

# Haleon Pakistan Limited

## SUSTAINABILITY COMMITTEE

### Terms of Reference

<p><b>The Committee's Purpose</b></p> <p>The primary purpose of a sustainability committee is to support the organization in achieving its sustainability goals by providing guidance, oversight, and strategic direction. This includes overseeing integration of ESG principles into company's strategy and operation addressing environmental, social, and governance (ESG) issues and ensuring compliance with relevant regulations and standards and report to the Board ESG related disclosures.</p> <p><b>Key Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Review sustainability related risks and opportunities of the Company.</li> <li>• Ensure DE&amp;I practices are in effect at various Board Committees.</li> <li>• Oversee compliance of applicable laws pertaining to relevant sustainability related considerations and its appropriate disclosures.</li> <li>• The Committee shall submit to the Board a report, at least once a year, on embedding sustainability principles into the Company's strategy and operations to increase corporate value.</li> <li>• Review, the Company's plans and actions about sustainability topics including, but not limited to:           <ul style="list-style-type: none"> <li>➢ Circularity</li> <li>➢ Water management</li> <li>➢ Responsible sourcing</li> </ul> </li> </ul>	<p><b>Attendees:</b></p> <p><b>Secretary:</b> Customer Supply Chain &amp; CMO Lead.</p> <p><b>Chairperson:</b> Independent Director</p> <p><b>Members:</b> MEA QSC Head. CEO/General Manager.</p> <p>Optional: Pakistan E2E Supply Chain Lead. Finance Director.</p> <p>*Other Members (on request)</p>
<p><b>Standard Agenda:</b></p> <ul style="list-style-type: none"> <li>• Status of action items from previous meeting</li> <li>• ESG scorecard</li> <li>• Major Projects (Supply Network Changes)           <ul style="list-style-type: none"> <li>○ Project Hawaii</li> </ul> </li> <li>• Status of sustainability initiatives</li> <li>• AOB/Escalations</li> </ul>	<p><b>Inputs:</b></p> <ul style="list-style-type: none"> <li>• Quality/Technical lead.</li> <li>• Manufacturing Sites/CMO</li> <li>• EHS/Engineering</li> <li>• Regulatory</li> <li>• Finance</li> </ul> <p><b>Frequency:</b> Once a Year (Preferably Bi-Annual)  <b>Duration:</b> 60 minutes</p>
<p><b>Outputs:</b></p> <ul style="list-style-type: none"> <li>• Overview of QSC performance</li> <li>• Overview of Sustainability performance</li> <li>• Long-term QSC strategy insights</li> <li>• Key QSC risks/issues impacting business.</li> </ul>	