



BOARD DIVERSITY POLICY

1. PURPOSE

The Board Diversity Policy ('Policy') has been devised by the Nomination and Remuneration Committee ('Committee'), as per the requirements of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations') and sets out the approach to diversity of the Board of Directors ('Board') of Lupin Limited 'Company').

This policy is to be read in conjunction with the Corporate Governance policies and [Nomination and Remuneration policy](#) of the Company.

2. SCOPE

This Policy applies to the Board.

3. POLICY STATEMENT

Lupin recognizes and embraces the importance of a diverse Board in its success. In designing the Board composition, diversity has been considered from a number of aspects, including but not limited to cultural and gender, age, geographical background, regional and industry professional experience, skill and knowledge.

Lupin believes that a diverse Board will contribute to the achievement of its strategic and commercial objectives, including to:

- Drive business results
- Make corporate governance more effective
- Enhance quality of decision-making
- Ensure sustainable development
- Enhance the reputation of the Company

The Committee is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions. The Committee will discuss and agree annually all measurable objectives for achieving diversity of the Board and recommend them to the Board for consideration.

While all Board appointments are based on merit, the Committee will consider the benefits of diversity (including but not limited to the attributes listed above) in identifying and recommending persons for Board membership, as well as evaluating the Board and its individual members.

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



Accordingly, the Committee shall:

- Assess the appropriate diversity mix, skills, experience, and expertise required on the Board and
- assess the extent to which the required skills are presently 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.
- Periodically review and report to the Board requirements, if any, in relation to diversity on the
- Board.

The Board shall have an optimum combination of executive, non-executive and independent directors in accordance with requirements of the Companies Act, 2013 and Rules made thereunder, Listing Regulations and the statutory, regulatory and contractual obligations of the Company.

4. RESPONSIBILITY AND REVIEW

The Committee will periodically review the Policy, to ensure its effectiveness and recommend any such revisions to the Board for its approval.

5. DISCLOSURE OF THE POLICY

The Policy will be published on the Company's website www.lupin.com. The necessary disclosures, if any, about the Policy shall be made in the Corporate Governance Report annually as per the Listing Regulations and other applicable regulatory, statutory requirements.

Words and expressions used and not defined in this Policy shall have the same meaning respectively assigned to them in the Companies Act and Listing Regulations.

Nilesh D. Gupta
Managing Director

Date: July 08, 2022