CitiusTech
Shaping Healthcare Possibilities

CitiusTech Sustainability Policy

Purpose

Sustainability is a core value that underpins CitiusTech's business practices. We acknowledge the impact of our operations on the environment, society, and economy, and we strive to minimize any adverse effects unintentionally caused during our operations. This policy is prepared with the goal of integrating our values through committed sustainable development.

Applicability

This policy applies to all levels of the organization across CitiusTech facilities including the external stakeholders.

Definition

Sustainability policy refers to a set of principles, and actions adopted to promote and balance ESG factors.

Sustainability

Sustainability is meeting the needs of the present without compromising the ability of future generations to meet their own needs.

ESG

ESG stands for Environmental, Social, and Governance, which refers to a set of criteria used to evaluate the sustainability and ethical impact of investments:

- Environmental criteria refer to factors such as carbon footprint, Energy efficiency, water and waste management.
- Social criteria consider impact on employees, customers, suppliers, and communities, including factors such as human rights, labor practices, diversity and inclusion, and community engagement.
- Governance criteria evaluate leadership, transparency, and accountability, including factors such as board composition, executive compensation, and shareholder rights.

Commitment

The policy's underlying commitment is to co-create sustainable value through:

Environmental Security/Stewardship

- To minimize our greenhouse gas (GHG) emissions, reduce our energy consumption, and minimize water & waste generation.
- Adopt renewable sources of energy.
- Comply with all applicable statutory and regulatory requirements.
- Ensure appropriate access to safe water, sanitation, and hygiene for all stakeholders in our premises.
- Set, monitor, review, analyze, and evaluate environmental targets regularly to achieve continuous improvement.
- Enable, encourage, and promote eco-friendly products and activities.
- Assure optimal resource use of products during life cycle from design to disposal and ensure that everyone connected with it, from designers, producers, value chain suppliers to customers / clients are aware of the responsibilities
- Reuse, reduce and associate with recyclers for optimum disposal of waste / e-waste and avoid unnecessary and over consumption.
- Commitment to carbon emission reductions & publicly publish timelines for achievement

of carbon neutrality along with our actual progress through various interventions.

- Commitment to integrate environmentally friendly technologies into our IT healthcare solutions.
- Commitment to invest in energy-efficient data centers, sustainable software development practices, and green IT infrastructure.

Science-Based Targets (SBTi)—Validated GHG Emissions Reduction Goals

Target Type	Base Year	Target Year	Target	Temperature Alignment
Absolute Reduction of Scope 1 and 2 GHG Emissions	FY 2023-2024	FY 2033-2034	54.6%	1.5°C
Revenue-Intensity-Based Scope 3 Emissions Reduction	FY 2023-2024	FY 2033-2034	61.1%	Well Below 2°C

Social and Ethical Equity

- Generate sustainability awareness & engage employees, customers, investors, partners & society to adopt sustainability practices and co-create sustainable solutions.
- Ensure a safe and motivated work environment for our employees.
- Foster a climate of social responsibility and volunteerism towards the betterment of communities.
- Regularly review and improve upon process of new technology development, deployment of resources and activities of commercialization incorporating social, ethical and environmental considerations.
- Implement ethical practices in the workplace and supply chain.
- Implement and communicate policies to all stakeholders.
- Implement people friendly policies & engagement to increase workforce (employees/ contractors/ interns) productivity

Corporate Governance

- Ensure compliance, good governance, and enterprise risk management.
- Ensure responsible business growth & implement operational efficiency in business to increase revenue.
- Eliminate redundant processes and operations to reduce energy consumption and increase productivity by preventing repetitive tasks.
- Adopt low-emission technologies and continually improve our sustainability performance.
- Implement business continuity planning and disaster recovery processes to mitigate business risks.
- Demonstrate leadership commitment to the principles and requirements of being a sustainable organization.
- Maintain accountability and transparency of our sustainability management system and reporting.
- Accelerate our sustainability journey by integrating latest technologies.

This Sustainability Policy shall be reviewed periodically to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations. We will build transparency by publishing the sustainability details to employees, customers, and all other stakeholders. Any complaints regarding non-compliance of this policy may be reported at sustainability@citiustech.com mail ID or punam.shejale@citiustech.com (Chief Risk, Compliance

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& Sustainability Officer).

Note
This policy is subject to regular monitoring and evaluation.

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Version 1.2

CitiusTech is a trusted partner to Healthcare and Life Sciences organizations, enabling them to navigate through their toughest business challenges.
We bring deep expertise in healthcare and life sciences, leveraging our experience as industry leaders to help clients envision the future of healthcare. By combining our digital expertise, we drive transformation into the future of healthcare.

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