



LAMOSAIC INDIA LIMITED

POLICY ON BOARD DIVERSITY

(Adopted at the Board Meeting held on 02nd November, 2023)

1. Introduction

The Board of Directors ("Board") of **Lamosaic India Limited** ("the Company") has decided to consider and formulate a policy on diversity of the composition of the Board by the name of Board Diversity Policy ("Policy"). The Policy sets out the approach to have a diversity on the Board of the Company in terms of thought, experience, knowledge, perspective and gender in the Board, based on the applicable laws, rules and regulations applicable to the Company.

2. Purpose

This Policy is largely framed to address the importance of a diverse Board in harnessing the unique and individual skills and experiences of the members in a way that collectively benefits the organization and business as a whole. The basic essence of the Policy is to provide a framework for leveraging on the differences within the expertise of the Board, offering a broad range of perspectives that are directly relevant to the business.

3. Policy statement

A diverse Board will contribute to the achievement of the Company's strategic and commercial objectives including that of:

- a. Enhance the quality of decisions making and ensure better business performance.
- b. Encourage diversity of perspectives thereby fuel creativity and innovation.
- c. Complement and expand the skills, knowledge and experience of the Board as a whole.
- d. Provide better Corporate Governance.

4. Board diversity

The Company believes that Board diversity is composed of the Two elements:

Professional Diversity – It consists of having different sets of skills in the Boardroom which are required to run the Company in a complex and changing business environment. Following components are considered for the professional diversity:

- Experience
- Technical and other skills

Sanjay S. Parikh



- Knowledge
- Business Perspective
- Educational background.

Social Diversity – It consists of having experiences from a diverse range of social contexts.

Businesses operate in complex social environments; consequently, building a socially diverse Board ensures that a range of perspectives are being incorporated into high-level decision making of the Company. This facilitates a more holistic evaluation of the social environment, which helps to take the right decisions suitable to the societal context. Following components are considered for the social diversity:

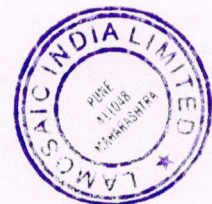
- Gender
- Race
- Age
- Ethnicity
- Cultural background
- Disability
- Religious background
- Geographical exposure.

Such different experiences help in building diversity of thought and helps in growth of the organization.

The Nomination and Remuneration Committee (“the Committee”) is responsible for reviewing and assessing the composition, as well as identifying appropriately qualified persons to occupy the Board positions. 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 and make suitable recommendations, from time to time, to the Board in this regard.

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

Janie S. Parvati



The Board of Directors of the Company shall at all times have an optimum combination of Executive and Non-Executive Directors and Independent Directors in accordance with the applicable laws. The Company shall at all times have at least One Woman Independent Director on the Board.

5. Dissemination of information:

This Policy shall be disclosed on the website of the Company. In order to enable a wider assessment of the outcomes of this Policy, Lamosaic shall publish sufficient information about the Directors in its Annual Report as per applicable provisions of laws. The sufficiency of the information shall be decided by the Compliance Officer of the Company.

6. Interpretation:

Any word/(s) used in this Policy but not defined herein shall have the same meaning ascribed to them in the Articles of Association of the Company and /or the Companies Act, 2013 or Rules made thereunder or the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended. In case of any dispute or difference upon the meaning / interpretation of any word or provision in this Policy, the same shall be referred to the Committee and the decision of the Committee in such a case shall be final.

7. Policy Review:

This Policy will be reviewed by the Nomination and Remuneration Committee as may be deemed necessary and in accordance with any regulatory amendments.

Any subsequent amendment / modification in the Regulations issued by the Securities and Exchange Board of India / the Companies Act, 2013 and / or any other applicable laws in this regard shall automatically apply to this Policy. The same shall be added / amended / modified from time to time by the Nomination and Remuneration Committee / Board of Directors of the Company with due procedure.

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*Sanjay S. Sawale*

