

3<sup>rd</sup> July, 2026

**BSE Limited**

P. J. Towers, Dalal Street,  
Fort, Mumbai – 400 001  
BSE Scrip Code: 543635

**National Stock Exchange of India Limited**

Exchange Plaza, Bandra Kurla Complex,  
Bandra (East), Mumbai – 400 051  
NSE Symbol: PPLPHARMA

**Sub: Business Responsibility & Sustainability Report for the Financial Year 2025-26**

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith, Business Responsibility & Sustainability Report along with Independent Auditor's (Limited) Assurance Report provided by DNV Business Assurance India Pvt Ltd., which forms part of the Annual Report for the Financial Year 2025-26.

Kindly take the above on record and oblige.

Thank you.

Yours sincerely,

For **Piramal Pharma Limited**

**Maneesh Sharma**

**Company Secretary & Compliance Officer**

Encl.: a/a



# Business Responsibility and Sustainability Report

## Section A: General Disclosures

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L24297MH2020PLC338592
2.	Name of the Company	Piramal Pharma Limited (the 'Company' or 'PPL')
3.	Year of Incorporation	2020
4.	Registered office address	Ananta Building, Piramal Corporate Park, Opp. Fire Brigade, Kamani Junction, LBS Marg, Kurla (West), Mumbai- 400070.
5.	Corporate office address	Ananta Building, Piramal Corporate Park, Opp. Fire Brigade, Kamani Junction, LBS Marg, Kurla (West), Mumbai- 400070.
6.	E-mail	<a href="mailto:shareholders.ppl@piramal.com">shareholders.ppl@piramal.com</a>
7.	Telephone	+91-22-3802 3000 / 4000
8.	Website	<a href="http://www.piramalpharma.com">www.piramalpharma.com</a>
9.	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Capital	₹ 1,329.25 Crores
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Mr. Ganesh Chandra Tripathy – Senior Vice President and Global Head – Sustainability & EHS +91-22-3802 3000/4000 <a href="mailto:Ganesh.Tripathy@piramal.com">Ganesh.Tripathy@piramal.com</a>
13.	Reporting boundary	Consolidated-Basis
14.	Name of assurance provider	DNV Business Assurance India Pvt Ltd.
15.	Type of assurance obtained	BRSR Core (Limited)

### II. Products/Services

#### 16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Pharmaceuticals	Manufacturing of pharmaceuticals, medicinal, chemical and botanical products	100%

#### 17. Products/Services sold by the entity (accounting for 90% of the entity's turnover):

Sr. No.	Product/Services	NIC Code	% of total turnover contributed
1.	Manufacturing of pharmaceuticals, medicinal, chemical and botanical products	210	100%

### III. Operations

#### 18. Number of locations where plants and/or operations/offices of the entity are situated:

Sr. No.	Location	Number of plants	Number of offices	Total
1.	National	9 <sup>1</sup>	24	33
2.	International	7	12	19

<sup>1</sup>excluding associates

# Business Responsibility and Sustainability Report

## 19. Markets served by the entity:

### a. Number of locations

Sr. No.	Locations	Number
1.	National (Number of states)	PAN India
2.	International (Number of countries)	Over 100 countries

### b. What is the contribution of exports as a percentage of the total turnover of the entity?

72.78%

### c. A brief on types of customers

The Company offers a portfolio of diversified products and services through end-to-end manufacturing capabilities.

The Company has the following business segments/units:

- Piramal Pharma Solutions (PPS), an Integrated Contract Development and Manufacturing Organization (CDMO): API and Formulations
- Piramal Critical Care (PCC), Complex Hospital Generics (CHG): Inhalation Anesthesia, Injectable Anesthesia and Pain Management, Intrathecal Therapy and other products
- Piramal Consumer Healthcare (PCH): Over the counter (OTC) brands

Customers of the Company include distributors, pharmacy chains, hospitals, government institutions, retail consumers and other pharmaceutical companies.

## IV. Employees

### 20. Details as at the end of Financial Year:

#### a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	6,617	5,259	79%	1,358	21%
2.	Other than permanent (E)	157	63	40%	94	60%
<b>3.</b>	<b>Total employees (D + E)</b>	<b>6,774</b>	<b>5,322</b>	<b>79%</b>	<b>1,452</b>	<b>21%</b>
<b>Workers</b>						
4.	Permanent (F)	503	492	98%	11	2%
5.	Other than Permanent (G)	3,163	2,592	82%	571	18%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>3,666</b>	<b>3,084</b>	<b>84%</b>	<b>582</b>	<b>16%</b>

#### b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
<b>Differently abled employees</b>						
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>Differently abled workers</b>						
4.	Permanent (F)	0	0	0%	0	0.00%
5.	Other than Permanent (G)	0	0	0%	0	0.00%
<b>6.</b>	<b>Total differently abled workers (F+G)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0.00%</b>

**21. Participation/Inclusion/Representation of women:**

Particulars <sup>1</sup>	Total (A)	No & % of Females	
		No (B)	% (B/A)
Board of Directors	10	3	30%
Key Management Personnel <sup>2</sup>	4	2	50%

<sup>1</sup>On standalone basis<sup>2</sup>Includes Key Management Personnel who are on the Board of Directors**22. Turnover rate for permanent employees and workers:**

Category	FY 2026			FY 2025			FY 2024		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent Employees	23%	21%	23%	25.34%	25.66%	25.50%	21.67%	24.08%	21.94%
Permanent Workers	5%	9%	5%	4.52%	15.38%	4.78%	3.45%	6.90%	3.53%

**V. Holding, Subsidiary and Associate Companies (including Joint ventures)****23. Names of holding / subsidiary / associate companies / joint ventures:**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity <sup>1</sup>	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Piramal Critical Care Deutschland GmbH	Subsidiary	100	No (All these entities are unlisted)
2	Piramal Critical Care Italia S.P.A.	Subsidiary	100	
3	Piramal Critical Care Limited	Subsidiary	100	
4	Piramal Healthcare UK Limited	Subsidiary	100	
5	Piramal Healthcare Pension Trustees Limited	Subsidiary	100	
6	Piramal Healthcare (Canada) Limited	Subsidiary	100	
7	Piramal Critical Care South Africa (PTY) Ltd.	Subsidiary	100	
8	Piramal Critical Care Pty. Ltd.	Subsidiary	100	
9	Piramal Critical Care B.V.	Subsidiary	100	
10	Piramal Dutch Holdings B.V. <sup>2</sup>	Subsidiary	100	
11	Piramal Pharma Solutions (Dutch) B.V.	Subsidiary	100	
12	Piramal Pharma Inc.	Subsidiary	100	
13	Piramal Healthcare, Inc.	Subsidiary	100	
14	Piramal Critical Care, Inc.	Subsidiary	100	
15	Piramal Pharma Solutions Inc.	Subsidiary	100	
16	PPL Pharma Inc.	Subsidiary	100	
17	PPL Pharma Solutions Riverview LLC	Subsidiary	100	
18	PPL Healthcare LLC	Subsidiary	100	
19	Piramal Critical Care Single Member P.C.	Subsidiary	100	
20	Piramal Pharma II Private Limited	Subsidiary	100	
21	Piramal Pharma Limited Employees Welfare Trust	Subsidiary	100	
22	Abbvie Therapeutics India Private Limited	Associate	49	
23	Yapan Bio Private Limited	Associate	33.33	

Note:

<sup>1</sup> Held directly or through subsidiary companies.<sup>2</sup> The name of Piramal Dutch Holdings N.V. was changed to Piramal Dutch Holdings B.V. w.e.f. December 29, 2025**VI. CSR details<sup>1</sup>****24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes****ii. If yes, Turnover – (in ₹) ₹ 4,782.01 Crores****iii. Net worth - (in ₹) ₹ 8,859.47 Crores**<sup>1</sup> PPL Standalone basis.

