



TIPS INDUSTRIES LIMITED

BOARD DIVERSITY POLICY

INTRODUCTION:

This Policy on Board Diversity (the “Policy”) for the Board of Directors (the “Board”) of Tips Industries Limited (the “Company”) has been formulated by the Nomination and Remuneration Committee (“NRC”) in accordance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI (LODR) Regulations, 2015”) to assure that the Board is fully diversified and comprises of an ideal combination of Executive and Non-Executive Directors, including Independent Directors, with diverse backgrounds.

PURPOSE:

The Policy is framed to address the importance of a diverse Board in harnessing the unique and individual skills and experiences of various Members of the Board in such a way that it collectively benefits the business and the Company as whole. The basic essence of the Policy is to provide a framework for leveraging on the diverse knowledge and expertise of the Board which can offer its valuable guidance to the Management consistent with the Company’s business perspective.

POLICY STATEMENT:

- The Company recognizes and embraces the important 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 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.
