

Anti-Harassment Policy

1. Aragen is dedicated to ensuring a safe, respectful, and inclusive work environment free from all forms of discrimination and harassment.
2. Discrimination and Harassment include, but not limited to, any differential treatment based on verbal, physical or visual conduct related to sex, race, color, ancestry, national origin, age, disability, or any other status protected by applicable local laws and regulations.
3. The scope of the policy extends to all employees of Aragen.
4. Employees are encouraged to report incidents via designated reporting channels and cooperate in investigations.
5. All the investigations will be conducted impartially.
6. The identity of the victim and details of the complaint are kept confidential to the extent possible.
7. Disciplinary actions for those found guilty are implemented as defined.
8. Retaliation against employees, witnesses or other stakeholders who report incidents, participate in investigations or provide related information is strictly prohibited.

This policy will be communicated within Aragen, made available to the relevant interested parties, periodically reviewed and updated, as necessary.

A handwritten signature in black ink, appearing to read "S. Anubolu".

Date: 23rd July 2024

Suresh Anubolu
Chief Human Resources Officer