onesource

ONESOURCE CHARTER OF THE

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE COMMITTEE

Purpose

The purpose of the Environmental, Social, and Governance (ESG) Committee (the "Committee") of the Board of Directors (the "Board") of OneSource Specialty Pharma Limited ("OneSource") is to provide oversight and guidance to support the company's ongoing commitment to environmental stewardship, health and safety, corporate social responsibility, corporate governance, and sustainability.

The Committee's overall responsibility includes:

- Affirming and supporting the ESG vision and strategic objectives as defined and updated periodically;
- Overseeing and tracking progress toward the established ESG goals and commitments;
- Evaluating compliance requirements and obligations related to Sustainability and ESG under applicable regulations.

The scope of the Committee shall extend to any additional duties mandated by applicable laws or assigned by the Board in accordance with such laws from time to time. The Committee will also be responsible for providing updates on ESG initiatives and ensuring timely and accurate disclosures on a regular basis.

Committee membership and Organisation

The Committee shall be appointed by the Board and will serve at the discretion of the Board. The Committee shall consist of no fewer than three (3) members with the majority being independent directors. The members of the Committee shall meet as provided in this Charter.

Meetings and Quorum

The Committee shall convene at least once every financial year. Additional meetings may be scheduled as required to discharge the Committee's responsibilities effectively. The presence of two (2) shall form the quorum for any meeting of the Committee.

Committee responsibilities and Authorities

- Formulate and recommend to the Board a Sustainability Policy covering Environment, Social, and Governance principles, and propose appropriate changes or modifications to the policy from time to time.
- Support the formulation of the Company's ESG strategy, recommend relevant policies and disclosures, and regularly review progress on embedding ESG practices across all levels of the organisation.
- Foster a sustainability-focused culture within the Company by setting the tone at the top, encouraging open dialogue, and integrating ESG principles into core processes and objectives.

- Periodically review of ESG initiatives in areas of:
  - **Environment**: energy consumption, increased sourcing of renewable energy, water and waste management, climate-related issues
  - **Social**: stakeholder engagement, materiality assessment, diversity and inclusion
  - **Governance**: business ethics, anti-competitive practices, privacy and information security, transparency, corporate governance practices
- Review and noting of the Business Responsibility and Sustainability Report or any other similar report
- Consider current and emerging ESG matters that may affect the Company's business, operations or performance
- Review and update this Charter every two (2) years for Board approval.

Delegation of authorities

The Committee may form, and delegate authority to, sub-committees comprised of one or more members of the Committee, as appropriate. Each sub-committee shall have the full power and authority of the Committee, as to the matters delegated to it.

Version Control Sheet

Version Number	Date of Board Meeting	Remarks
V1	Approved and adopted in the Board Meeting held on May 13, 2026	Adopted in line with requirements of ESG parameters