# Business Responsibility and Sustainability Report

## VII. Transparency and Disclosures Compliances

### 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGBRC):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="mailto:humanrights.ppl@piramal.com">humanrights.ppl@piramal.com</a>	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes. Redressal Mechanism is covered in the Corporate Governance Report which forms an integral part of this Annual Report.	27	2 <sup>1</sup>	These details correspond to the quarterly disclosures filed with the Stock Exchanges under Regulation 13 of SEBI (Listing Obligations & Disclosure Requirements), 2015.	29	1	These details correspond to the quarterly disclosures filed with the Stock Exchanges under Regulation 13 of SEBI (Listing Obligations & Disclosure Requirements), 2015.
Employees and workers	Yes	14	1	Nil	27	4	Nil
Customers	<a href="https://www.piramalcpd.com/contact.html">https://www.piramalcpd.com/contact.html</a>	5,462	229	149 complaints addressed.	6,106	112	Nil
Value Chain Partners	<a href="https://www.piramalcpd.com/contact.html">https://www.piramalcpd.com/contact.html</a>	200	0	Nil	170	4	Nil

Note:

<sup>1</sup>The complainant has sought second review of the complaints from SEBI and accordingly the complaints were pending on March 31, 2026.

**26. Overview of the entity's material responsible business conduct issues:**

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Business Ethics	Risk	<ul style="list-style-type: none"> <li>PPL is subject to regulations related to bribery, corruption, lobbying, and similar areas. As business ethics standards and frameworks continue to change, there is a need to stay prepared and keep improving practices.</li> <li>Any non-compliance with these standards and frameworks may result in financial impact and harm to reputation.</li> </ul>	<ul style="list-style-type: none"> <li>PPL has established clear guiding principles to promote ethical practices across its value chain.</li> <li>The Company's codes of conduct for board members, senior management, employees, suppliers, vendors, and contractors reflect its commitment to ethical and transparent business practices.</li> </ul>	Positive financial impact.
2	Patient, Customer, and Consumer Centricity	Risk	The Company focuses on the needs and wellbeing of patients, customers, and consumers as regulations become stricter.	<ul style="list-style-type: none"> <li>The Company's focus on patients, customers, and consumers is guided by its core principles of Knowledge, Action, Care, and Impact.</li> <li>The Company has taken several steps to improve engagement and outcomes, with patient centricity as a key priority.</li> </ul>	Potential positive implication due to customers' trust and long-term strategic partnership.
3	Data Privacy and Data Security	Risk	<ul style="list-style-type: none"> <li>Data integrity and privacy are critical to maintaining trust among stakeholders. With changing regulations and rising awareness of data privacy, there is increased focus on information security.</li> <li>A data breach within the Company's Information Technology systems can lead to serious business impact and reputational risk, resulting in both financial and non-financial losses.</li> </ul>	<ul style="list-style-type: none"> <li>PPL has a privacy policy that explains how it collects, uses, shares, discloses, transfers, and disposes of personal information when stakeholders use the Company's website or other digital platforms.</li> <li>To maintain strong data privacy and security, Vulnerability Assessment and Penetration Testing (VAPT) scans are carried out, and the report is shared with the relevant IT and application teams for necessary action.</li> </ul>	Having a highly secure data privacy system has positive financial implications. It not only helps in avoiding reputational damage that can arise from data breaches but also prevents heavy fines and legal actions/ penalties.
4	Product quality and safety	Risk	<ul style="list-style-type: none"> <li>PPL's ability to meet patient needs, create value, and build trust with stakeholders is directly linked to the quality and safety of its products.</li> <li>Poor performance in these critical areas can have negative impacts on stakeholders and, in turn, on the business itself.</li> </ul>	<ul style="list-style-type: none"> <li>PPL is working to strengthen its quality, moving from a focus on 'Quality for Compliance' to building 'Quality as a Culture.' This shift covers a broad approach across systems, processes, technology, and people.</li> <li>A dedicated Corporate Quality Assurance Group regularly monitors adherence to defined product quality standards.</li> </ul>	Potential positive implications of maintaining high product quality and a quality-focused culture include building customer loyalty and supporting long-term strategic partnerships.

# Business Responsibility and Sustainability Report

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Financial Performance	Opportunity	Due to rapid population growth, better access to healthcare, and improved affordability, the pharmaceutical sector is set for steady growth, supported by stable financial performance driven by innovation and expansion into global markets.	<ul style="list-style-type: none"> <li>To improve product quality, the Company has put in place an internal strategy that includes evaluating the cost of poor quality, with a focus on achieving 'first-time right' outcomes.</li> </ul>	Positive implications due to a growing market.
6	Regulatory Compliance	Risk	<ul style="list-style-type: none"> <li>Strict compliance regulations bring various challenges for companies. Any delay or lapse in obtaining, maintaining, or renewing required approvals can affect operations.</li> <li>Changes in laws or regulations by government or regulatory bodies may also increase business operating costs.</li> </ul>	<ul style="list-style-type: none"> <li>To meet compliance requirements, PPL conducts regulatory audits and ensures timely closure of all observations.</li> <li>PPL also has a pharmacovigilance system in place to ensure timely and accurate reporting of adverse drug reactions in line with applicable requirements and regulations.</li> </ul>	Potential negative implication of the cost incurred on systems and processes to ensure strict compliance with applicable and emerging regulations is the financial impact it places on the Company.
7	Accessibility and Affordability	Opportunity	Access to and affordability of medicines are important for maintaining good health across the world. In some cases, high prices of medicines can act as a barrier, limiting patient access to treatment, especially in low- and middle-income regions.	PPL ensures that its products are available to a wider set of consumers through traditional distribution channels and e-commerce platforms at affordable prices, helping provide accessible healthcare to patients and customers.	Positive implications in the long run due to increased market share and growth.
8	Asset Integrity	Opportunity	As technology continues to advance, better quality assets are becoming more accessible at cost-effective prices. Upgrading the asset base can lead to improved operational performance and productivity.	<ul style="list-style-type: none"> <li>PPL has developed strong systems and processes for asset management, including the implementation of Project Catalyst to improve digitisation and automation.</li> <li>The Company is assessing automation opportunities and finalising plans to align internal processes with Pharma 4.0 principles.</li> <li>Digitisation of Management Information Systems (MIS) across functions and sites is also underway.</li> </ul>	The positive implication of implementing strong systems and processes for asset management, along with digitisation and automation through Project Catalyst, is improved productivity for the Company.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Business Continuity and Disaster Resilience	Risk	Due to rising uncertainty in the external environment, such as more frequent natural and man-made disasters, emerging infections, global pandemics, and cyber security risks, it is important for a company to have strong business continuity and disaster resilience measures.	<ul style="list-style-type: none"> <li>The manufacturing facilities are equipped with strong disaster preparedness plans, covering response protocols, rescue measures, and recovery processes.</li> <li>The Company has also invested in a reliable IT system that supports data security and helps ensure quick continuation of operations after any disruptions.</li> </ul>	Potential negative implications of the expenditure on preparedness measures for disasters and supply chain disruptions include the financial burden it places on the Company.
10	Climate Action/ Climate Change	Risk	Due to rising global warming, it is important for the Company to be prepared to address climate change. Stakeholders are also calling for timely and strong actions to manage potential risks that may arise.	<ul style="list-style-type: none"> <li>PPL is committed to reducing GHG emissions with science-based targets.</li> <li>The Company has developed a clear decarbonisation strategy.</li> </ul>	The Company's commitment to sustainability and responsible resource management has positive implications through a reduced carbon footprint.
11	Corporate Governance	Risk	The external regulatory environment for corporate governance varies across regions, requiring continuous improvement in standards and frameworks.	The Company has a strong governance mechanism across its business operations and ensures clear communication of its corporate governance policies and protocols for smooth functioning. It also focuses on safeguarding stakeholders' priorities and expectations.	Positive implications due to smooth business operations and improved long-term stakeholder value.
12	Employee Health and Safety ('EHS')	Opportunity	<ul style="list-style-type: none"> <li>Employees and workers in the Company are exposed to chemicals and hazardous biological materials that may impact health.</li> <li>Heavy use of machinery also carries risks of accidents and other hazards.</li> </ul>	PPL has a company-level EHS policy and EHS management programmes. These act as guiding principles to identify and reduce potential hazards, helping provide a safe working environment for employees, workers, and visitors.	Positive impact as a stronger EHS programme supports safe operations and higher uptime, contributing to business revenues.
13	Energy Management	Opportunity	Upgrading to new technologies, improving processes, increasing system performance, and adopting green energy sources can significantly reduce the Company's carbon footprint, supporting its operations and profitability.	<ul style="list-style-type: none"> <li>PPL is procuring and using energy in an efficient, cost-effective, and environmentally responsible manner.</li> <li>This includes the use of sustainably sourced bio-briquettes and sourcing of renewable energy.</li> </ul>	While there is a negative impact from higher fuel costs and capital expenditure (CAPEX) on energy-efficient equipment, a positive financial impact is expected

