



LYKA LABS LIMITED

POLICY ON BOARD DIVERSITY

PREAMBLE

This Policy on Board Diversity (the 'Policy') for the Board of Directors (the 'Board') of the Company has been formulated by the Nomination and Remuneration Committee (the 'NRC') in accordance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015; to assure that the Board is fully diversified and comprises of an optimum 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. 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.

LAW AND APPLICABILITY

As per Regulation 19 (4) read with Part D of the Schedule II of the SEBI (LODR) Regulations, 2015 the NRC of the Company has to devise Policy on Board Diversity.

POLICY STATEMENT

The Company recognizes and embraces the importance of a diverse Board in its success and believes that a truly diverse Board will leverage differences in thought, perspective, regional and industry experience, cultural and geographical background, age, ethnicity, race, gender, knowledge & skills and other domains which will ensure that the Company retains its competitive advantage.

The Company believes that a diverse Board will contribute to the achievement of its strategic and commercial objectives. The Board shall have an optimum combination of executive, non-executive and independent directors in accordance with requirements of the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee (the 'Committee') is responsible for reviewing and assessing the composition of the Board as well as identifying appropriately qualified persons to occupy Board positions.

The Committee will ensure that no person is discriminated against on grounds of religion, race, gender, pregnancy, childbirth or related medical conditions, national origin or ancestry, marital status, age, sexual orientation or any other personal or physical attribute which does not speak to such person's ability to perform as a Board member.

Accordingly, the Committee shall:

- assess the appropriate mix of diversity, skills, experience and expertise required on the Board and assess the extent to which the required skills are represented on the Board,
- make recommendations to the Board in relation to appointments and maintain an appropriate mix of diversity, skills, experience and expertise on the Board, and
- periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

REVIEW OF THE POLICY

The NRC shall review the policy from time to time, to ensure the effectiveness of the Policy. The Committee shall discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.
