Directors, comprising of individuals with different backgrounds, perspectives, skills, experiences, and expertise, can offer valuable guidance to the Management consistent with the company's business perspective. Our board diversity policy outlines the principles and guidelines that govern our business conduct with respect to board diversity.

1. **Definition of Diversity:** For the purpose of this policy, diversity encompasses a range of characteristics, including but not limited to ethnicity, gender, age, marital status, nationality, religion, and professional qualification.
2. **Board Composition:** The Nomination and Remuneration Committee (NRC) is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying qualified persons to occupy Board Positions. Our Board of Directors will comprise a diverse group of individuals with a broad range of skills, knowledge, experience, and expertise.
3. **Board Recruitment:** In order to ensure a balanced composition of Executive, Non-Executive and Independent Directors on the Board, we will seek to recruit board members from diverse backgrounds through a fair and transparent process. The committee will make recommendations to the Board in relation to appointments, and maintain appropriate mix of diversity.
4. **Discrimination:** The NRC will ensure that no person is discriminated against on grounds of religion, race, gender, pregnancy, childbirth or related medical conditions, national origin or ancestry, marital status, age, sexual orientation, or any other personal or physical attribute which does not speak to such person's ability to perform as a Board member.
5. **Reporting and Monitoring:** The NRC will periodically monitor, review, and report on our board diversity to ensure compliance and effectiveness of this policy. The Committee will also measure the impact of our board diversity on our business operations and recommend any such revisions to the Board for consideration and approval.
6. **Partnership with External Organizations:** We will seek to partner with organizations that are committed to promoting diversity and inclusion and engage in initiatives that promote board diversity in the our industry.

The Policy applies to the composition of the Board only and does not apply to diversity in relation to the employees of the Company.

TEECL Board will have an optimum combination of Executive, Non-Executive, and Independent Directors with diverse backgrounds in accordance with requirements of the Articles of Association of TEECL, the Companies Act 2013, and SEBI Regulations, 2015.

Techno Electric and Engineering Company Ltd.