

**HILIKS TECHNOLOGIES LIMITED (FORMERLY KNOWN AS
“ANUBHAV INDUSTRIAL RESOURCES LIMITED”)**

POLICY ON BOARD DIVERSITY

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1. Introduction:

The policy on Board Diversity of **HILIKS TECHNOLOGIES LIMITED (Formerly known as “Anubhav Industrial Resources Limited”)** is in terms of revised Clause 49 of the listing Agreement with stock exchange which provides that all listed companies shall formulate a Board Diversity policy.

2. Policy Objective:

To ensure a transparent Board nomination process with the diversity of thought, experience, knowledge, perspective and gender in the Board.

3. Policy:

The Nomination and Remuneration Committee shall lay down criteria for identifying persons who are qualified to become Directors. In designing the Board’s composition, Board Diversity will be considered from a number of aspects, including not limited to gender, age, cultural and educational background, professional experience, skills and knowledge. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

4. Disclosures:

The Board’s composition (including gender, ethnicity, age etc.) will be disclosed in the Corporate Governance Report annually.

5. Amendments:

The Nomination and Remuneration Committee on the recommendation of the Board of Directors may review and amend this policy from time to time.