

Eicher Motors Limited

Board Diversity Policy

(In terms of Clause 49.IV.B.3 of Listing Agreement)

1.0 Purpose

The Board Diversity Policy ('the Policy') sets out the approach to diversity on the Board of Directors ('the Board') of Eicher Motors Limited ('EML' or 'the Company').

2.0 Scope of application

The Policy applies to the Board and its members

3.0 Policy Statement

EML recognizes and embraces the benefits of having a diverse Board, and sees increasing diversity at the Board level as an essential element in maintaining a competitive advantage and practicing good governance.

A truly diverse Board will include and make good use of the diverse skills and industry experience, and educational background, while giving due regard to other attributes such as gender, nationality, ethnicity, cultural background and other distinctions amongst its member directors. These attributes will be considered in determining the optimum composition of the Board and when possible would be balanced appropriately. All Board appointments are to be made on merit, in the context of the skills, experience and knowledge, while also considering the above-mentioned diversity factors to make the Board as a whole effective.

The Nomination and Remuneration Committee ('Committee') of the Board will review and assess the Board composition on behalf of the Board and recommend the appointment of new Directors accordingly.

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

4.0 Review of the Policy

The Committee will discuss any revision that may be required in this Policy and recommend any such revisions to be Board for approval as and when considered necessary.

--END--