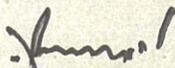


HUMAN RIGHTS POLICY STATEMENT

Pharmaniaga is committed to upholding human security, equality and dignity by respecting human rights across its operations and value chain, guided by the UN Guiding Principles on Business and Human Rights (UNGPs) and is deeply rooted in our core values.

We strive to ensure that our business operations are conducted in a manner that respects internationally recognised human rights standards and integrates these principles into every aspect of our governance and operational practices.

Pharmaniaga is committed to preventing, mitigating and addressing adverse human rights impacts arising from our business activities, and to providing means to effectively remedy where human rights risks or violations are identified.



DATO' SERI ABDUL RAZAK JAAFAR

Chairman

Pharmaniaga Berhad

11 February 2026

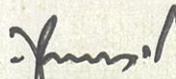


PERNYATAAN DASAR HAK ASASI MANUSIA

Pharmaniaga komited untuk memelihara keselamatan, kesaksamaan dan martabat insan dengan menghormati hak asasi manusia di seluruh operasi dan rantai nilainya, berpandukan Prinsip Panduan Pertubuhan Bangsa-Bangsa Bersatu mengenai Perniagaan dan Hak Asasi Manusia (UNGPs), serta nilai-nilai teras kami.

Kami berusaha memastikan operasi perniagaan dijalankan selaras dengan piawaian hak asasi manusia yang diiktiraf di peringkat antarabangsa serta mengintegrasikan prinsip-prinsip ini dalam setiap aspek tadbir urus dan amalan operasi kami.

Pharmaniaga komited untuk mencegah, menangani dan mengurangkan kesan buruk terhadap hak asasi manusia yang timbul daripada aktiviti perniagaan kami, serta menyediakan mekanisme pemulihan yang berkesan sekiranya risiko atau pelanggaran hak asasi manusia dikenal pasti.



DATO' SERI ABDUL RAZAK JAAFAR

Pengerusi

Pharmaniaga Berhad

11 Februari 2026

