

BOARD DIVERSITY POLICY

Policy effective date	21-February-2023		
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Policy revision approving authority	Board of Directors of the Company		

Document change history

Policy version	Date of approval	Effective date	Comments
V.1	21-Feb-2023	21-Feb-2023	Formulation of the Policy

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Aragen Life Sciences Limited
Board Diversity Policy

1. Background

The board of directors of a company are expected to engage in robust discussions about challenging issues, and complexities of the business that require deep insights, thorough analysis, multiple perspectives, and collective and diverse experience to make the right decisions for the success and competitive advantage of the Company. Diversity and the wide range of perspectives that accompany it are critical to good corporate governance that benefits not only the shareholders of a Company but the other stakeholders as well.

A diverse board will leverage the varied philosophies, life experiences, age, gender, regional and industry experiences, and competencies in specific areas such as finance, leadership, technology, mergers & acquisitions, developing strategies, sales and marketing, environment, social & governance matters, risk management, cyber security, and ensure success and competitive advantage for the company through anticipating changes, assessing risks, and discovering opportunities. The outcome of having a diverse board will result in productivity, sustainability, and an improved brand and reputation.

Aragen Life Sciences Limited ("**Company**") strongly believes in having a diverse board of directors ("**Board**"), among others, to:

- ensure the right strategic direction for the Company;
- achieve its strategic and commercial objectives;
- bring multiple perspectives into its decision making
- ensure a good and effective corporate governance in the Company;
- ensure quality and responsible Management team;
- benefit various stakeholders of the Company; and
- enhance the reputation of the Company.

2. The Policy

The Nomination and Remuneration Committee of the Company ('NRC') shall be responsible for ensuring that the Board of Directors of the Company is constituted with a right and diverse mix of Board members as well as identifying appropriately qualified persons to occupy the Board positions.

Accordingly, the Committee shall:

- ensure a transparent nomination process to the board of directors with the diversity of thought, experience, knowledge, perspective and gender in the board of directors;
- assess the appropriate mix of diversity, experience, and expertise required on the Board and from time to time assess the extent to which the required skills are represented on the Board;
- make recommendations to the Board about appointments on the Board, and
- periodically review and report to the Board requirements, if any, concerning diversity on the Board.

The Committee shall ensure an optimum combination of executive, non-executive, and independent directors following requirements of the Articles of Association of the Company, the Companies Act, 2013 ("**Act**"), SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("**Listing Regulations**"), and the statutory, regulatory, and contractual obligations of the Company.

3. General

A. Applicable Law to prevail over in case of conflict

In the event of any conflict between the provisions of this Policy and of the Act or Listing Regulations or any other statutory enactments, rules, the provisions of such Act or Listing Regulations or statutory enactments, rules shall prevail over this Policy.

B. Amendments

Any subsequent amendment/modification in the Listing Regulations, Act, and/or applicable laws in this regard shall automatically apply to this Policy.

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