

Corporate Social Responsibility (CSR) Policy

Nexicon Pharmaceutical Pvt. Ltd.

“Together for Health, Humanity, and a Sustainable Future.”

1. Introduction

At **Nexicon Pharmaceutical Pvt. Ltd.**, we believe that business success and social responsibility go hand in hand. Our vision goes beyond delivering world-class healthcare solutions—we strive to make a meaningful difference in the lives of people and the communities we serve.

This CSR Policy reflects our commitment to **inclusive growth, ethical conduct, and sustainable development**, in accordance with **Section 135 of the Companies Act, 2013** and relevant CSR Rules.

2. Purpose & Commitment

The purpose of this policy is to outline Nexicon’s framework for **planning, implementing, and monitoring CSR activities**. We aim to integrate **social, environmental, and ethical responsibilities** into our core business processes, thereby creating long-term value for stakeholders and society.

3. CSR Philosophy

Our CSR philosophy is built on the principle of **“Caring Beyond Business”**. As a healthcare company, we recognize our responsibility to:

- Improve health outcomes
 - Empower communities
 - Protect the environment
 - Promote sustainable development
-

4. Objectives of CSR Policy

Nexicon's CSR objectives are to:

- ✓ Promote preventive healthcare and awareness (kidney health, diabetes, hypertension, lifestyle disorders)
 - ✓ Support access to affordable medicines and healthcare services for underprivileged communities
 - ✓ Foster education and skill development for youth and women in rural and urban areas
 - ✓ Reduce environmental impact through sustainable operations and green initiatives
 - ✓ Encourage gender equality, empower women, and support inclusive growth
 - ✓ Provide relief and rehabilitation in times of natural disasters or pandemics
 - ✓ Promote research and innovation in life sciences and healthcare
-

5. CSR Focus Areas

As per **Schedule VII of the Companies Act, 2013**, Nexicon will focus on:

A. Healthcare & Wellness

- Free health check-up camps for kidney health, diabetes, and related disorders
- Awareness programs on organ donation, nutrition, and preventive care
- Affordable or free medicines in collaboration with NGOs and healthcare organizations

B. Education & Skill Development

- Sponsorship for underprivileged children's education
- Scholarships for meritorious students in medical and allied fields
- Vocational training centers for employability in healthcare

C. Environmental Sustainability

- Energy conservation and waste management systems
- Tree plantation and water conservation projects
- Eco-friendly practices in operations

D. Community Development

- Rural infrastructure: sanitation, drinking water facilities, and community centers
 - Women empowerment programs (entrepreneurship, skills development)
 - Livelihood opportunities through partnerships
-

6. Governance & CSR Committee

The CSR Committee will:

- ✓ Formulate and recommend CSR projects to the Board
 - ✓ Allocate and approve CSR budgets
 - ✓ Monitor implementation and evaluate impact
 - ✓ Ensure compliance with statutory requirements
-

7. Budget Allocation

At least **2% of the average net profits of the last three financial years** will be allocated to CSR activities as per the Companies Act, 2013.

8. Implementation Approach

- CSR programs may be implemented directly by Nexicon, through **registered NGOs**, or via **public-private partnerships**
 - Project selection based on **need assessment, scalability, and impact potential**
 - Priority to local areas around the company's operations
-

9. Monitoring & Evaluation

- Regular reviews, site visits, and impact assessment reports
 - Metrics: **number of beneficiaries, health outcomes, environmental savings, social impact**
 - Independent third-party audits for large-scale projects
-

10. Reporting & Transparency

- CSR Report included in **Board's Report**
 - CSR progress published on **company website**
 - Full compliance with legal norms
-

11. Policy Review

Reviewed periodically by the **CSR Committee** to align with **business growth, community needs, and regulatory changes**

Core CSR Pillars

Pillar	Description
Community Health Outreach	Health camps, awareness programs, access to affordable medicines
Environmental Stewardship	Waste reduction, green manufacturing, tree plantation
Education & Empowerment	Scholarships, skill development, women empowerment

Nexicon Pharmaceutical Pvt. Ltd. | www.nexiconpharma.com | “Curing the World, Caring for Communities”