



# **STRIDES PHARMA SCIENCE LIMITED**

## **BOARD DIVERSITY POLICY**

## 1. PREAMBLE

This Policy is framed by the Nomination and Remuneration Committee of the Company in line with the requirements of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 with regard to board diversity.

The Policy sets out the approach to diversity on the Board of Directors of the Company so as to ensure that the Board has an appropriate blend of functional and industry experience.

The Policy has been adopted by the Board of Directors of the Company to encourage diversity on the Board of the Company in terms of age, gender, thought, experience, knowledge, race/ ethnicity or nationality, country of origin or cultural background, and behavioral/ personality aspects such as inquisitiveness, interpersonal skill, entrepreneurial spirit, etc.

## 2. SCOPE

This Policy applies to the Board of Directors of the Company.

## 3. DEFINITIONS

- a) **“Act”** shall mean the Companies Act, 2013 read with the relevant Rules framed thereunder and amended from time to time.
- b) **“Board of Directors”** or **“Board”** shall mean the Board of Directors of the Company.
- c) **“Company”** shall mean Strides Pharma Science Limited.
- d) **“Listing Regulations”** shall mean the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as amended from time to time.
- e) **“Nomination and Remuneration Committee/ Committee”** means the Committee constituted by the Board of Directors of the Company in accordance with Section 178 of the Act read with Regulation 19 of the Listing Regulations.

## 4. PURPOSE

The Company believes that a diverse Board will contribute to the achievement of its strategic, commercial and sustainability objectives including but not limited to:

- drive business results;
- make corporate governance more effective;
- enhance quality and responsible decision-making capability;
- enable healthy and inclusive people culture;
- ensure sustainable development;
- encourage diversity of perspectives; and
- compliment and expand the skills, knowledge and experience of the Board as a whole.

## **5. ADMINISTRATION OF THE POLICY**

The Committee is responsible to achieve an optimum and balanced board with a wide range of attributes and skill sets.

While all appointments to the Board will continue to be made on merit, the Committee will consider the benefits of diversity (including but not limited to the attributes listed above and to the board skill matrix adopted by the Board) in identifying and recommending persons for Board membership.

Further, the Committee shall ensure that no person is discriminated on the grounds of religion, race, gender, medical conditions, national origin or ancestry, marital status, age or any other personal or physical attribute which does not speak such person's ability to perform as a Board member.

### **Accordingly, 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;
- Make recommendations to the Board in relation to appointments, and maintain an appropriate mix of diversity, skills, experience and expertise on the Board; and
- Periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

## **6. Review of the Policy**

The Committee will review this Policy periodically and recommend appropriate revisions to the Board.

Executive Directors and Company Secretary are severally authorized to amend the policy to give effect to any changes or amendments notified by the Ministry of Corporate Affairs or the Securities & Exchange Board of India or any other regulatory authority.

The Amended policy shall be placed before the Board for noting and ratification.

The Board shall have the power to amend any of the provisions of this Policy, substitute any of the provisions with new provision or replace this Policy entirely with a new Policy.

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**Version Control Sheet**

<b>Version Number</b>	<b>Date of Board Meeting</b>	<b>Remarks</b>
V1	Approved and adopted in the Board Meeting held on January 29, 2019	In line with SEBI Listing Regulations
V2	Approved and adopted in the Board Meeting held on August 5, 2020	Reference to previous name of the Company 'Strides Shasun Limited' is deleted
V3	Approved and adopted in the Board Meeting held on May 22, 2024	Amended in line with SEBI Listing Regulations and in line with requirements of ESG parameters.