CitiusTech Sustainability Policy

Version 1.3

Department:	Process Excellence	**Document Type:**	Policy
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Change Summary:	Changes in sections of Definition and Guidelines, Environmental Security/Stewardship, Social and Ethical Equity, Corporate Governance and Policy Review Heading		

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 and Guidelines	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.

	This Policy shall be read in conjunction with the Company's Code of Conduct, Environmental policy, Information Security Policy, Data Privacy Policy, Anti-Bribery and Anti-Corruption Policy, Anti-Money Laundering Policy, Human Rights Policy, Diversity, Equity & Inclusion Policy, Sustainable Procurement Policy, Whistleblower Policy, Business Continuity Management Policy and Disaster Recovery Policy. Compliance with these policies is essential to achieving CitiusTech's environmental, social and governance commitments and advancing its sustainability objectives.

Commitment	The policy's underlying commitment is to co-create sustainable value through responsible environmental stewardship. CitiusTech's commitments include the following: **Environmental Security/Stewardship:** - Commitment to climate action by reducing greenhouse gas (GHG) emissions, improving energy efficiency, increasing renewable energy adoption, conserving natural resources, minimizing waste generation, advancing decarbonization efforts, and transparently communicating climate-related performance and progress. - Commitment to complying with all applicable environmental, statutory, and regulatory requirements. - Commitment to ensuring access to safe water, sanitation, and hygiene (WASH) for all stakeholders within company premises. - Commitment to continuous improvement through the regular setting, monitoring, review, analysis, and evaluation of environmental objectives and targets. - Commitment to preventing pollution and minimizing environmental impacts through responsible management of air emissions, wastewater, chemicals, hazardous substances, spill prevention measures, and environmentally sound waste disposal in compliance with applicable regulations. - Commitment to promoting responsible and sustainable procurement practices by engaging suppliers on environmental, social, ethical, and governance expectations, encouraging continuous improvement, and integrating sustainability considerations throughout the value chain. - Commitment to promoting responsible, ethical, and deforestation-free sourcing practices by encouraging the use of legally sourced, certified, recycled, and sustainable materials wherever feasible. - Commitment to conducting periodic environmental assessments to identify, evaluate, and manage environmental impacts, risks, and opportunities, including those related to climate change, biodiversity, water, waste, chemicals, pollution, and resource use. - Commitment to responsible resource use throughout the product and service lifecycle by adopting circular economy principles, minimizing waste and e-waste generation, avoiding single-use plastics where feasible, promoting reuse and recycling, and ensuring environmentally

	responsible end-of-life management.
	- Commitment to sustainable digital transformation through environmentally responsible healthcare technology solutions, energy-efficient data centres, sustainable software development practices, and green IT infrastructure.
	- Commitment to biodiversity conservation, guided by the intent of the Kunming-Montreal Global Biodiversity Framework, through biodiversity risk assessments, mitigation of potential impacts, responsible business practices, habitat restoration initiatives, afforestation programs, and voluntary conservation efforts.
	- Commitment to achieving approved Science Based Targets (SBTs) aligned with climate science and regularly monitoring and reporting progress against established milestones.
	  – Baseline year: FY 2023–24
	  – Target year: FY 2033–34
	  – Scope 1 and 2: Reduce absolute Scope 1 and 2 GHG emissions by 54.6% by FY 2033–34 from a FY 2023–24 base year, aligned with a 1.5°C scenario.
	  – Scope 3 (economic intensity): Reduce Scope 3 GHG emissions intensity (revenue-based) by at least 61.07% by FY 2033–34 from a FY 2023–24 base year, aligned with a well-below 2°C scenario.
	
	Social and Ethical Equity:
	- Commitment to providing a safe, inclusive, equitable, and people-centric workplace that promotes employee well-being, dignity, engagement, retention, and professional development.
	- Commitment to fostering social responsibility and volunteerism by encouraging employee participation in community development, education, healthcare, environmental, and philanthropic initiatives.
	- Commitment to building sustainability awareness through effective communication, training, engagement, and collaboration with employees, customers, suppliers, investors, partners, and communities.
	- Commitment to responsible innovation and business practices through the continuous review and improvement of technology development, resource deployment, and commercialization processes while integrating environmental, social, and ethical considerations.
	- Commitment to upholding ethical conduct, fairness,

integrity, transparency, and respect for human rights across our operations, supply chain, and business relationships.

Corporate Governance:

- Commitment to compliance, ethical business conduct, good governance, and enterprise risk management, ensuring adherence to applicable laws, regulations, internal policies, and ethical standards.
- Commitment to responsible technology and innovation through the protection of data privacy, cybersecurity, ethical use of technology, and responsible adoption of emerging technologies, including artificial intelligence, while maintaining stakeholder trust.
- Commitment to sustainable business growth through operational excellence, innovation, productivity enhancement, effective resource management, and long-term value creation.
- Commitment to strengthening business resilience through the implementation, maintenance, testing, and periodic review of business continuity and disaster recovery plans.
- Commitment from leadership to provide oversight, accountability, transparency, and strategic direction for sustainability initiatives, performance, and decision-making.
- Commitment to continuous improvement through process optimization and the adoption of sustainable, low-emission, emerging, and digital technologies that enhance operational efficiency and sustainability performance.
- Commitment to transparency in sustainability governance, implementation, performance measurement, stakeholder engagement, and public disclosure of sustainability-related information.

CitiusTech is committed to transparency and reporting relevant sustainability information, performance, progress, and initiatives to employees, customers, investors, suppliers, business partners, and other stakeholders through appropriate communication channels.

This Sustainability Policy shall be reviewed periodically to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations.

Any complaints regarding non-compliance of this policy may be reported at sustainability@citiustech.com mail ID or

	smita.dongre@citiustech.com (Process Excellence and Sustainability Head).
Policy Review	This policy is subject to regular monitoring and evaluation.