## Business Responsibility and Sustainability Report

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<ul style="list-style-type: none"> <li>The Company has also identified potential energy-saving projects and initiatives based on scientific energy audits.</li> </ul>	in the long run due to lower emissions and reduced energy costs.
14	Human Capital Development	Opportunity	With the shift towards a knowledge-based economy and the availability of trained and skilled people, the productivity of human resources has increased, supporting more effective operations.	The Company focuses on continuous learning to support professional growth. It has strong talent management systems that develop its people through learning and career development initiatives, mentoring pathways, and employee engagement activities	Increased workforce productivity has positive implications.
15	Operational Excellence	Opportunity	With growing technological advancements, more opportunities are created to improve resource use and support better operations.	The Company focuses on operational resilience through digitalisation and adoption of technology, improving productivity, cost control, quality, and compliance.	Positive impact due to increased productivity and better performance.
16	Product Sustainability/ Stewardship	Opportunity	Demand for safe and sustainable products is increasing, creating an opportunity for the Company to grow its customer base through product stewardship initiatives.	<ul style="list-style-type: none"> <li>PPL has taken several measures to ensure product safety and improve operational performance, while making its processes more environmentally friendly, resource-efficient, and low-impact.</li> <li>The Company is actively conducting Life Cycle Impact Assessments (LCIA) of its products. This helps stakeholders make informed decisions, improve sustainability practices, and meet the growing demand for eco-friendly solutions.</li> </ul>	Positive implications driven by customer trust and long-term strategic partnerships.
17	R&D and Innovation	Opportunity	As healthcare demand increases, developing new solutions and products is important to meet market needs and requirements. Having a strong R&D capability also supports better and more accurate processes, improving overall performance.	PPL has strong R&D and quality teams that focus on innovation-led research and have increased investments in specific technologies aimed at improving the environmental and social impact of its products and processes.	The positive impact comes from increased productivity and new product development.
18	Responsible Investment (CAPEX)	Opportunity	As governments focus more on green projects, the Company has an opportunity to attract responsible investments, which can support business productivity.	The Company is increasing investments in ESG-related areas to support sustainable business growth.	The positive impact is driven by increased relevant and strategic investments.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
19	Risk and Opportunity Management	Opportunity	Risks and opportunities assessment provides insights into the Company, supporting proactive and ongoing evaluation across its operations. The aim is to prioritise and take necessary actions to reduce risks and make the most of opportunities.	<ul style="list-style-type: none"> <li>The Company maintains a strong Risk Management system to identify, manage, and reduce business risks.</li> <li>Risk management, internal controls, and assurance processes are built into all Company activities.</li> </ul>	Positive implications are driven by benefits from reducing risks and capturing opportunities.
20	Stakeholder Relationship	Opportunity	The Company's alignment with stakeholders' priorities is important for maintaining trust and credibility. Engaging stakeholders and taking their input not only reduces the chance of conflicts but also improves productivity.	The Company follows a strong stakeholder engagement process to understand the needs and expectations of its stakeholders. It engages with all stakeholders, helping to build trust and loyalty.	Positive impact due to improved reputation and goodwill.
21	Supply Chain Management	Risk	To ensure continuous operations and consistent customer service, it is important to reduce dependence on single-source suppliers and cross-border supplier engagement and procurement. The Company can benefit financially and in terms of reputation from a resilient and sustainable supply chain.	<ul style="list-style-type: none"> <li>The Company is a member of the Pharmaceutical Supply Chain Initiative (PSCI) and is actively working to improve supply chain sustainability.</li> <li>It has developed a sustainable procurement policy, updated its supplier code of conduct to include ESG criteria, and started assessing critical suppliers based on ESG standards. The Company conducts supplier capacity-building programmes on regular basis.</li> </ul>	Potential positive impacts due to resilient supply chain operations.
22	Technology Adoption	Opportunity	With advancing technology and innovation, companies have diverse opportunities to enhance resource efficiency, promote product stewardship, and achieve cost savings. Embracing these advancements not only improves operations but also promotes positive environmental outcomes.	The Company focuses on operational resilience, agility, and transparency through increased use of digital and analytical tools, alongside process automation for inventory management, supply chain management, data management, quality control, and more.	Positive impact due to increased efficiency, accuracy and productivity.
23	Water and Waste Management	Risk	Regulations on water resources are strict due to its decreasing availability. Responsible use and discharge help maintain stakeholder trust and ensure operational continuity. Similarly, the Company must follow responsible waste management practices to stay compliant with regulatory norms.	<ul style="list-style-type: none"> <li>PPL is actively working on water stewardship by carrying out water footprint assessments, leak detection studies, and setting up water reuse and recycling projects across all sites.</li> <li>The Company also ensures safe handling and responsible disposal of hazardous waste by diverting it from landfills to pre-processing and co-processing methods. No hazardous waste is sent to landfills.</li> </ul>	Negative implication due to costs incurred in implementing water stewardship initiatives and safe handling and disposal of waste.

## Business Responsibility and Sustainability Report

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
24	Air Emissions and Air Quality	Risk	PPL ensures good ambient air quality to protect employee health and safety, meet regulatory requirements, support community health, reduce environmental impact, and improve workplace productivity and performance	PPL manages air emissions responsibly, including Nitrogen Oxides (NOx), Sulphur Oxides (SOx), Particulate Matter (PM), Volatile Organic Compounds (VOCs), and other hazardous air pollutants, to maintain good ambient air quality.	Negative implication due to costs incurred in monitoring and responsibly managing air emissions.
25	Community Development	Opportunity	Community engagement builds trust when business operations align with community priorities, supporting better relations. Investing in community development strengthens social connections and local economic strength, benefiting both the Company and the community in the long run.	The Company has developed strategies to improve the lives of millions of citizens in Aspirational Districts with the lowest Human Development Index (HDI) across the country. Through its projects, the Company is driving large-scale behaviour change campaigns in communities and supporting goal-based convergence forums at district, block, and panchayat levels to ensure last-mile delivery.	Positive implications arise from improved reputation and goodwill.
26	Ecosystem and Biodiversity	Risk	The ecosystem shows how business activities and biodiversity are linked, including the use and management of natural resources. Focusing on biodiversity is important for the Company as it helps maintain ecological balance, strength, and overall ecosystem health, supporting long-term sustainability.	The Company's Environmental, Social, and Governance (ESG) policy supports biodiversity conservation while managing risks and impacts linked to its operations. Through various initiatives, the Company is working to increase green spaces across its operating sites.	Negative implications arise from the costs incurred in protecting ecosystems and biodiversity.
27	Human Rights	Risk	Human rights are an important consideration for a company across its entire value chain. They have a strong impact on the Company's reputation and public image, making it a key part of business conduct.	PPL is committed to zero tolerance for human rights violations, supported by a clear policy and redressal mechanism. Upholding human rights includes promoting diversity, inclusion, safe working conditions, freedom of association, and privacy rights. Employees are encouraged to report concerns to managers, HR, or through the Speak Up tool.	Negative impact is observed due to costs incurred in strict application and compliance with fundamental human rights.
28	Product Tracking	Opportunity	Product tracking is important for the Company to ensure regulatory compliance, transparency, and quality standards. It also helps manage safety issues, improve supply chain operations, prevent counterfeiting, and strengthen traceability across the supply chain.	The Company ensures compliance with current requirements and aims to use QR codes or product authentication codes on the primary packaging of relevant products, in line with applicable regulations.	Negative implications due to costs incurred in complex product tracking.

