



STRIDES PHARMA SCIENCE LIMITED

SUSTAINABILITY POLICY

1. INTRODUCTION

Strides Pharma Science Limited (Strides) is a pharmaceutical company with major focus on development and manufacturing of IP-led niche finished dosage formulations. The Company has world-class manufacturing facilities and an innovative R&D hub to commercialize these niche, difficult-to-make products across a varied range of dosage formats. The Company mainly operates in the regulated markets and has an “in Africa for Africa” strategy and an institutional business to service donor-funded markets.

At Strides, sustainability is not a compliance responsibility but integral to our business strategy. It means advancing our goals in a manner that supports the long-term well-being of the societies we operate in, and that of our planet. Through responsible business practices, we not only protect our freedom to operate but also deliver value to all those we serve—our stakeholders, society, and the environment.

2. COMMITMENT

Sustainability at Strides stems from our commitment to our core values, viz., Integrity, Competency & Efficiency (“ICE”), which continue to be our guiding principles in everyday conduct across facets. By expanding our approach to sustainability, encompassing inter alia environmental, social, governance, and economic factors, we believe we will continue towards building a better company capable of further contributing towards the improvement of the lives of many people in the future.

Our commitment to sustainability calls on us to continually strive to improve our sustainability performance and includes:

- a) Working towards developing solutions that address environmental and social challenges for our upstream & downstream stakeholders and community at large;
- b) Assuring that our products are safe with superior quality and value for their intended use through their entire lifecycle;
- c) Assuring appropriate management of health and safety issues that may impact customers and the public in general;
- d) Continuing to maintain and develop a safe and healthy workplace;
- e) Assuring both physical and mental wellbeing of our employees;
- f) Reporting publicly and promoting our effort towards betterment of our sustainability performance and share our performance and management practices;
- g) Assuring transparency in conducting business;
- h) Responsible management of environmental footprint;
- i) Continuous effort towards protection of human rights

3. SCOPE

This Policy applies to inter-alia all employees, trainees/ interns, apprentices, contract

workmen/ employees, vendors, customers, auditors, directors of Strides, including its subsidiaries, affiliates, and joint ventures (collectively referred to as the 'Company')

4. KEY PRINCIPLES

This Policy is guided by Environmental stewardship, social responsibility, and responsible governance principle:

4.1 Environmental Stewardship

Recognizing that our products' development, manufacture, and distribution use natural resources, consume energy, and generate waste, we must continually work to minimize these impacts. Our key focus areas shall include:

- Enhancing Climate Change & Energy Management;
- Improving Water Stewardship and Waste Management;
- Committing to improvement in Air Quality;
- Professing and Practicing Biodiversity Conservation

4.2 Social Responsibility

Addressing unmet medical needs, providing affordable, high-quality medicines for our patients; offering a fair, supportive, and inclusive work environment to our employees, and giving back to the communities where we live and work are integral to Strides' culture. We believe in engaging key stakeholders in dialogue and taking action to improve our sustainability performance. Our key focus areas shall include:

- Developing a robust Human Capital Management Systems and Practices;
- Ensuring Occupational Health & Safety;
- Enhancing Community Development;
- Ensuring Patient & Customer Centricity;
- Commitment to Fair Labor Practices and Human Rights

4.3 Governance Accountability

It is vital to the business success of Strides that we conduct our business with honesty and integrity and in compliance with all applicable legal and regulatory requirements and beyond. Our commitment is focused towards key areas, including but not limited to:

- Ethical and Effective Governance;
- Responsible Supply Chain;
- Operational and Technological Excellence;
- Product Safety and Excellence;
- Proactive Sustainability Risk Management and Crisis Management

5. GOVERNANCE MECHANISM

Risk Management & Sustainability Committee (RM&SC) of the Board of Directors of the Company, under supervision of the Board of Directors shall be responsible for the overall sustainability initiatives and reporting of the Company.

RM&SC shall be responsible for inter-alia ensuring that the Policy is adhered to and shall supervise implementation of the designed strategy, as may be approved by the management or the Board, as the case may be; and; managing the implementation of sustainability initiatives and championing sustainability improvements among employees and other stakeholders.



6. SUSTAINABILITY REPORTING & REGULATORY REQUIREMENTS

We are committed to being transparent and accountable for our ESG matters to our employees customers, suppliers, investors, communities and other stakeholders. We prepare ESG Report following the Global Reporting Initiative Standards (GRI) and communicate our progress with the UNGC Global Compact. We also publish an annual Business Responsibility and Sustainability Report to show our performance against the stated principles of National Voluntary Guidelines (NVG) developed by Ministry of Corporate Affairs (MCA) Government of India., Government of India and as per the guidelines of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. Strides will comply with all applicable local, regional, and national laws and regulations concerning areas of Sustainability, e.g. – publishing of the annual “Business Responsibility & Sustainability Report”, as mandated by Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015.

Where appropriate and feasible, we intend to set operating standards that may exceed regulatory requirements.

7. COMMUNICATION & PERIODIC REVIEW OF POLICY

This policy has been approved by the Board of Directors. The Policy shall be subject to review every two years and as may be deemed necessary and in accordance with regulatory amendments, if any. We ensure that we inform major changes to the Policy promptly, by an update on the Company’s website, or any other appropriate way of contacting relevant parties.

Version Control Sheet

Policy Owner:

Sormistha Ghosh, Global General Counsel, Chief Risk & Sustainability Officer

Version Number	Particulars	Approved and Adopted by Board on
Ver. 1.0	Formal adoption of policy	May 22, 2025

Associated policy references:

- a) Code of Conduct and Business Ethics;
- b) Anti Bribery and Anti-Corruption Policy;
- c) Vendor's Code of Conduct;
- d) EHS Policy framework;
- e) Biodiversity and No-Deforestation Commitment;
- f) Human Rights Policy;
- g) Whistle-blower Policy