

STRIDES PHARMA SCIENCE LIMITED

Business Continuity Policy

(Abridged Version)

1. Introduction

Strides Pharma Science Limited (“Strides”/ “Company”) is a global pharmaceutical company headquartered in Bangalore, India and listed on the BSE Limited and National Stock Exchange of India Limited. The Company mainly operates in the regulated markets and has an “in Africa for Africa” strategy along with an institutional business to service donor-funded markets. The Company’s global footprint with seven manufacturing facilities spread across four continents, including four USFDA approved facilities and two facilities for the rest of the world markets. The facilities are located in India (Chennai, Puducherry, and two locations in Bengaluru), Italy (Milan), Kenya (Nairobi), and the United States (New York). The company has two business verticals, viz., Regulated Markets and Emerging Markets. The company has a dedicated R&D facility in India with global filing capabilities and a strong footprint across 100 countries. The company’s core competence is in the development and manufacturing of wide range of niche and technically complex pharmaceutical products.

Strides’ business activities could potentially be disrupted by natural, technological, or man-made events. Such events could adversely impact our customers, personnel, profitability, productivity, operations, reputation, and ability to discover, develop, manufacture, and deliver products and services.

Through its Business Continuity Policy (BC Policy), Strides is committed to

- Establish a comprehensive Business Continuity Management System (BCMS as aligned to the ISO 22301-2019 standard and industry best practices) that provide the foundations and organizational arrangements for designing, implementing, monitoring, reviewing, and continually improving business continuity requirements throughout the organization;
- Provide a documented business continuity framework to ensure business recovery and IT service continuity to an acceptable level, in the event of an interruption to delivery of product and services to customers.

2. Scope

This policy applies to Strides and its subsidiaries, all functions, units, employees, and members of Board of Directors as well as contractors, distributors and other representatives acting on behalf of Strides and its subsidiaries (“Business Partners”).

3. Objectives

Strides’ BCMS is focused on the following areas:

- To reduce the limit of impact from disruptions on the organization's delivery of products and services;
- Protect life, property, environment, and the organization’s prioritized activities and address the operational vulnerabilities;
- Ensure compliance with the applicable statutory, regulatory, legal, contractual, and other identified requirements;

- Preservation of customer and supplier loyalty, through demonstration of business sustainability assured by the BCMS

4. Obligations

Employees are expected to adhere to the BC Policy and exhibit commitment to their designated tasks and responsibilities within the BCMS. As management representative, the leadership will ensure that the BCMS is developed in accordance with standards and industry best practices, efficiently managed across all functions by allocation of necessary resources and implementation of BCMS and is updated on defined intervals.

5. Review

This policy shall be reviewed at least once annually or if there is any significant change in the organisation, business dynamics and legal & statutory requirements which may impact BCMS.

There is an Operational version of this policy which shall be communicated across the organization internally. It may be disclosed to relevant external interested parties, only on written demand and upon prior written approval of the Chief Financial Officer.