**Section B: Management and process disclosures****Policy and Management processes**

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>1.(a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>1.(b) Has the policy been approved by the Board? (Yes/No)</b>	Yes, the Company's policy(ies) addressing the nine principles have been developed by taking inputs from different sources and considering stakeholder priorities, and they are approved by the Board or its committees.								
<b>1.(c) Web Link of the Policies, if available</b>	Policies can be accessed on the Company's website under the 'Policies, Code & Compliances' tab at <a href="https://www.piramalpharma.com/corporate-governance">https://www.piramalpharma.com/corporate-governance</a> .								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>3 Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>4 Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	<ul style="list-style-type: none"> <li>• ISO 45001 Occupational Health and Safety Management System (OHSMS).</li> <li>• ISO 14001:2015 Environment Management System (EMS).</li> <li>• ISO 9001 Quality Management System (QMS).</li> <li>• Food Safety System Certification (FSSC) 22000.</li> <li>• WHO Good Distribution Practices (GDP) for Digwal and Pithampur Unit.</li> <li>• Pharmaceutical Supply Chain Initiative (PSCI) Membership.</li> <li>• United States Food and Drug Administration (USFDA).</li> </ul>								
<b>5 Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<ul style="list-style-type: none"> <li>• Reduce Scope 1 and Scope 2 emissions by 42% by FY 2030, with FY 2022 as the base year, aligned with the 1.5°C pathway under the Science-Based Targets initiative (SBTi).</li> <li>• Reduce Scope 3 emissions by 25% in absolute terms by FY 2030, with FY 2022 as the base year, aligned with the 2.0°C pathway.</li> </ul> <p>The Company has also set additional targets covering climate change management, energy, water and waste management, biodiversity, business ethics and compliance, human capital management, safety and occupational health, patient, customer and consumer focus, supply chain management, technology and automation, and quality and compliance.</p> <p>Please refer to Sustainability Report FY 2026 on the Company's website at <a href="https://www.piramalpharma.com/sustainability">https://www.piramalpharma.com/sustainability</a>.</p>								
<b>6 Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.</b>	<ul style="list-style-type: none"> <li>• PPL has developed a decarbonization strategy aligned with SBTi targets.</li> <li>• The Company has completed energy audits for all India sites, and work on energy efficiency measures is in progress.</li> <li>• It has also completed a detailed water assessment for India sites and identified water-saving opportunities.</li> <li>• The Company has achieved zero incinerable hazardous waste sent to landfill in India.</li> <li>• Performance against these targets will be reported in PPL's Sustainability Report. Please refer to Sustainability Report FY 2026 on the Company's website at <a href="https://www.piramalpharma.com/sustainability">https://www.piramalpharma.com/sustainability</a>.</li> </ul>								

# Business Responsibility and Sustainability Report

## Governance, leadership and oversight

<p><b>7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.</b></p>	<p>At PPL, our mission is to support business transformation while staying committed to sustainability. Our work is guided by the core values of Knowledge, Action, Care, and Impact, which help embed ESG principles into our culture and operations. These principles also extend across our value chain.</p> <p>Our ESG framework is built on four key principles and twelve focus areas, supporting our commitment to “Operating responsibly, Growing sustainably.”</p> <p>We are pleased to share progress on our sustainability goals, that reflect our focus on strong environmental, social, and governance practices.</p> <p>For more details, please refer to Chairperson's message in PPL's Sustainability Report. <a href="https://www.piramalpharma.com/sustainability">https://www.piramalpharma.com/sustainability</a>.</p>
<p><b>8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b></p>	<p>The Sustainability and Risk Management Committee of the Company is the highest authority responsible for implementing and overseeing the Business Responsibility Policies.</p>
<p><b>9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</b></p>	<p>Yes, the Company has established a Sustainability and Risk Management Committee chaired by the Company's Chairperson.</p> <ul style="list-style-type: none"> <li>• The Committee oversees ESG-related areas, including development and implementation of the ESG strategy aligned with SDGs and global standards.</li> <li>• It guides the Company's ESG journey, monitors performance against targets, and tracks risks and opportunities linked to ESG factors.</li> <li>• It advises on integrating ESG risks into the Enterprise Risk Management system.</li> <li>• It supports stakeholder engagement on ESG matters and tracks emerging sustainability trends to improve readiness and respond to risks and opportunities.</li> </ul>

## 10 Details of Review of NGRBCs by the Company

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
1 Performance against above policies and follow up action	Policies are reviewed at regular intervals based on factors such as statutory requirements and the frequency defined in the policy document, or as needed.									
2 Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Status of Compliance with all applicable statutory requirements is reviewed by the Board.									

Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
1 Performance against above policies and follow up action	Policies are reviewed at regular intervals based on factors such as statutory requirements and the review frequency mentioned in the policy document, or as required.									
2 Compliance with statutory requirements of relevance to the principles and the rectification of any non-compliances	Status of Compliance with all applicable statutory requirements is reviewed by the Board.									

<p><b>11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b></p>	<table border="1"> <thead> <tr> <th>P1</th> <th>P2</th> <th>P3</th> <th>P4</th> <th>P5</th> <th>P6</th> <th>P7</th> <th>P8</th> <th>P9</th> </tr> </thead> <tbody> <tr> <td colspan="9">Yes, internal audits are conducted during the year by various independent external firms.</td> </tr> </tbody> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9	Yes, internal audits are conducted during the year by various independent external firms.								
P1	P2	P3	P4	P5	P6	P7	P8	P9											
Yes, internal audits are conducted during the year by various independent external firms.																			



## Section C: Principle-wise performance disclosure

### Principle 1:

Business should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

#### ESSENTIAL INDICATORS

##### 1. Percentage coverage by training and awareness programmes on any of the principles during the FY 2026:

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors/ Key Managerial Personnel ('KMP') <sup>1</sup>	13	<p>At Board/Committee meetings, periodic presentations are made to Directors/KMPs covering a range of topics essential to the Company's operations, business updates, market performance, future outlook and action plans, CSR review, EHS and quality updates. During the year under review, updates at the meetings included the following specific topics:</p> <ol style="list-style-type: none"> <li>1. Impact of the industry and macro-economic scenario on the business of the Company;</li> <li>2. Budgets and way forward, updates on operations and performance of the businesses;</li> <li>3. Artificial Intelligence Interventions adopted in the Pharma Industry including Cybersecurity framework adopted by the Company;</li> <li>4. Updates on EHS, Quality, People Strategy and system implementations;</li> <li>5. Updates on the activities undertaken by Piramal Foundation;</li> <li>6. Regulatory Updates and policy revision based on regulatory amendment.</li> </ol> <p>In addition to the above, site visits were conducted for the Board Members comprising of site presentations, tours, business and site updates.</p>	100%
Employees other than BoD and KMPs	19	<ol style="list-style-type: none"> <li>1. Code of Conduct and Ethics Policy   FY25-26</li> <li>2. Prevention of Sexual Harassment   FY25-26</li> <li>3. Anti-Bribery and Anti-Corruption Policy   FY25-26</li> <li>4. PPL Information Security Module   FY25-26</li> <li>5. PPL Cybersecurity Module   FY25-26</li> <li>6. PPL Sustainability Module   FY25-26</li> <li>7. Code for Prevention of Insider Trading Policy   FY25-26</li> <li>8. Media and Social Media Policy   FY25-26</li> <li>9. General Pharmacovigilance Training   FY25-26</li> <li>10. Life Safety Rules   FY25-26</li> <li>11. Office and Road safety   FY25-26</li> <li>12. PPL Data Privacy   FY25-26</li> <li>13. PPL Global Human Rights Statement   FY25-26</li> <li>14. PCC Trade Controls Policy and Procedure   FY25-26</li> <li>15. PCC US Document and Information Retention Policy   FY25-26</li> </ol>	100%

