

*Coromandel International Limited*

**Board Diversity Policy**

Adoption date and Effective Date : 25.04.2024

## **COROMANDEL INTERNATIONAL LIMITED - BOARD DIVERSITY POLICY**

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### **Purpose**

The Board Diversity policy (the Policy) sets out the approach to diversity on the Board of Coromandel International Limited.

### **Scope**

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

### **Policy Statement**

Coromandel recognizes the significance and benefits of having a diverse Board. A truly diverse Board comprising of appropriately qualified people with a broad spectrum of experience relevant to the business of the Company is integral to its success. It is also an essential element in maintaining a competitive advantage on a sustainable basis. A truly diverse Board with an inclusive culture will make good the differences in skills, experience, education, gender, age, race, geography, ethnicity, background and other distinctions between the directors.

The Nomination and Remuneration Committee (N&R Committee) is responsible for leading the process for Board appointments and for identifying and nominating, for approval by the Board and shareholders, candidates for appointment to the Board.

The Board diversity policy shall ensure an optimum composition of the Board such that the talent of all members of the Board blend together to be as effective as possible. The Board should be balanced by members having complementary knowledge, expertise and skills in areas such as governance, business strategy, finance, accounting, legal, marketing, manufacturing, technology and such other areas that the Board considers desirable.

Consideration and selection of candidates for appointment on the Board will be based on merit against objective criteria and in the context of skills, knowledge, personal traits, general experience & background, industry or related experience and expertise including functional expertise. Further, in addition to new appointments, the balance of skills, experience, knowledge and independence of the Board will also be considered as a part of the annual evaluation of the Board performance.

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