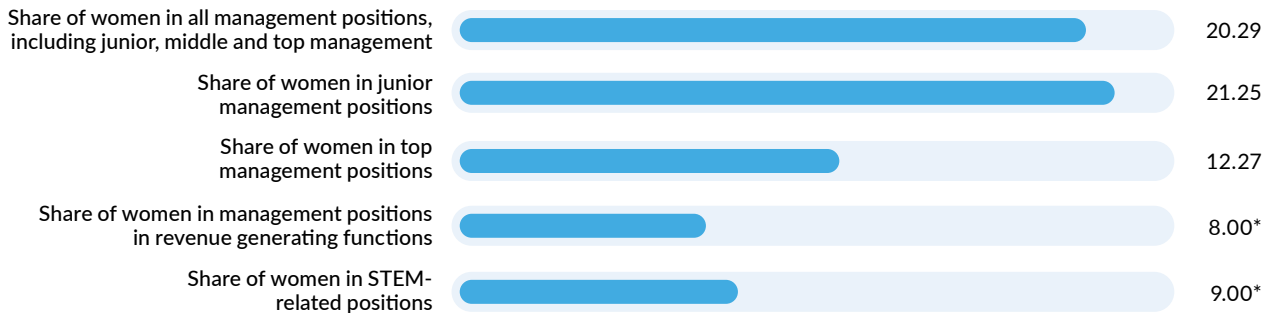


Workforce Resilience and Well-being (continued)

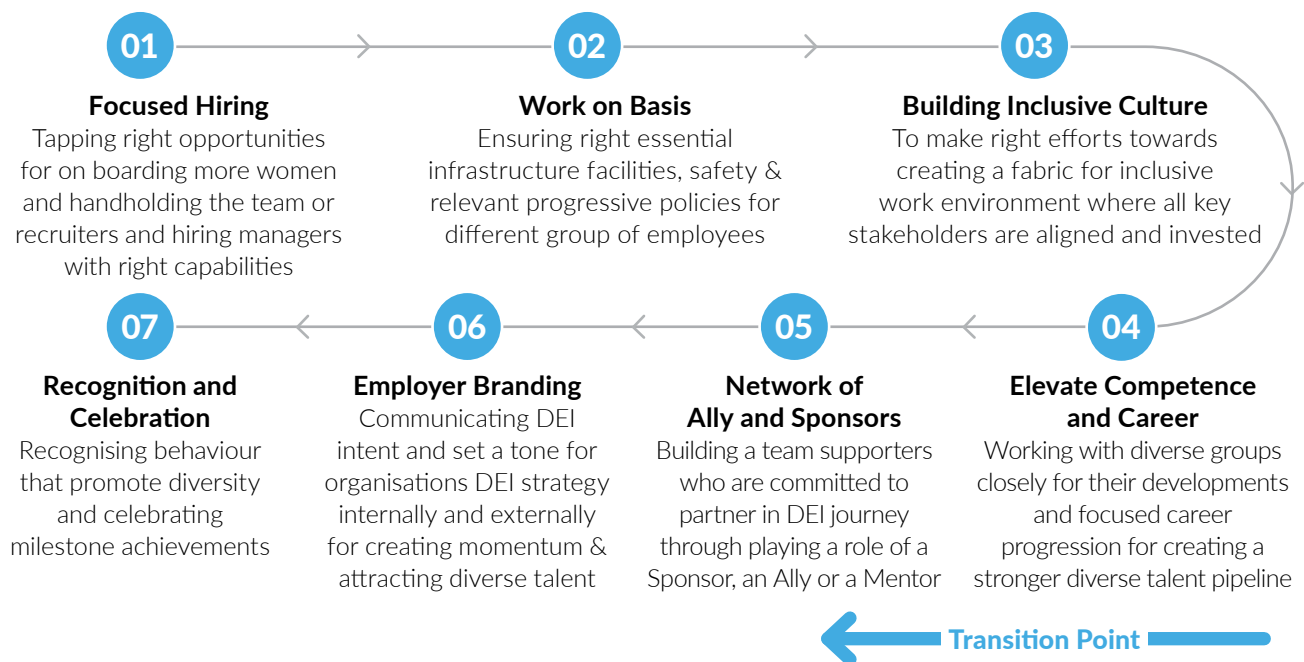
Gender diversity across management level and functions for FY23 (%)



* Data for our Indian operations, which account for more than 80% of our workforce

Diversity, Equity, and Inclusion (DEI) Approach | Sun Pharma

Foundation practices →



DEI initiatives of FY23

- Articulation and communication of DEI policy
- Focused hiring through campus connect, all women walk-ins and lateral hiring for critical roles
- Gender and inclusive Intelligence workshops for leaders
- Sessions for all people managers on mitigating unconscious bias
- Focused development programmes for women employees
- Concentrated efforts of employer branding through social media to attract more women talent

Talent Acquisition

We are committed to fostering a healthy, inclusive, and excellence-driven culture that enables our employees and aspiring talent to do meaningful work with us. We are an equal-opportunity employer focusing on a candidate's competency and compatibility with the organisation's core corporate values and purpose.⁷⁰ We ensure this alignment to attract the right talent during the hiring process. Our recruitment strategy supports diversity in hiring, and we monitor the results to identify the scope of improvement.

⁷⁰GRI 3-3