<sup>1</sup>PPL Standalone basis

# Business Responsibility and Sustainability Report

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
		16. PCC US Media & Social Media   FY25-26 17. PCC US Promotional Policies and Procedures   FY25-26 18. PPS Trade Controls Compliance Policy & Procedure Document   FY25-26 19. PPS US Document and Information Retention Policy   FY25-26	
Workers	3	1. Code of Conduct and Ethics Policy   FY25-26 2. PPL Global Human Rights Statement   FY25-26 3. Prevention of Sexual Harassment   FY25-26	100%

<sup>1</sup> PPL Standalone basis

## 2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2026:

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/Fine	P6	Gujarat Pollution Control Board	15,00,000- Bank Guarantee 1,00,00,000 - interim environmental damage compensation	Notice from the Gujarat Pollution Control Board (GPCB) in relation to Section 33-A of the Water (Prevention and Control of Pollution) Act, 1974.	No
Settlement	NA	NA	NA	NA	NA

Non – Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
			NA		

## 3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or nonmonetary action has been appealed:

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions <sup>1</sup>	Details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been appealed
NA	NA	NA

## 4. Does the entity have an anti-corruption policy or antibribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

PPL has an Anti-Corruption and Anti-Bribery (ACAB) Policy that applies across all its business and operational units. The policy has a global scope and covers employees, Board members, subsidiaries, and business associates such as suppliers, contractors, and partners. It is aligned with the Company's Code of Conduct and follows relevant international and local standards, prohibiting any form of bribery or corruption.



To support this, PPL has clear reporting channels, including internal systems and an independent hotline that allows employees and stakeholders to report concerns anonymously without fear of retaliation.

The policy is available on the PPL's website at <https://www.piramal.com/wp-content/uploads/2023/12/2.-ACAB-Policy.pdf>.

**5. Number of Directors/KMPs/Employees/Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:**

Sl. No.	Segment	FY 2026	FY 2025
1	Directors <sup>1</sup>	0	0
2	Key Managerial Personnel <sup>1</sup>	0	0
3	Employees	0	0
4	Workers	0	0

<sup>1</sup> PPL Standalone basis

**6. Details of complaints with regard to conflict of interest:**

Sl. No.	Segment <sup>1</sup>	FY 2026		FY 2025	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

<sup>1</sup>PPL Standalone basis

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable

**8. Number of days of accounts payables (Accounts payable \*365) / Cost of goods/services procured) in the following format:**

	FY 2026	FY 2025
Number of days of accounts payables	185	182.56

**9. Open-ness of business**

**Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY 2026	FY 2025
Concentration of Purchases <sup>1</sup>	a. Purchases from trading houses as % of total purchases	17%	21%
	b. Number of trading houses where purchases are made from	1,556	647
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	33%	42%
Concentration of Sales <sup>2</sup>	a. Sales to dealers / distributors as % of total sales	77%	97%
	b. Number of dealers / distributors to whom sales are made	3,969	3,409
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	39%	28%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.54%	2.38 %
	b. Sales (Sales to related parties / Total Sales)	1.10%	9.82 %
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	87.60 %
	d. Investments (Investments in related parties / Total Investments made)	55.92%	99.96 %

<sup>1</sup>For FY2025, only PPS business considered.

<sup>2</sup>PCC and PCH business considered.

# Business Responsibility and Sustainability Report

## LEADERSHIP INDICATORS

### 1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
10	Sustainability, Climate and Environment, Decarbonization, Labour and Human Rights, Business Integrity & Ethics and Sustainable Procurement	9%

### 2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, the Company's Code of Conduct for Directors requires Board Members to avoid and disclose any actual or potential conflict of personal interest with the Company's interests, and to disclose all contractual interests, whether direct or indirect, with the Company.

Weblink: Under the 'Policies, Code & Compliances' tab at <https://www.piramalpharma.com/corporategovernance>.

## Principle 2:

### Businesses should provide goods and services in a manner that is sustainable and safe

## ESSENTIAL INDICATORS

### 1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY 2026	FY 2025 <sup>1</sup>	Details of improvements in environmental and social impacts
R&D	0	0	<ol style="list-style-type: none"> <li>Solvent recovery and waste reduction initiatives have been implemented to improve operational efficiency and reduce environmental impact.</li> <li>Solar-powered EV charging stations have been installed to encourage use of electric vehicles for employee commute.</li> <li>An in-house laboratory has been set up to closely monitor wastewater parameters and improve operational efficiency.</li> <li>LPG (Liquefied Petroleum Gas) has been replaced with PNG (Piped Natural Gas) for canteen operations.</li> <li>A tray-type lyophilizer has been installed to strengthen freeze-drying capability and improve energy efficiency at the site.</li> <li>The fire protection system at the site has been enhanced.</li> </ol>
Capex	5%	15%	

<sup>1</sup>The FY2025 R&D and Capex figures have been revised to align with the updated disclosures in the BRSR

### 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, PPL has a Sustainable Procurement Policy that aims to include sustainability principles across its supply chain. The policy focuses on four key areas: Climate and Environment, Labor and Human Rights, Sustainable Procurement, and Business Ethics and Integrity. It is guided by the Company's supplier code of conduct and supplier guiding principles.

PPL has reviewed and updated its Supplier Code of Conduct and self-assessment questionnaire to include ESG standards. Steps are being taken to identify key suppliers and conduct capacity-building sessions to improve their awareness and performance in these areas. The Company out supplier audits and provide guidance to help suppliers improve their practices across all focus areas. In addition, the Company has strengthened its focus on responsible sourcing by adopting the standards of the Pharmaceutical Supply Chain Initiative (PSCI).

**b. If yes, what percentage of inputs were sourced sustainably?**

Unit of reporting (i.e by Quantity or by Value – please specify)	Percentage of inputs that were sourced sustainably
By Value	14.42%

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Due to the nature of the Company's business, PPL does not reclaim products for reuse or recycling. However, in compliance with Extended Producer Responsibility (EPR) requirements, PPL tracks and reports its annual plastic consumption.

The appointed recycling organization manages the collection and recycling of plastic waste in line with applicable environmental regulations. Upon completion, recycling credits are issued, confirming the volume of plastic processed. These credits support compliance with EPR obligations and reflect the Company's continued efforts towards responsible plastic waste management in line with regulatory requirements.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, Extended Producer Responsibility (EPR) applies to the PPL under the Plastic Waste Management Rules, 2016, and later amendments. Plastic waste is recycled each year as per the Plastic Waste Management Rules, 2022.

The Central Pollution Control Board (CPCB) has registered the Company under the name PPL. The waste collection plan follows this registration. The Company also submits annual returns to the CPCB as part of EPR compliance requirements.

