

CORPORATE SUSTAINABILITY POLICY

1. Introduction

Farmson group is committed to embedding Sustainability and ESG principles into its business operations and supply chain.

We are committed to integrating environment, social and fair principles to fuel our commitment to deliver high-quality, affordable healthcare solutions, enhance the quality of life of our patients and uplift the communities that we serve.

Our aim is to be an industry leader in implementing sustainable business practices mitigating future. Risks and maximizing opportunities and reducing any adverse environmental, social, or economic impact on business or society.

2. Scope

This policy applies to all levels of the organization across Farmson group, including our subsidiaries, joint ventures, and partners across the value chain.

3. Policy

The policy commits Farmson's group to.

ENVIRONMENT:

- Take dedicated efforts to **reduce climate change impact** through increased renewable energy usage and reduce energy consumption.
- Take concentrated efforts to reduce scope 1, scope 2, scope 3 GHG emissions and ensure near term targets and carbon neutrality as applicable.
- Focus on reducing **carbon emissions across the supply chain**, aligned to the global guidelines and the Science-Based absolute & Physical Intensity carbon emission reduction target.
- Incorporate **principles of product stewardship** and life cycle assessment by enhancing health, safety, environmental and social impact of products and services across their lifecycles.
- Focus on an **integrated water management approach** that includes investing in water conservation measures, waste-water treatment, water recycling, and rainwater harvesting to continually reduce net water consumption and improve ground water levels in communities we work.
- Promote efficient use of natural resources, reduction in pollution, promotion of sustainable packaging and **encourage waste reduction, recycling, and circularity**.



- Contribute towards the conservation and preservation of biodiversity as well as the promotion of sustainable business practices, to ensure net positive impact on biodiversity.
- **Collaborate with supply chain partners** who follow applicable laws and regulations related to deforestation and promoted a move towards “no gross deforestation” and “no net deforestation”.
- Comply with all applicable environmental laws across our operations.

SOCIAL:

- Ensure the **safety and well-being of every individual**, which is our utmost priority. Prioritize healthy and safe work environment for our employees, workers, visitors, and customers.
- Provide employees, contractors and **workers access to safe potable water, sanitation and hygiene (WASH)**.
- Foster inclusivity, diversity, and fair treatment in all our operations and **respect human rights of all the stakeholders**.
- Promote fair wages and thrive to ensure living wage across all our employees, contractors, workers and **encourage supply chain partners** on Living wage.
- Encourage **sustainable sourcing practices** by partnering with environmentally & socially conscious business partners in our value chain.
- **Collaborate with our suppliers**, providing them with support and guidance and monitoring of their ESG performance as they embark on their own journey towards setting up a sustainable supply chain.

GOVERNANCE:

- Ensure **transparency, accountability, and ethical conduct** across all levels of the organization.
- Conduct a systematic materiality assessment to show important ESG topics of relevance to business and stakeholders.
- Collaborate as proper with internal and external stakeholders, institutions, non-governmental organizations, private entities, local communities and industry bodies to **promote and advance Sustainability and ESG stewardship initiatives**.
- Contribute to policy advocacy and thought leadership on Sustainability.
- Monitor, Measure and Report transparently on our Sustainability and ESG goals annually in **alignment with national and international reporting frameworks and compliance requirements**.
- Commit to **ethical marketing, advertising, and sales practices** as per local requirements and compliance needs. We commit to provide and ensure correct information about Farmson group's products and services and foster an open dialogue to ensure ethical interaction with customers and health care professionals.

- Support the United Nations Agenda for Sustainable Development and its **Sustainable Development Goals (SDGs)** as well as the principles of the **UN Global Compact** in the areas of human rights, labour regulations, environment, and anticorruption and other relevant global commitments on Sustainability and ESG.
- **Train and create awareness** among our employees and workforce, supply chain partners and community on Sustainability and ESG.
- Ensure **complete compliance with all legal requirements** where the company works.

4. Governance and oversight

4.1 Board of Directors:

The Board of Directors of the company ensuring the alignment and embedding of Sustainability initiatives into the company's long-term vision.

4.2 Sustainability Committee:

The Committee constituted by the Board of Directors helps to enhance the focus on the ESG and sustainability agenda. The Sustainability Committee of the Board reviews the Sustainability performance periodically and offers strategic guidance.

The Committee is inter-alia responsible for the following:

- a) Formulate and recommend to the Board, a Sustainability Policy covering Environment, Social and Governance (ESG) principles and to recommend proper. changes / modifications to the policy, from time to time.
- b) Review performance on Sustainability goals, targets and strategy and provide guidance to achieve the same.
- c) Review and recommend the Annual Sustainability Report to the Board.

4.3 ESG Core Committee:

At the Corporate level, the ESG Core Committee (Comprising of CEO, COO, President BD & Marketing, Company Secretary, VP Finance, VP Marketing, GM CEHS & Sustainability, GM Works) oversees the progress of ESG and sustainability agenda and ensures implementation and adherence. The ESG Core Committee regularly checks and tracks the Sustainability performance across the organization. The Committee oversees the implementation and management of risks, including the achievement of sustainability goals.

The ESG Core Committee periodically reviews the policy to ensure its effectiveness and recommend any such revisions to the Board for its approval.



The ESG Core Committee finds relevant, and material sustainability issues and develops a comprehensive sustainability strategy with goals, targets, mitigation, and adaptation action plans to address them under the aegis of the board committee- Sustainability Committee.

At the Business/Function level, the Sustainability Champions nominated who drawn from corporate functions like EHS & ESG, Supply Chain, Technical, R&D, Corporate Communications, Human Resources to drive the implementation of Sustainability Goals across the organization at an operational level. The Sustainability Champions report the progress of sustainability goals to the ESG Core Committee on a regular basis.

This Corporate Sustainability Policy approved by Director, who is a member of the ESG Core Committee and is also a member of Board of Directors.

5. Budgeting

All expenditures related to Sustainability will follow regular budgeting and expenditure processes as per the company process and system. The ESG Core Committee handles obtaining budgets approved for central projects and ensuring expenditure with budgetary control.

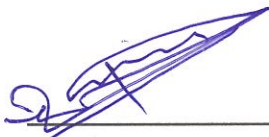
6. Reporting

The progress on Sustainability goals, actions and other initiatives shall reported to the Sustainability committee during the planned board meetings.

This policy is applicable/effective to all units of Farmson group from 14.11.2025. Next revision will be in 3 years i.e., 15.11.2028 or as per requirements or revisions of applicable law of the land.

Approved by: Director

Rev: 00



Sudhesh Mishra

COO & Director

Date: 14/11/2025

