DCM SHRIRAM FINE CHEMICALS LIMITED

POLICY ON BOARD DIVERSITY

(Approved by the Board of Directors on 24.12.2025)

Objective

As per SEBI (LODR) Regulations, 2015, the Nomination & Remuneration Committee of the Board (NRC) shall device a Policy on `Board Diversity'. DCM Shriram Fine Chemicals Ltd.'s (the "Company") Board is presently fully diversified and comprises of an ideal combination of executive and non-executive directors, the latter being independent directors with diverse backgrounds.

This Policy on Board Diversity (the "Policy") sets out the approach to diversity on the Board of Directors (the "Board") of the Company.

Policy Statement

The Company recognizes and embraces the benefits of having a 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 Company sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of difference in the skills, regional and industry experience, background, race, gender and other distinctions between directors. These differences will be considered in determining the optimum composition of the Board and when required should be balanced appropriately.

The Company maintains that Board appointments should be based on merit that complements and expands the skills, experience and expertise of the Board as a whole taking into account knowledge, professional experience and qualifications, gender, age, cultural and educational background, and any other factors that the Board might consider relevant and applicable from time to time for it to function effectively.

In the process of attaining a diverse Board based on the aforementioned criteria, the following criteria needs to be assessed:

I. Optimum composition

a) The Board shall have an optimum combination of executive and non-executive directors and not less than fifty per cent of the Board of Directors comprising non-executive directors.

b) At least half of the Board should comprise of independent directors (where the Chairman of the Board is executive) or at least one-third of the Board should comprise of independent directors (where the Chairman of the Board is non-executive).

c) The Company shall continue to have at least one woman director on the

Board to ensure that there is no gender inequality on the Board.

II. Functional diversity

a) Appointment of directors to the Board of the Company should be based on specific needs and business of the Company. Appointment should be done based on the qualification, knowledge, experience and skill of the proposed appointee which is relevant to the business of the Company.

b) Knowledge of and experience in domain areas such as finance, legal, risk management, industry, etc., should be duly considered while making appointments to the Board level.

c) While appointing independent directors, care should be taken as to the independence of the proposed appointee.

d) Directorships in other companies may also be taken into account while determining the candidature of a person.

III. Stakeholder diversity

The Company may also have directors on its Board representing the interest of any financial institution or any other person in accordance with the provisions of its Articles of Association and/ or any agreement between the Company and the nominating agency.

Role of NRC

NRC of the Board shall review and assess Board composition on behalf of the Board and shall recommend to the Board, the appointment of new Directors based on their qualifications, positive attributes and independence.

In reviewing Board composition, NRC will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.

Review of the Policy

The NRC will review the Policy as and when required, which will include an assessment of the effectiveness of the Policy.

The NRC will discuss any revisions that may be required and recommend any such revisions to the Board for approval.

The Policy has been approved by the NRC at its meeting held on 24.12.2025 and adopted by the Board at its meeting held on 24.12.2025

Date: 24.12.2025

Sd/-
(Urvashi Tilakdhar)
Senior Managing Director