

IBERIA PHARMACEUTICALS INDIA LIMITED

CORPORATE SOCIAL RESPONSIBILITY POLICY

OBJECTIVE

This Corporate Social Responsibility (“CSR”) Policy (“Policy”) of Iberia Pharmaceuticals India Limited (“the Company”) has been formally structured to directly reflect and embody the company's core vision and guiding principles.

The company plans to engage in Corporate Social Responsibility (CSR) projects and programs. These initiatives will be selected by a Committee and will adhere to the guidelines and notifications on CSR issued by the Ministry of Corporate Affairs. The company acknowledges that these guidelines may be updated periodically.

MODE OF CONTRIBUTION

- a** The Company may directly engage in CSR activities as listed in this Policy.
 - b** The Company may contribute to the activities, projects, or programs relating to activities as listed in this Policy, through contributions to trusts, societies, NGOs, or other institutions that are already engaged in such activities.
 - c** The following activity shall not form part of the CSR activities of the Company: -
 - i.** The activities undertaken in pursuance of a normal course of business of a company.
 - ii.** CSR projects/programs or activities that benefit only the employees of the Company and their families.
 - iii.** Any contribution directly/indirectly to political party or any funds directed towards political parties or political causes.
 - iv.** Any CSR projects/programs or activities undertaken outside India except for training of Indian sports personnel representing any State or Union territory at national level or India at international level.
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- v. activities supported by the companies on sponsorship basis for deriving marketing benefits for its products or service.
 - vi. activities carried out for fulfilment of any other statutory obligations under any law in force in India.
- d** Any surplus that may arise out of the projects/programmes will not be considered part of the company's business profit. Instead, it must be reinvested into the same project or it will be transferred to the Unspent CSR Account and utilized in accordance with the company's CSR policy.

CSR ACTIVITIES

- (i)** eradicating hunger, poverty, and malnutrition, promoting preventive health care and sanitation including contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water.
- (ii)** promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects.
- (iii)** promoting gender equality, citizens and measures for reducing inequalities faced by socially and economically backward groups.
- (iv)** ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air, and water including contribution to the Clean Ganga Fund setup by the Central Government for rejuvenation of river Ganga.
- (v)** protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional and handicrafts.
- (vi)** measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Paramilitary Forces (CPMF) veterans, and their dependents including widows.
- (vii)** training to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports.

- (viii)** contribution to the Prime Minister's National Relief Fund or Prime Minister's Central Assistance and Relief in Emergency Situations Fund (PM CARES Fund) any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities, and women.
- (ix)** contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government.
- (x)** Rural development projects.
- (xi)** Slum area development.
- (xii)** Disaster management, including relief, rehabilitation, and reconstruction activities.
- (xiii)** Other areas as provided in Schedule VII of the Companies Act, 2013.

MONITORING PROCESS

- a.** The Board shall be responsible for the implementation/monitoring and review of this Policy and various projects/activities undertaken under the Policy.
- b.** As mandated under Section 135 of the Companies Act, 2013 read with Companies (Corporate Social Responsibility) Rules, 2014, expenditure on CSR activities in any financial year shall not be less than 2% of the average net profits of the Company made during the 3 (three) immediately preceding financial years.

For this purpose, the net profit and average net profit shall be calculated in accordance with the provisions of section 198 of the Act read with the Companies (Corporate Social Responsibility Policy) Rules, 2014.

- c.** Where the Company spends an amount in excess of requirement provided under Section 135(5) of the Act, such excess amount may be set off against the requirement to spend under section 135(5) up to immediate succeeding three financial years' subject to certain conditions.
- d.** The administrative overheads not to exceed the Prescribed Limits as per Companies Act

2013.

- e. The budget for all CSR activities the company intends to undertake must be presented to the Board for their necessary approval before any funds are allocated or projects commence.
- f. The Board has the authority to delegate a specific company official to monitor the CSR activities. This delegated official will be responsible for overseeing the progress of these activities and ensuring that relevant information is provided in a timely manner.

DISSEMINATION OF INFORMATION

The Board plays a crucial role in overseeing the company's CSR initiatives, regularly reviewing the progress of projects and periodically assessing the CSR policy itself to ensure its continued relevance and effectiveness. In a commitment to transparency, the complete CSR Policy will be available on the company's website, and a detailed annual report on all CSR activities will be disclosed as part of the Directors' Report in the company's Annual Report.

COMMITMENT

Our Board of Directors, Management, and all employees are committed to a philosophy of compassionate care. We firmly believe that businesses have a responsibility to contribute positively to society, the environment, and the communities in which they operate. This commitment aims to foster a secure, healthy, knowledgeable, and sustainable society and business environment.

GENERAL

A CSR Committee has been established by the Board of Directors. This committee is responsible for formulating the CSR policy and then recommending both the policy and the annual action plan to the Board for their approval.

This Policy could be amended from time to time, to ensure compliance with the applicable laws and regulations or as may be prescribed by the Board of Directors from time to time.
