



ESG Policy

Group refers to the Rubamin Private Ltd and its subsidiaries in this document. This policy is meant exclusively for the perusal of, and strictly for circulation within, the Rubamin Private Ltd and its subsidiaries. Please note that sharing of information contained in this policy, other than with employees of the Rubamin Private Ltd without written consent from Corporate Human Resources, would be construed as a breach of the Company's Code of Conduct.

Policy Title	ESG Policy
Employee Value Proposition	Guideline and General Principles
Applicability	This policy is applicable to all employees, Business Partners, Service Partners, Suppliers and Network of Suppliers working with Rubamin Private Limited
Originator and Contact Information	Human Resource (hrd@rubamin.com)
Effective Date	September 1, 2023

1. OBJECTIVE

Rubamin Private Limited (hereinafter referred to as “RPL” or “Company” or “We”) strongly believes that incorporating Environmental, Social, and Governance (ESG) principles is essential for building resilient companies and assets that generate lasting value for our investors.

This ESG Policy provides a comprehensive overview of how we approach ESG across our organization. Additionally, certain business units maintain their individual ESG policies, which are in harmony with this overarching policy and tailored to their specific investment strategies.

To align with our business strategy, we establish ESG objectives that are shaped by input from our stakeholders. These objectives gain approval and support from our senior management and board of directors. Annually, we monitor data and our progress to provide reports on the results of our initiatives across our corporate operations and global portfolio, focusing on the three dimensions of ESG.

2. SCOPE

This policy applies to all companies of the Group. Without prejudice to the provisions of the preceding paragraph, all companies of the Group and their subsidiaries, based on their own special framework of strengthened autonomy, may establish an equivalent policy, which must be in accordance with the principles set forth in this Policy and in the other environmental, social, and corporate governance and regulatory compliance policies of the Governance and Sustainability System.

3. ENVIRONMENTAL STEWARDSHIP

Our environmental commitments are a testament to our unwavering dedication to safeguarding the planet and its natural resources. These commitments guide our actions, as we strive to reduce our ecological footprint, adopt sustainable practices, and contribute to a healthier and more sustainable world. In addition, we are firmly committed to the continual improvement of the environmental management system to enhance environmental performance, making this commitment an integral part of our environmental stewardship.