**LEADERSHIP INDICATORS****1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format.**

We are in the process of conducting LCA for identified products.

**2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Not applicable, as we are still in the process of conducting LCA.

**3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

As the Company focuses only on manufacturing pharmaceutical products, it places strong emphasis on product quality and safety, as these directly affect end users' health. Therefore, the Company does not recycle chemicals or materials for production.

In addition, to comply with Extended Producer Responsibility (EPR) regulations, the Company carries out recycling and plastic take-back initiatives for the PCH business.

**4. Reclaimed products and their packaging materials (as percentage of products sold) for each product category**

As the Company exclusively concentrates its production activities on manufacturing pharmaceutical products, the Company places a high priority on the quality and safety of its products because they have a direct impact on end users' health therefore the Company doesn't recycle any chemicals or materials for production. Furthermore, to comply with Extended Producer Responsibility (EPR) regulations the Company implements recycling and plastic take-back initiatives for PCH business.

# Business Responsibility and Sustainability Report

## Principle 3:

Businesses should respect and promote the well-being of all employees, including those in their value chains

### ESSENTIAL INDICATORS

#### 1. a. Details of measures for the well-being of employees:

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	5,259	5,259	100%	5,259	100%	0	0%	5,259	100%	4,174	79%
Female	1,358	1,358	100%	1,358	100%	1,358	100%	0	0%	803	59%
<b>Total</b>	<b>6,617</b>	<b>6,617</b>	<b>100%</b>	<b>6,617</b>	<b>100%</b>	<b>1,358</b>	<b>21%</b>	<b>5,259</b>	<b>79%</b>	<b>4,977</b>	<b>75%</b>
<b>Other than permanent employees</b>											
Male	63	63	100%	63	100%	0	0%	0	NA	59	94%
Female	94	94	100%	94	100%	94	100%	0	NA	92	98%
<b>Total</b>	<b>157</b>	<b>157</b>	<b>100%</b>	<b>157</b>	<b>100%</b>	<b>94</b>	<b>60%</b>	<b>0</b>	<b>0%</b>	<b>151</b>	<b>96%</b>

#### b. Details of measures for the well-being of workers:

Category	% Of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	492	492	100%	492	100%	0	0%	0	NA	492	100%
Female	11	11	100%	11	100%	11	100%	0	NA	11	100%
<b>Total</b>	<b>503</b>	<b>503</b>	<b>100%</b>	<b>503</b>	<b>100%</b>	<b>11</b>	<b>2%</b>	<b>0</b>	<b>NA</b>	<b>503</b>	<b>100%</b>
<b>Other than permanent workers</b>											
Male	2,592	2,592	100%	2,592	100%	0	0%	0	NA	2,592	100%
Female	571	571	100%	571	100%	571	100%	0	NA	571	100%
<b>Total</b>	<b>3,163</b>	<b>3,163</b>	<b>100%</b>	<b>3,163</b>	<b>100%</b>	<b>571</b>	<b>18%</b>	<b>0</b>	<b>0%</b>	<b>3,163</b>	<b>100%</b>

#### c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2026	FY 2025
Cost incurred on wellbeing measures as a % of total revenue of the company	0.92%	0.32%

#### 2. Details of retirement benefits for Current and Previous Financial Years

Sl. No.	Benefits	FY 2026 <sup>1</sup>			FY 2025		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Y	99.91%	100%	Y
2	Gratuity	100%	100%	Y	100%	100%	Y
3	ESI	17%	1%	Y	17%	2%	Y

<sup>1</sup>The data pertains only to operations in India.



**3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

In line with the Rights of Persons with Disabilities Act, 2016, PPL is committed to creating an inclusive and accessible workplace for persons with disabilities. The Company works to remove physical barriers and support equal participation for all employees and workers.

Offices and facilities are designed to be accessible, with infrastructure such as ramps, elevators, and wheelchair accessible restrooms. These measures help improve mobility, safety, and ease of access, supporting an inclusive work environment across the Company's premises.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

PPL is committed to fostering a diverse, equitable, and inclusive workplace through its Equal Opportunity and Human Rights Policies. The Company upholds principles of non-discrimination and equal opportunity across all aspects of employment, ensuring that all employees and workers are treated with dignity and respect, irrespective of gender, caste, creed, age, sexual orientation, physical disability, religion, race, place of origin, political affiliation, or any other protected characteristic.

PPL promotes diversity across all levels, including leadership, and supports inclusion of persons with disabilities. In line with this commitment, employment, promotion, and skill development decisions are based on competence, experience, and future potential, ensuring fair and equal access to opportunities for all. The web-link to the Policy is [https://www.piramalpharma.com/Assets/download/PPL\\_Global\\_DIBA\\_Guidelines\\_FY%2024-25.pdf](https://www.piramalpharma.com/Assets/download/PPL_Global_DIBA_Guidelines_FY%2024-25.pdf).

**5. Return to work and Retention rates of permanent employees and workers that took parental leave:**

Gender	Permanent Employees		Permanent Workers	
	Return to work	Retention Rate	Return to work	Retention Rate
	Rate (%)	(%)	Rate (%)	(%)
Male	100%	77%	NA	NA
Female	97.3%	90%	NA	NA
<b>Total</b>	<b>99.6%</b>	<b>79%</b>	<b>NA</b>	<b>NA</b>

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.**

	Yes/No	(If yes, then give details of the mechanism in brief)
1 Permanent workers	Yes	PPL has established structured mechanisms to receive, review, and resolve grievances raised by employees and workers in a timely, transparent, and confidential manner. The Company has implemented a comprehensive vigil mechanism that enables employees as well as external stakeholders to report actual or suspected violations of applicable laws, regulations, and internal policies. A dedicated communication channel is also available for reporting concerns related to human rights.
Other than permanent workers	Yes	In line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, PPL has constituted Internal Complaints Committees (ICCs) across its locations to ensure prompt and fair resolution of complaints related to sexual harassment. The Company follows a structured framework to prevent, report, and address such incidents in accordance with applicable legal requirements.
2 Permanent Employees	Yes	PPL also provides an anonymous reporting platform, "SpeakUp," which allows employees and stakeholders to raise concerns confidentially without fear of retaliation. These mechanisms are aimed at strengthening a culture of openness, accountability, ethical conduct, and trust across the organization.
Other than permanent employees	Yes	Through these measures, the Company continues to support employee well-being and responsible business practices in line with its ESG commitments and regulatory requirements.

# Business Responsibility and Sustainability Report

## 7. Membership of employees and workers in association(s) or Unions recognized by the listed entity:

Category	FY 2026			FY 2025		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / Workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	6,617	0	0%	4,944	0	0
Male	5,259	0	0%	4,180	0	0
Female	1,358	0	0%	764	0	0
<b>Total Permanent Workers</b>	503	477	95%	532	513	96%
Male	492	467	95%	520	503	97%
Female	11	10	91%	12	10	83%

## 8. Details of training given to employees and workers:

Category	FY 2026					FY 2025				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation <sup>1</sup>	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Permanent Employees</b>										
Male	5,259	5,259	100%	5,259	100%	4,180	4,180	100%	4,143	99%
Female	1,358	1,358	100%	1,358	100%	764	764	100%	640	84%
<b>Total</b>	<b>6,617</b>	<b>6,617</b>	<b>100%</b>	<b>6,617</b>	<b>100%</b>	<b>4,944</b>	<b>4,944</b>	<b>100%</b>	<b>4,783</b>	<b>97%</b>
<b>Permanent Workers</b>										
Male	492	492	100%	492	100%	520	520	100%	520	100%
Female	11	11	100%	11	100%	12	12	100%	12	100%
<b>Total</b>	<b>503</b>	<b>503</b>	<b>100%</b>	<b>503</b>	<b>100%</b>	<b>532</b>	<b>532</b>	<b>100%</b>	<b>532</b>	<b>100%</b>

## 9. Details of performance and career development reviews of employees and workers:

Category	FY 2026			FY 2025		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D / C)
<b>Permanent Employees<sup>1</sup></b>						
Male	5,259	5,059	96%	4,180	3,918	94%
Female	1,358	1,320	97%	764	570	75%
<b>Total</b>	<b>6,617</b>	<b>6,379</b>	<b>96%</b>	<b>4,944</b>	<b>4,455</b>	<b>90%</b>
<b>Permanent Workers<sup>1</sup></b>						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

<sup>1</sup>The data pertains only to operations in India.



