

Diversity, Inclusion and Equal Opportunity Policy

1. Background and Objective

Wockhardt Limited and all its subsidiaries are committed to become a truly diverse and inclusive global company. We embrace and encourage different perspectives and believe. Our culture of belonging is about uniting different backgrounds, beliefs and experiences in an environment where everyone feels valued and works together to achieve greater outcomes thereby making us stronger. It is therefore our responsibility to create an environment which is inclusive and respect the dignity and diversity of all people.

The Diversity, Equity & Inclusion Policy sets out the principles and requirements by which Wockhardt will enhance diversity, equity and inclusion throughout the organization. It guides how we engage with one another and inspires us to take purposeful action to support the patients, consumers, customers, employees and communities we serve. The end result should be to make diversity, equity and inclusion our way of doing business. This makes diversity, equity and inclusion a responsibility for every individual associated with the organisation.

2. Applicability

The Policy is applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of diversity and equity. The Policy applies to all employees and anyone conducting work on behalf of Wockhardt Limited or any of its subsidiaries.

3. Policy Guidelines

3.1 Employee Responsibilities: Diversity, Equity & Inclusion ('DEI') is everyone's responsibility at Wockhardt. It requires purposeful action every day. It is the duty and obligation of each employee to:

- Respect the dignity and diversity of all people.
- Contribute towards creating an inclusive environment that is free from discrimination, harassment and bullying.
- Enhance their awareness of potential unconscious bias and prevent the same so as to ensure that it does not hinder our ability to be more inclusive and collaborative with one another.
- Promptly reporting any incidence of discrimination, harassment or bullying to the local HR for appropriate remedial measures.

3.2 Team Leader Responsibilities: Additionally, team leaders are accountable for specific DEI responsibilities and for achieving DEI outcomes as part of their job performance. These responsibilities include but are not limited to:

- Ensuring that employment-related decisions are free from discrimination.
- Engaging in conscious inclusion and other behaviours that promote equity.
- Mitigating potential unconscious bias in employment decisions and talent practices (including performance and development, compensation, hiring).
- Always strive to drawing from a broad pool of talent in order to inclusively reach talent, create diverse slates and, ultimately, a workforce that reflects the communities we serve.
- Ensure reasonable accommodations are provided to qualified individuals with a disability and for those with needs related to their religious observance or practices in recognition of personal religious expression.
- Ensuring a work environment that is free from discrimination, harassment and bullying.
- Consistently displaying inclusive leadership behaviours valuing all perspectives and listening to diverse points of view.
- Encouraging employees to collaborate, make suggestions, and respect and listen to diverse opinions.
- Appropriately addressing any other behavior not consistent with this or other policies, or with applicable laws relating to equal opportunity, diversity, equity or inclusion.

3.3 Discrimination, Harassment and Bullying: Wockhardt believes in and provides equal opportunities for employment. We base employment decisions on merit, considering qualifications, skills, performance and achievements, and we do not tolerate discrimination against any employee or applicant for employment based on non-work-related personal characteristics, such as race, color, religious beliefs, pregnancy (including childbirth or related medical conditions, as well as breastfeeding needs), gender, sexual orientation, gender identity or expression, transgender status, national origin, ethnic origin or background, social origin, family or marital status, age, disability (physical or mental), medical condition, genetic information, union membership, veteran's status, or military service.

We provide reasonable accommodation to qualified individuals with a disability as well as individuals with needs related to their religious observance or practice.

All of us have a right to work in an environment free from the demoralizing effects of harassment or unwelcome offensive or improper conduct. Wockhardt will not tolerate harassment, bullying or conduct that could lead or contribute to harassment of employees by managers, supervisors or co-workers. We also will actively seek to protect employees from harassment or bullying by non-employees in the workplace. Similarly, Wockhardt will not tolerate harassment or bullying by its employees of non-employees with whom our employees have a business, service, or professional relationship. This

also extends to conduct that takes place off Company premises (including on social media) that could reasonably impact employees or others within our workplace.

3.4 Reporting Inappropriate Conduct: If an employee believes that they or another individual has been subjected to any conduct prohibited by this Policy, the employee is urged and expected to report the relevant facts promptly to the local HR via phone, email or through the contact number for the employee's location. An employee may make a report either orally or in writing. Concerns can also be raised to his Team Leader/ Function Head or any member of Wockhardt's Sr. Management team, if the local HR is not available/ reachable.

3.5 Investigation: Wockhardt treats all allegations of discrimination, harassment and bullying seriously and shall ensure they are appropriately investigated. All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or resolution of the matter.

3.5 Prohibition of Retaliation: Wockhardt expressly prohibits and will not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this Policy, or in good faith provide information in connection with a report or investigation of any such conduct.

3.6 Consequences: Employees who do not comply with this Policy and/or are found to have engaged in discrimination, harassment or bullying, will be subject to appropriate disciplinary action, up to and including termination of employment.

3.8 Amendment: The Board may modify, suspend, change or terminate this Policy at any time, in accordance with local law. In the event of any conflict between any provisions of this Policy and any local laws – the provisions of the applicable local laws shall prevail.