

**CORPORATE SOCIAL RESPONSIBILITY POLICY  
FOR RUBICON RESEARCH LTD**

**V 1.1**

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1.0		Deepashree Tanksale	1) Varun Kulkarni Sr. GM Accounts & Taxation  2) Romola Pinto Senior General Manager HR	1. Parag Sancheti Director & CEO  2. Pratibha Pilgaonkar Managing Director	25 <sup>th</sup> March 2021	
1.1	a. Updating the Name of the Company in the Policy  b. Updating the Composition of the Committee	Pt a & b – Deepashree	1) Shailesh Agrawal - Asst. Vice President Finance  2) Nitin Jajodia – Chief Financial Officer	1) Parag Sancheti Director & CEO  2) Pratibha Pilgaonkar Managing Director	3 <sup>rd</sup> February 2026	

## “Sarva Loka Hitam”

**“Wealth is essentially a tool and its continuous flow must serve the welfare of the society to achieve the common good of the society.”**

- Atharvaveda

### 1. Context

In an extension of its core purpose of improving healthcare outcomes and the well-being of communities, Rubicon Research Limited (formerly known as Rubicon Research Private Limited) (‘Rubicon’ or ‘the Company’) is committed to strategic Corporate Social Responsibility (CSR) initiatives that drive positive change in marginalized and economically and socially disadvantaged sections of society. It focuses on strategic CSR initiatives that actively work towards improving healthcare and supporting education, and need based interventions in the areas of sanitation and water in rural and remote communities. The Company’s focus has always been on contributing to the sustainable development of society and the environment, and to make our planet a better place for future generations.

### 2. Objectives

Rubicon’s CSR Policy intends to:

- Support development that positively impacts society at large and create sustainable well-being.
- Embrace responsibility for the Company’s actions, encourage a positive impact and create value through its activities for stakeholders and society.
- Motivate and empower employees across levels to engage in volunteering activities aimed at benefiting communities in order to make them better places to live and work.

The purpose of this document is to outline the policies and procedures for Corporate Social Responsibility (CSR) for Rubicon.

### 3. Focus Areas

In accordance with the requirements of the Companies Act, 2013, Rubicon’s will focus on the following CSR activities, amongst others.

#### ➤ Education and Skill Development

- Promoting education, including special education and employment-enhancing vocational skills, especially among children, women, the elderly and the differently-abled, and participate in livelihood enhancement projects.
- Providing monetary contributions to academic institutions for establishing endowment funds, chairs, laboratories, etc, with the objective of assisting students in their studies.
- Arranging for educational facilities by way of arranging for books, computers, mobiles in remote areas/villages, and other facilities as may be decided from time to time.

#### ➤ Health and Wellness

- Contributing to NGOs and organizations working towards healthcare causes or towards research and development of cures of chronic diseases or epidemics and pandemics.
- Encouraging/funding various R&D programs for social benefit.
- Supplying critical medicines for social healthcare and contributing towards programs for mental health and its awareness.
- The Company may undertake activities on its own considering its pharmaceutical expertise.

➤ **Sanitation**

- Setting up sanitation facilities in areas where there is a dire need.
- Setting up water facilities in remote villages/areas where there is scarcity.
- Funding activities related to sanitation and access to clean water.

➤ **Environment**

- Use of energy-saving devices and technologies in the Company's manufacturing facilities, thus helping save natural resources and cause minimum harm to the environment.
- Taking up tree plantation projects on barren lands and protection of flora and fauna, supporting animal welfare, agroforestry, and conservation of natural resources.

#### **4. Undertaking CSR Activities**

Rubicon will undertake its CSR activities, approved by the CSR Committee, through its platform Sankalp. Sankalp is an employee platform that encourages and empowers employees to participate in the Company's CSR activities and help improve improve the world around them. It may additionally take up activities or program as per the CSR policy.

The surplus arising out of the CSR activities, projects or programs shall not form part of the Company's business profit.

