LLOYDS ENTERPRISES LIMITED

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(CIN) L27100MH1986PLC041252

BOARD DIVERSITY POLICY

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1. Introduction

This Policy on Board Diversity ("**the Policy**") for the Board of Directors ("**the Board**") of Lloyds Enterprises Limited ("**the Company**") has been formulated by the Nomination and Remuneration Committee ("**NRC**") in accordance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("**SEBI Listing Regulations**") to assure that the Board is fully diversified and comprises of an ideal combination of Executive and Non-Executive Directors, including Independent Directors, with diverse backgrounds.

2. 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 as a whole.

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.

3. Objective.

This Policy has been formulated to ensure a transparent nomination process to the Board of Directors with the diversity of thought, experience, knowledge, perspective and gender in the Board of Directors.

4. Law And Applicability

As per Regulation 19 (4) read with Part D of the Schedule II of the SEBI Listing Regulations, the Nomination and Remuneration Committee of the Company has to devise Policy on Board Diversity.

This Policy applies to Board. It does not apply to employees generally.

5. Policy Statement:

The Company aims to enhance its effectiveness of the Board by diversifying its composition and to obtain the benefits out of such diversity in better and improved decision-making manner. In order to ensure that the Company's boardroom has appropriate balance of skills, experience and diversity of perspectives that they are imperative for the execution of its business strategy, The Company shall consider a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service.

The Policy shall conform to the following two principles for achieving diversity on the Board: -

- Decisions pertaining to recruitment and remuneration of the directors will be based on their performance and competencies; and

- For embracing diversity and being inclusive, best practices is to ensure the fairness and equality in the conduct of the organization which shall be adopted and there shall be zero tolerance for unlawful discrimination and harassment of any sort whatsoever.

In order to ensure a balanced composition of executive, non-executive and independent directors on the Board, the Company shall consider candidates from a various variety of backgrounds, without discrimination, and based on the following factors: -

Gender

The Company shall not discriminate on the basis of gender in the matter of appointment of directors on the Board. The Company encourages the appointment of women at senior- management and executive levels to achieve a balanced representation on the Board. As per the Section 149 (1) of the Companies Act, 2013, the Company shall at all times have at least one-woman director on the Board.

Ethnicity

The Company shall adopt a practice of having a boardroom comprises of people from all the ethnic backgrounds so that all the directors may efficiently contribute through knowledge, sources and understanding for the benefit of Company's business;

Educational Qualification

The Board should have an adequate combination of members with different educational qualifications, knowledge and with adequate experience in the field of finance, accounting, economics, legal and regulatory matters, corporate governance, operations of the company's businesses and other disciplines related to the company's businesses.

6. Role of Nomination and Remuneration Committee:

The Nomination and Remuneration Committee, inter alia, is responsible for reviewing and assessing the composition of the Board as well as to identify and recommend appropriately about the qualified candidature(s), to hold Directorship in the Company, to the Board of Directors as and when if need be.

Review of the Policy:

The policy will be reviewed by the Nomination and Remuneration Committee and will be recommended to the Board of Directors for their approval as and when required based on the regulatory requirement prescribed under the law.

Disclosure of the Policy:

The Company shall disclose this Policy on its website i.e. www.lloydsenterprises.in

The necessary disclosure, if any, about the policy will also be made as per the requirements of SEBI Listing Regulations and other applicable laws.

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This Policy was amended by the Board of Directors on 11th November, 2025