ENVIRONMENT, SOCIAL & GOVERNANCE (ESG) POLICY

Policy Overview

Quick Heal is a global Cybersecurity solution provider and our commitment to sustainability in today's environmental and societal challenges is an important responsibility. We must be constructive and solution-oriented to advance sustainable, long-term growth in the world in which we live. Our core values have guided our ESG practices, which seek to drive growth and empower communities through our corporate decision-making processes. This is testament to the fact that sustainability is now a part of our DNA.

By engaging with stakeholders – including employees, clients, and partners – we can do our part to improve sustainability, better serve our community, and simultaneously deliver outperformance for our company. It begins with leading in those areas where we have the skills and ability to make an impact, be it on a local, national, or global level.

We at Quick Heal aim to align ESG approach in our business operations and strengthen the communities in which we live and work.

Purpose

The ESG policy will serve as a guiding document for all ESG initiatives and activities undertaken by Quick Heal. It will have details of all the focus areas which the company will be working towards achieving its ESG objectives

This policy has been developed to define Quick Heal's position regarding its institutional and organizational ESG commitment and provide our employees with guidelines related to ESG for our decision-making processes.

The policy in addition will be used as a tool to establish a defined communication to our clients and stakeholders how Quick Heal integrates ESG considerations into our operations and decision-making process across our office while making engagement and collaboration decisions.

Identifying ESG Risks

The Environment Social and Governance (ESG) covers a broad range of issues that may vary among the stakeholders and business operations based on the materiality and regional requirements. The primary ESG issues may not be exhaustive however can be defined through global understanding of ESG and focus areas.

Environment	Social	Governance
• Waste Management • Water Management • Carbon Footprints • E Waste • Energy Emission	• Community Participation • Skill Development • Diversity & Inclusion • Employee Engagement • Health & Safety	• Business Ethics • Legal Compliances • Transparency and Accountability • Disclosures • Grievance Redressal • Anti-Corruption & Anti-Bribery • Whistle Bower

Approach and Focus Areas

To further strengthen our vision and focus on ESG, Quick Heal has established an Stakeholder Relationship Committee, which is a management level committee comprising of senior members. The committee identified three broad areas for our ESG focus

- Giving back to Nature
- Community & People
- Ethics & Governance

Giving back to Nature

In the context of our business operations, Quick Heal defines environmental sustainability as its efforts to reduce its overall carbon footprints through reduced energy consumption, water usage, waste disposal, and carbon emissions and the promotion of strategies that progress towards encouraging these reductions.

Quick Heal fundamentally believes in its core philosophy of taking responsible and accountable steps towards improving environmentally sustainable operational practices and products.

Quick Heal has committed to the following sustainability goals developed by the ESG Committee across its business units:
- Reduce the environmental impact of our business & products
- Comply local environmental regulations where appropriate
- Drive thought leadership and innovation on sustainable business operations and investments
- Collaborate with stakeholders, industry experts, civil societies, and service providers to unlock efficiency and optimize our footprint

Community & People

Quick Heal defines "social accountability and responsibility" as the obligation of any company to make decisions and take actions that will enhance the welfare of its own employees and to act in the interests of society. Socially responsible initiatives that relate to human rights, workplace, community, and societal issues are embodied in the core company's operations and are fundamentally enhanced and improved to make them a sound social standard across the sector. As an organization, Quick Heal is committed to being a responsible member of the community and supports a range of programs and activities that enhance local, regional, and impacted communities. We will continue to pursue actions that support this commitment across the business.

With an organizational goal to be an industry leader in the Cybersecurity sector, the company will be intuitive and mindful of how third-party service providers, joint venture partners, supply chain partners, investees, etc. address "social responsibility" and will take appropriate steps if it becomes aware of any cases where it believes satisfactory standards of "social responsibility" are not maintained. As an organization, Quick Heal uses Education and Health Care as two leavers to bring about societal impact.

Quick Heal has strengthened its Social compliance through a dedicated set of policies and procedures which are listed as below:

[CSR Policy](#)

Ethics & Governance

Quick Heal defines "governance" as the set of processes, customs, policies, laws, and institutions affecting the way an organization is directed, administered, or controlled and relates to its stakeholders.

As an ethically operating company, Quick Heal is governed by a series of policies, procedures, best practices, and guidelines, rooted in sound ethics that render a position to confirm to stakeholders that Quick Heal maintains good corporate governance.

We are committed to maintaining the highest levels of ethical standards of integrity, corporate governance and regulatory compliance. These parameters form the bedrock of our corporate governance policy. We have proactively upheld good governance practices and are constantly striving to enhance our standards.

The company's corporate governance framework complies with the Indian companies Act, the regulations and guidelines of the Securities and Exchange Board of India ("SEBI") and the requirements of the listing agreements entered into, with the Indian stock exchanges.

In addition, the company also relies on committee structures to ensure its most senior and experienced professionals focus on core business objectives following the business ethics and integrity.

The company aims to benchmark and roll out a governance model through our business in the Cybersecurity sector to ensure Quick Heal's efforts are recognized and regarded as best practice governance trend by its peers and industry associates.

Quick Heal clearly defines its commitment to corporate governance and a culture of compliance in its policies and procedures, and we require employees to conduct business with honesty, integrity and fairness.

Our Legal and Compliance groups will not only enforce internal policies and procedures to ensure compliance with applicable laws and regulations, but also identify and mitigate potential conflicts of interest and other reputational risks.

Quick Heal has strengthened its Governance compliance through a dedicated set of policies and procedures which are listed as below:

Code of Conduct Policy

Whistle Blower Policy

Related Party Transaction

Prevention of Insider Trading Policy

Vulnerability Disclosure Policy

Reporting & Disclosure

Quick Heal dedicates its ESG initiatives and approach in the most transparent way possible. Interested stakeholders, regulatory bodies and clients can monitor and review the progress and implementation of ESG initiatives through our publicly available documents like our Annual Report, Sustainability report, Policies and procedures, Corporate Responsibility Report, newsletters etc.

Roles and Responsibilities

The **SRC Committee**, Board, Senior Management is responsible for adhering and complying to the policy guidelines while making/considering any investment, business plans, expansion on behalf of the Company and for ensuring consideration of appropriate ESG issues in their decisions. Where additional subject matter expertise is needed, Management may utilize external resources as relevant and necessary.

Applicability

The policy shall be applicable to all the operational sites of Quick Heal as well as to all the stakeholders, investees not belonging to the company over which the Company has effective control, within the lawfully established limits.

For companies in which Quick Heal has an interest but do not fall under its administrative ambit, Quick Heal shall promote, through its representatives on the boards of directors of such companies, the alignment of their own policies with those of the Company.

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