

TCFC FINANCE LIMITED

BOARD DIVERSITY POLICY

PURPOSE:

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').

VISION:

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

POLICY:

- The Company recognizes and embraces the importance of diverse Board that possesses a balance of skills, experience, expertise and diversity of perspectives appropriate to the requirements of the business of the Company.
- The Board of Directors shall have the optimum combination of Directors from different areas/fields like Finance, Management, Accountancy, Law or such other fields as may be considered relevant by the Nomination and Remuneration Committee for achieving a diverse Board.
- The Board shall have at least one Board Member who has accounting or related financial management expertise and at least three Directors who are financially literate.
- The Board appointments should be based on merit and should complement and expand the skills, experience and expertise of the Board as a whole, taking into account gender, age, professional experience and qualifications, cultural and educational background and any other factors that the Nomination and Remuneration Committee may consider relevant for achieving a diverse Board.
- The Nomination and Remuneration Committee shall be responsible for reviewing the structure, size and composition of the Board and the appointment of new Directors of the Company from time to time to ensure that it has a balanced composition of skills, experience and expertise appropriate to the requirements of the business of the Company, with due regard to the benefits of diversity on the Board.

REVIEW AND MONITORING:

The Nomination and Remuneration Committee shall review and monitor from time to time the implementation of this Policy to ensure its effectiveness and shall at appropriate time set measurable objectives for achieving Board diversity.

DISCLOSURES:

The Company shall disclose this Policy on its website.
