



LYKIS LIMITED

CIN: L7499WB1984PLC038064

Registered Office: Omer Mansion, 29A, Weston Street, 2nd Floor, Room No B5, Kolkata 700012

Corporate Office: Grandeur Building, 4th Floor, Opp Gundecha Symphony, Andheri West, Mumbai 400053

Tel No: 022 4069 4069 Website: www.lykisgroup.com

BOARD DIVERSITY POLICY

Lykis Limited recognizes the benefits of having a diverse Board to enhance the quality of its performance. The Board Diversity Policy aims to set out the approach to achieve diversity on the Board of Directors of the Company

SCOPE:

In accordance with the regulation of Securities and Exchange Board of India (Listing Obligation & Disclosure Requirements) Regulation, 2015, the Board of Directors ("The Board") of Lykis Limited ("the Company") has adopted this policy upon the recommendation of the Nomination & Remuneration Committee.

The Board based on recommendation of Nomination & Remuneration Committee may amend this policy from time to time to incorporate any subsequent amendment(s) / modification(s) in the Securities and Exchange Board of India (Listing Obligation & Disclosure Requirements) Regulation, 2015 with respect to matters covered under this Policy or otherwise.

OBJECTIVE:

The objective of this Policy is to set out the approach for achieving diversity for the Board of Directors. The primary objective of this Policy is to provide a framework and set standards for having a diversified Board with ability to base its decisions after evaluating multiple options and help improve the performance of the organization significantly. A diversified board not only enhances board effectiveness by ensuring rational, pragmatic and quick decision making but also better understands and connects with the stakeholders to attain the Corporation's stated goals and strategic objectives.

DEFINITION

- ❖ **"Nomination & Remuneration Committee"** means the Committee of the Board constituted/re-constituted under the regulation 19 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with Section 178 of the Companies Act, 2013 as in force from time to time.
- ❖ **"Board of Directors" or "Board"** means the Board of Directors of Lykis Limited, as constituted or re-constituted from time to time.
- ❖ **"Company"** means Lykis Limited
- ❖ **"Policy" or "This Policy"** means Board Diversity Policy



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POLICY IMPLEMENTATION

- ❖ The Company recognizes the benefits of having a Board of Directors that possesses a balance of skills, experience, expertise and diversity of perspectives appropriate to the requirements of the business of the Company.
- ❖ While appointing as Directors on the Board, Nomination & Remuneration Committee shall ensure that the candidates have the highest levels of personal and professional ethics and integrity, appropriate skills, knowledge, experience and expertise in one or more fields of business including finance, accounting, management, sales, marketing, administration, research, corporate governance, technical operations, law or any other discipline related to the business of the Corporation.
- ❖ The Board of Directors shall have the optimum combination of Directors from different areas/fields like Finance, Management, Accountancy, Law, Technical or such other fields as may be considered relevant by the Nomination and Remuneration Committee for achieving a diverse Board.
- ❖ The Board shall have at least one Board Member who has accounting or related financial management expertise and at least three Directors who are financially literate.
- ❖ 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.
- ❖ The Company believes in gender diversity. The Company, under the provisions of the Companies Act, 2013, Rules made there under and the Listing Regulations would have adequate number of woman director on its Board including woman independent director.

POLICY REVIEW

This Policy may be amended, modified or supplemented from time to time to ensure compliance with any modification, amendment or supplementation to the Listing Regulations or as may be otherwise prescribed by the Nomination and Remuneration Committee /Board from time to time.
