



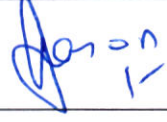


GOOD PEOPLE
for GOOD HEALTH

J.B.CHEMICALS AND PHARMACEUTICALS LIMITED

BOARD DIVERSITY POLICY

**Registered Office: Neelam Centre, B Wing, 4th Floor,
Hind Cycle Road, Worli,
Mumbai - 400030**

Board Diversity Policy

Board Diversity policy	Name	Date	Signature
Approved by: JB Pharma ESG Team	Mr. Jason Dsouza	22-11-2023	
Approved by: JB Pharma : President Operations	Mr. Kunal Khanna	02-12-2023	
Approved by: KKR ESG Team	Mr. Akshit Thaman / Ms. Erika Rodriguez	09-12-2023 / 12-12- 2023	Approval on email
Approved by: JB Pharma CEO & Whole -Time Director	Mr. Nikhil Chopra	13-12-2023	

Nature of changes: Amendments

Reason: Additional points was added as it is a requirement of the new standards.

Updated on page no 3: The company acknowledges that a diverse board enhances decision making, innovation, and corporate governance. It is committed to fostering an inclusive environment, that respects & values diversity, including diversity in ethnicity, country of origin, nationality & cultural background.

1. PREAMBLE & BACKGROUND

- a. The equity shares of J. B. Chemicals & Pharmaceuticals Limited ("Company") are listed on National Stock Exchange and Bombay Stock Exchange.
- b. Clause 49 of the Listing Agreement effective from October 1, 2014 (between listed companies and the Stock Exchange), inter alia, requires Nomination and Remuneration Committee of companies to devise a policy on Board diversity.
- c. Accordingly, this Policy on Board Diversity ("the / this "Policy") has been formulated as required by Clause 49 of the Listing Agreement.

2. OBJECTIVE

An objective of this Policy is to set out the approach for diversity on the Board of directors ("Board") of the Company.

3. POLICY STATEMENT

- a. The Company recognizes the benefits of having a diverse Board and sees increasing diversity on the Board a need for Board to discharge its functions and duties effectively.
- b. The Company aims to have optimum composition in the Board in terms of diversity of thought, experience, knowledge, perspective, gender, etc. in the Board and to balance the same appropriately when possible and practicable. However, the appointment to Board is made based on merit in the context of experience, expertise, skill and knowledge which the Board first requires to be effective.

The company acknowledges that a diverse board enhances decision making, innovation, and corporate governance. It is committed to fostering an inclusive environment, that respects & values diversity, including diversity in ethnicity, country of origin, nationality & cultural background.

- c. The Nomination and Remuneration Committee must identify persons for role of director based on merit with due regard to benefits of diversity on the Board.
- d. To the extent possible, the Board will keep in view aspects of diversity while constituting committee(s) of the Board.
- e. The Board shall have at least one member with accounting or related financial management expertise and at least three members who are financially literate, within the meaning of Clause 49 of the Listing Agreement.

4 POLICY VALIDATION AND REVIEW

This Policy has been devised by the Nomination and Remuneration Committee at its meeting held on February 2, 2015 and approved by the Board of directors of the Company on February 4, 2015. The Nomination and Remuneration Committee shall review this Policy from time to time and may recommend revision to the Board for approval.

Date: February 4, 2015

Document History

Version	Approved by	Date of Approval / Amendment	Nature of changes
1	Board of Directors	04-02-2015	Approval of this policy by the board on 04-02-2015
2	KKR ESG Team: Mr. Akshit Thaman / Ms. Erika Rodriguez	09-12-2023 / 12-12-2023	Amendments*
	JB PHARMA CEO & Whole-Time Director: Mr. Nikhil Chopra	13-12-2023	

*Changes highlighted in yellow.