## 10. Health and Safety Management System

### a. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage such system?

Yes, an occupational health and safety management system is in place across all manufacturing locations of the Company and is aligned with international and local requirements. About 70% of Indian sites are certified to ISO 14001 and ISO 45001:2018 standards.

Each facility operates under an Environment, Health and Safety (EHS) Policy, which supports a safe and secure workplace by defining clear EHS standards and procedures.

### b. What are the processes used to identify work related hazards and assess risks on a routine and non-routine basis by the entity?

PPL has implemented a formal 7-step Process Safety Risk Assessment methodology along with a Management of Change (MOC) process to assess risks from operational changes and new product or process introduction. Regular safety audits, behaviour-based safety observations, and near-miss investigations help identify and address hazards at an early stage. Continuous training and awareness programmes ensure employees remain capable of managing workplace risks.

The Company's EHS policy and clear reporting guidelines for work-related hazards are displayed across all locations, helping maintain awareness of procedures and responsibilities.

Hazard identification processes such as Permit to Work (PTW), Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), and Hazard and Operability Study (HAZOP) are implemented as per PPL EHS guidelines to identify work-related hazards and assess associated risks. HIRA is conducted for routine operations, while JSA is carried out for non-routine tasks before work begins.

HAZOP studies are used to assess process risks arising from deviations in operating conditions and are conducted periodically or when changes occur. Tools such as PHApro support detailed Process Hazard Analysis (PHA).

Safety systems are monitored through internal and external audits and regular inspections to check effectiveness. A risk register is maintained and updated to track risks and improvement areas, with linkages to employee-level and plant-level performance indicators.

For any change in process or equipment, a structured change management process is followed. Health and safety evaluations include checklist-based reviews, detailed risk assessments such as HIRA or HAZOP, analysis of existing data, and on-site assessments. Based on these, appropriate controls and risk reduction measures are implemented to maintain a safe working environment.

### c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

PPL has established processes, systems, and practices that enable workers to report work-related hazards and remove themselves from unsafe situations without fear of retaliation. The Safety Committee identifies workplace hazards and risks, takes necessary actions, supports management in implementing safety standards, and maintains proper documentation.

Hazard identification processes such as Permit to Work (PTW), Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), and Hazard and Operability Study (HAZOP) are followed as per PPL EHS guidelines to identify work-related hazards and assess risks.

Key initiatives include monthly safety campaigns on work-related risks, implementation of global safety programmes across sites, periodic EHS performance assessments, training programmes, and regular OHS inspections.

The Company's EHS policy is displayed at prominent locations across all sites to ensure awareness.

Workers can report hazards through multiple platforms such as Shift Start Toolbox Talks, departmental and statutory safety committee meetings, contractor safety meetings, town halls, and behaviour observation and feedback programmes. The Company has also digitized reporting through the 'My Safe' portal, capturing both lagging indicators (first aid injuries, incidents) and leading indicators (near misses, unsafe conditions, unsafe acts), along with sharing learnings across sites.

In addition, workers are encouraged and empowered to stop work and remove themselves from any situation they believe is unsafe. Clear escalation channels and supervisory support are in place to ensure such concerns are addressed promptly, helping maintain a safe working environment.

# Business Responsibility and Sustainability Report

**d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes / No)**

Yes, PPL provides its employees and workers with non-occupational medical and healthcare services. The Company ensures medical insurance coverage for all employees and workers. In addition to medical claims and mental health programmes, access to non-occupational healthcare is provided through Occupational Health Centers (OHCs), which are equipped with the required personnel and resources to address basic first aid and general healthcare needs.

The Company has also developed health initiatives to promote healthy lifestyle habits and support both physical and mental well-being across its workforce. Observations and incidents are systematically recorded, and corrective and preventive action plans are implemented as part of its continuous improvement approach to health and safety management.

**11. Details of Safety related incidents:**

Sl. No.	Safety Incident/Number	Category	FY 2026	FY 2025
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.17	0.16
		Workers	0.54	0.26
2	Total recordable work-related injuries <sup>1</sup>	Employees	2	6
		Workers	4	5
3	No. of fatalities	Employees	0	0
		Workers	0	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

Note: <sup>1</sup>Including in the contract workforce

**12 Describe the measures taken by the entity to ensure a safe and healthy workplace:**

At PPL, ensuring a safe and healthy workplace is a key priority, supported through a comprehensive Environment, Health and Safety (EHS) framework. The Company implements measures to prevent or reduce health and safety risks linked to its operations, products, and services. These include compliance with Good Manufacturing Practices (GMP), regular qualitative and quantitative exposure assessments, Hazard Identification and Risk Assessment (HIRA), and the use of engineering controls and safety systems across all manufacturing units.

Hazard identification processes such as Permit to Work (PTW), Job Safety Analysis (JSA), HIRA, and Hazard and Operability Study (HAZOP) are followed as per PPL EHS guidelines to identify and manage work-related risks. These measures are applied across all facilities and are adapted to specific activities and worker categories, including contract workers.

PPL’s EHS management system is supported by detailed policies, standards, and guidelines covering areas such as environmental management, workplace safety, process safety, hazard identification, risk assessment, and occupational health. All manufacturing and R&D sites have developed local EHS procedures aligned with corporate guidelines. Behaviour-based safety programmes, led by site teams, and regular inspections by site leadership help identify and address workplace risks in a timely manner.

Corrective actions are tracked and implemented within defined timelines, with cross-functional reviews conducted across sites to monitor progress. Each site has emergency response plans for residual risks, which are regularly tested through mock drills to ensure preparedness.

Facilities are equipped with essential safety infrastructure such as fire protection systems, personal protective equipment (PPE), first-aid kits including chemical splash kits, automated external defibrillators, and emergency response equipment. Employees are trained in the use of these systems, with periodic refresher programmes to maintain readiness.

The Company also conducts regular training programmes, human factor training initiatives, and audits to support continuous improvement and strengthen employee involvement in workplace safety and well-being.

**13. Number of Complaints on the following made by employees and workers:**

	FY 2026			FY 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	76%
Working conditions	71%

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

As per the Company's incident investigation procedure, all safety-related incidents are reviewed, and required Corrective and Preventive Actions (CAPA) are implemented. CAPAs arising from risk assessments are addressed using a hierarchy of controls.

Internal audits are conducted regularly to assess safety performance across sites, and corrective measures are taken based on audit findings. An emergency response team is in place at each facility to manage crisis situations, supported by regular training in first aid, firefighting, and emergency response.

The Company also conducts awareness sessions on safety and related topics to strengthen employee understanding and preparedness.

Overall, PPL has established safety systems, processes, and protocols to support workplace safety and well-being, with a focus on preventing incidents and reducing risks.

**LEADERSHIP INDICATORS****1. Does the entity extend any life insurance or any compensatory package in the event of death of:**

**(A) Employees (Y/N)** Yes

**(B) Workers (Y/N)?** Yes

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

PPL conducts internal audits to ensure that its value chain partners comply with all applicable statutory requirements. These audits check that obligations such as taxes and other mandatory deductions are correctly calculated, deducted, and deposited in line with legal requirements.

