



## **POLICY ON BOARD DIVERSITY**

### **1. PURPOSE:**

The Policy on Board Diversity sets out the approach for the diversity of the Board of Directors ("the Board") of Lemon Tree Hotels Limited ("Company").

### **2. APPLICABILITY**

This policy applies to the Board of the Company and this is effective w.e.f 10<sup>th</sup> February 2023.

### **3. POLICY STATEMENT**

The Company recognizes the benefits of having a diverse Board to enhance the quality of its oversight and guidance.

The Nomination and Remuneration Committee ('Committee') has devised this Policy and will be responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons as Directors, including Non-Executive & Independent Directors.

While defining the composition of the Board, various aspects will be considered during the selection of the Directors, including but not limited to their gender, cultural and geographical background, age, ethnicity, business experience, financial experience, board service, people skills, relevant knowledge and skills in the areas of strategy, sales and marketing, technology etc., experience in the fields of environment social & governance, and other domains.

The Company is committed to maintaining gender diversity, with at least 20% of the Board being composed of women directors by the end of CY 2023. The target is to raise this threshold to 30% by CY 2024 and maintain the same going forward.

The Board should have the optimal mix of executive, non-executive and independent directors, including women directors, in accordance with the requirements of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

A diverse Board shall contribute to the achievement of the Company's objectives, including:

- Driving business results and strategic growth
- Ensuring sustainable development and corporate governance
- Enhancing overall quality and decision-making capabilities
- Encouraging healthy and open discussion and promoting independence of opinion in Board and Committee deliberations

### **4. MONITORING AND REPORTING**

The Committee will review the Policy periodically to ensure its effectiveness and recommend appropriate revisions, if any, to the Board from time to time.