

Board Diversity Policy

(Pursuant to Part D(A)(3) of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Requirements, 2015)

Registered Office

Laurus Enclave, Plot Office 01, E. Bonangi Village,
Parawada Mandal, Anakapalli District - 531021, Andhra Pradesh, India.

T +91 891 682 1101, 1102, **E** info@lauruslabs.com

F +91 891 682 1103, **W** lauruslabs.com

CIN : L24239AP2005PLC047518,

Corporate Office

2nd Floor, SDE Serene Chambers, Road No. 7,
Banjara Hills, Hyderabad - 500034, Telangana, India.

T +91 40 6659 4333, 3980 4333, 2342 0500 / 501,

F +91 40 6659 4320 / 3980 4320

Purpose

The Board Diversity Policy ('the Policy') sets out the approach to diversity on the Board of Directors of Laurus Labs Limited ('LAURUS'). This policy has been devised by Nomination and Remuneration Committee pursuant to the requirements of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time.

Scope of Application

The Policy applies to the Board. It does not apply to diversity in relation to employees of LAURUS.

Policy Statement

LAURUS recognizes and embraces the importance of a diverse Board in its success. In designing the Board's composition, Board 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.

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

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

The Board shall have an optimum combination of executive, non-executive and independent directors in accordance with requirements of the Articles of Association of the Company, the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 regulations, and other statutory, regulatory and contractual obligations of the Company.

The Nomination and Remuneration Committee ('the Committee') reviews and assesses Board composition on behalf of the Board and recommends the appointment of Directors.

The Committee will ensure that no person is discriminated against on grounds of religion, race, gender, pregnancy, childbirth or related medical conditions, national origin or ancestry, marital status, age, sexual orientation, or any other personal or physical attribute which does not speak to 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. All Board appointments are based made on merit and in the context of the skills, experience, independence and knowledge which the Board as a whole requires to be effective. However, the Company believes that establishing and maintaining diversity of the Board is one of the key aspects of the selection and appointment of Board members.

An effective Board, through its expert members with diverse skill sets and backgrounds, helps the Company achieve its vision and mission through:

- Effectively implementing the inputs and suggestions of the Board members, to arrive at optimal solutions for the business challenges and in setting the path for sustainable development.
- Identifying suitable executives who shall as a team take decisions for the growth of the Company and identifying all business risks and monitoring them in order to mitigate them and to tap into opportunities.
- Establishing a strategic direction that incorporates ESG into the company's purpose, corporate governance and decision-making.
- Providing a better customer insight which shall enable the company to make better branding decisions and improve customer relations.
- Pivoting to meet changing demands and challenges and promoting a culture of continuous learning and development.
- Dealing with the different nuances within a global marketplace thereby having an edge over competitors.

Measurable Objectives

A diverse Board can access a wider pool of talent leading to more informed discussions and better outcomes. A diverse Board can reflect the diversity of the society and community served by the organization.

At any given time the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

Review of the Policy

The Committee will review the Policy as may be deemed necessary, discuss any revisions that may be required and recommend the same to the Board for approval.

Date: 24.10.2024
