

TWENTYFIRST CENTURY MANAGEMENT SERVICES LIMITED

BOARD DIVERSITY POLICY

(Pursuant to Regulation 19(4) read with Part D of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

1. Introduction

This Board Diversity Policy ("Policy") is formulated in compliance with Regulation 19(4) read with Part D of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("LODR"). The Policy aims to promote a diverse and inclusive Board that enhances corporate governance, decision-making, and sustainable growth.

2. Objective

- To ensure diversity in the Board's composition by considering various attributes such as gender, age, educational background, professional experience, and cultural background.
- To bring a balance of skills, expertise, and perspectives to Board discussions and decision-making.
- To comply with statutory and regulatory requirements regarding Board composition.

3. Scope and Applicability

This Policy applies to the Board of Directors of the Company and shall guide the Nomination and Remuneration Committee (NRC) in recommending appointments to the Board.

4. Criteria for Board Diversity

- The Board shall have an appropriate mix of Executive, Non-Executive, and Independent Directors to ensure independence and objectivity.
- At least one – third (1/3) of the Board should comprise of independent directors (As the Chairman of the Board is Executive and Promoter of the Company).
- The Company shall comply with statutory requirements related to gender diversity, ensuring at least one-woman director as per SEBI (LODR) and Companies Act, 2013.
- The NRC shall consider candidates from diverse educational, industry, and functional backgrounds while nominating directors.
- The Board shall have a combination of members with expertise in finance, law, management, governance, strategy, and other relevant fields.
- Appointment of Directors to the Board of the Company should be based on the Specific needs and business of the Company. Appointments should be done based on the qualification, knowledge, experience and skill of the proposed appointee which is relevant to the business of the Company.
- Knowledge of and experience in domain areas such as Manufacturing Sector, Trading, Legal, Risk, Management, Human Resources, etc. should be duly considered while making appointments to the Board level.
- While appointing independent directors, care should be taken as to the independence of the proposed appointee.
- Directorships in other companies may also be taken into account while determining the candidature of a person.

5. Implementation and Monitoring



- The NRC shall review and assess Board composition annually and recommend necessary changes to ensure alignment with the Policy.
- The Board shall evaluate the effectiveness of diversity in improving governance and business performance.
- The Company shall incorporate Board diversity considerations in succession planning.

6. Review and Amendments

- This Policy shall be reviewed periodically by the NRC and the Board to align with evolving best practices and regulatory requirements.
- Any changes to this Policy shall be approved by the Board.

This Policy is amended and approved by the Board of Directors of the Company at their meeting held on 27.05.2026.