#### **5. Location of CSR Efforts**

Preference for locations of CSR activities will be given to the underprivileged and remote areas, where access to basic facilities is limited and contribution to said areas is required. The same will be approved by the CSR Committee.

#### **6. Goals**

Rubicon's goals include the following:

<b>S. No</b>	<b>Goal Area</b>	<b>Actions</b>
1	Education and Skill Development	Rubicon's focus will be on: <ul style="list-style-type: none"><li>• Contributing in kind/cash to schools in economically and socially disadvantaged areas, on its own or through tie-ups with self-help groups, NGOs, etc.</li><li>• Sponsoring equipment in schools/colleges to promote education among the disadvantaged.</li><li>• Counselling children and adults in villages and remote areas on the value of education and supporting enrolment in location educational institutions.</li></ul>
2	Health and Wellness	Rubicon strongly believes in improving healthcare outcomes for all. The Company will undertake various initiatives to fulfil this mission, such as arranging blood donation camps, distributing medicines to the needy, contributing to organizations working on a cure for chronic diseases, pandemics, and epidemics, and working with organizations undertaking medical or health-related projects, like providing support for cancer treatment, cataract surgeries, etc.

3	Sanitation	Rubicon will work with local administrations to achieve community development goals. It will work on its own as well as tie-up with NGOs and government bodies, where required, to set up basic sanitation facilities in remote and underdeveloped areas. The Company shall also work towards setting up water facilities in areas that face scarcity or places that have limited access to water resources for daily needs and consumption.
4	Environment	The Company uses power-saving technologies on its own premises as a first step towards environmental protection. It shall further undertake tree plantation projects on barren lands, campaign for public awareness towards a cleaner society, recycle waste on its own premises, undertake projects for plastic eradication and such other activities as it may decide from time to time.

### 7. Composition of CSR Committee

The CSR Committee shall be comprised in accordance with the requirements of the Companies Act, 2013, and the rules made thereunder. Mr. Venkat Changavalli, an Independent Director, was added as a member of the Committee, in the meeting held on 24<sup>th</sup> July 2024. Thus the Committee was reconstituted and details of the composition are as follows.

The committee consists of two board members:

- a) Mr. Parag Sancheti -Member
- b) Mrs. Pratibha Pilgaonkar -Chairperson
- c) Mr. Venkat Changavalli – Member
- d) Dr. Pradnya Saravade - Member

### 8. Responsibilities of the Committee

The responsibilities of the CSR Committee include:

- Formulating and recommending the CSR Policy to the Board of Directors and indicating activities to be undertaken.
- Recommending the amount of expenditure for the CSR activities, and
- Monitoring CSR activities from time to time.

### 9. Governance

The Company shall undertake CSR activities as per the provisions of the Companies Act, 2013, through Sankalp initiatives. At the Company, corporate social responsibility relies on an endless loop of association between the employees (through Sankalp), the organization, and the community at large. This collaboration lays the foundation for intense efforts at the grassroots level, whose results speak for themselves.

Sankalp shall work closely with the CSR Committee in implementing the Company's CSR activities. It will also assist the CSR Committee in identifying the areas for CSR activities and programs, as well execution of initiatives as per defined guidelines. Ultimately, all Sankalp activities shall be governed by and be subject to approval of the CSR Committee.

#### **10.Funding, Selection, and Monitoring Process**

Sankalp shall prepare a calendar of activities for a given year or quarter according to which the funding shall be designed. The areas and projects will be prioritized by assessing their impact. The calendar, along with its budget, shall then be forwarded to the CSR Committee. The CSR Committee will deliberate on the proposals and approve proposals for implementation at its discretion.

Sankalp representatives will collaborate with stakeholders to monitor the status of each project and will report its findings to the CSR Committee periodically.

#### **11.Contact**

For queries related to the CSR Policy, please write to us at:

[sankalp@rubicon.co.in](mailto:sankalp@rubicon.co.in) or Rubicon Research Pvt Ltd, MedOne House, Plot No. B-75, Road No. 33, Wagle Estate, Thane West – 400604, Maharashtra, India. Or connect at +91 22 61414000