At Piramal Consumer Healthcare (PCH), Goods and Services Tax amounts are matched with filed returns before payments are released to ensure accuracy and avoid loss of input credit. Tax Deducted at Source is also reviewed and reconciled quarterly by the corporate team. In case of any shortfall, vendors are informed, and if the issue continues, the vendor may be blocked in the system.

This approach supports transparency, accountability, and compliance across the value chain.

## Business Responsibility and Sustainability Report

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2026	FY 2025	FY 2026	FY 2025
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

PPL is committed to strengthening employee employability and supporting workforce transitions through structured development and transition assistance programmes. The Company offers transition support to help employees manage career changes arising from retirement or separation, with a focus on enabling continued employability beyond the organization.

Throughout their tenure, employees are provided with regular skill development and training programmes to help build capabilities and stay relevant in their roles. These efforts support career growth during employment and help employees prepare for future opportunities beyond the Company.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	14.42%
Working Conditions	14.42%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

PPL requires its value chain partners to follow the Supplier Code of Conduct, which supports the Company's commitment to responsible and ethical sourcing. The Code sets clear expectations for supplier behaviour and is part of the Company's Terms and Conditions.

During the year, selected suppliers were assessed under the Supplier Sustainability Framework. The assessments did not highlight any major risks or concerns related to health, safety, or working conditions.

### Principle 4:

Businesses should respect the interests of and be responsive to all its stakeholders

#### ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

PPL has identified its key internal and external stakeholders based on their influence on, and impact from, the Company's operations. Stakeholders are classified based on their level of interest, influence, and involvement across environmental, social, economic, and governance matters.

The Company maintains regular communication with these stakeholders to understand their needs, concerns, and expectations. This ongoing engagement supports informed decision-making and helps align actions with stakeholder interests across business operations



## 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and Scope of Engagement including Key Topics and Concerns Raised
Employees	No	Online surveys, town halls, newsletters, policies, training and development programmes, and employee engagement initiatives.	Monthly, Quarterly, Half Yearly	<ul style="list-style-type: none"> <li>Environment, Health and safety</li> <li>Training and learning</li> <li>Career progression</li> <li>Growth opportunities</li> <li>Recognition</li> <li>Job security</li> <li>Fair remuneration</li> <li>Diverse, inclusive, and enabling work culture</li> <li>Work-life balance</li> </ul>
Government and Regulators	No	Legal filings, industry representations, forums	Quarterly, Half-yearly, Annually, Event-based	<ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Participation in public policy</li> <li>Corporate governance</li> <li>Disclosures</li> </ul>
Communities	Yes	CSR projects, employee social impact, awareness programs	Continuous, Need based, annually	<ul style="list-style-type: none"> <li>Contributions for community welfare</li> <li>Adherence to community expectations and needs</li> </ul>
Investors & Shareholders	No	Investor calls, investor presentations, conferences, one-on-one meetings, Annual Reports, press releases, Company website, Annual General Meeting, liaising through Registrar to an Issue & Share Transfer Agent	Monthly, Quarterly, Half Yearly, Annually, Need-based	<ul style="list-style-type: none"> <li>Financial performance</li> <li>Responsible investment</li> <li>Ethical business conduct</li> <li>Long-term business growth</li> <li>Risk management</li> <li>Corporate governance</li> <li>Brand management</li> <li>Shareholder queries</li> </ul>
Patients & Customers	No	Surveys, web portals, performance review meetings, customer meetings and audits	Monthly, Half yearly, annually, Need based	<ul style="list-style-type: none"> <li>Accessibility and affordability of healthcare</li> <li>Product quality and safety</li> <li>Data privacy and security</li> <li>Value added services.</li> <li>Patient and customer experience</li> <li>Supply chain management</li> </ul>

# Business Responsibility and Sustainability Report

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and Scope of Engagement including Key Topics and Concerns Raised
Industry, Organizations and NGOs	No	Industry forums	Need based	Partnership for CSR project implementation

## LEADERSHIP INDICATORS

**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company follows a structured approach to stakeholder engagement, involving key internal and external groups such as customers, suppliers, investors, and employees as part of its ESG materiality assessment. Feedback collected through various channels is reviewed and discussed by relevant Board Committees to support informed and inclusive decision-making.

Stakeholder inputs are integrated into Board processes and help shape policies and initiatives across economic, environmental, and social areas. A clear reporting system ensures effective communication, including where responsibilities are delegated. Regular reviews of engagement practices help the Company stay responsive to changing stakeholder expectations. All interactions are guided by the Code of Conduct, with a focus on transparency, honesty, integrity, and openness.

**2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, the Company conducted a materiality assessment to identify and prioritize key environmental and social issues relevant to sustainable business growth. Stakeholder groups were mapped based on their level of influence and the extent to which they are impacted by the Company's operations. Engagement was carried out through surveys and online questionnaires, where stakeholders rated ESG topics based on relevance.

Inputs from discussions with senior management provided additional clarity on ESG matters important to the business. This approach helped prioritize material topics and strengthen understanding of their significance.

Stakeholder perspectives are considered in the design and implementation of programmes addressing environmental and social areas, helping align actions with expectations and improving effectiveness. The assessment also supported the development of the ESG Policy, outlining the Company's commitments, strategy, and roadmap for achieving ESG goals. In addition, stakeholder inputs guide sustainability reporting, improving the relevance of disclosures.

**3. Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

The Company, through the Piramal Foundation, regularly engages with marginalized and vulnerable stakeholder groups to understand their needs and expectations, which helps guide the implementation of its CSR initiatives. As part of these efforts, PPL supports selected projects of the Foundation. An overview of these initiatives is provided under Principle 8 of this report.

**Principle 5:****Businesses should respect and promote human rights****ESSENTIAL INDICATORS****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:**

Category	FY 2026			FY 2025		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	6,617	6,617	100%	4,944	4,944	100%
Other than permanent	157	157	100%	-	-	-
<b>Total Employees</b>	<b>6,774</b>	<b>6,774</b>	<b>100%</b>	<b>4,944</b>	<b>4,944</b>	<b>100%</b>
<b>Workers</b>						
Permanent	503	503	100%	532	532	100%
<b>Total Workers</b>	<b>503</b>	<b>503</b>	<b>100%</b>	<b>532</b>	<b>532</b>	<b>100%</b>

**2. Details of minimum wages paid to employees and workers:**

Category	FY 2026					FY 2025				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	5,259	-	-	5,259	100%	4,180	-	-	4,180	100%
Female	1,358	-	-	1,358	100%	764	-	-	764	100%
<b>Other than permanent</b>										
Male	63	58	92%	5	8%	121	60	50%	61	50%
Female	94	92	98%	2	2%	151	27	18%	124	82%
<b>Workers</b>										
<b>Permanent</b>										
Male	492	-	-	492	100%	520	-	-	520	100%
Female	11	-	-	11	100%	12	-	-	12	100%
<b>Other than permanent workers</b>										
Male	2,592	2,592	100%	-	-	2,343	1,874	80%	469	20%
Female	571	571	100%	-	-	471	432	92%	39	8%

**3. Details of remuneration/salary/wages:****a. Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) <sup>1, 2</sup>	7	51,12,255	3	50,50,000
Key Managerial Personnel <sup>2</sup>	-	-	1	22,94,058.41
Employees other than BoD and KMP	5,252	8,00,813	1,354	7,78,864
Workers	492	6,83,967.68	11	6,08,437.68

<sup>1</sup>Includes Key Management Personnel who are on the Board of Directors.<sup>2</sup>PPL Standalone basis.

# Business Responsibility and Sustainability Report

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2026	FY 2025
Gross wages paid to females as % of total wages	20.82%	13.88%

**4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes, the Company has a designated focal point for human rights, with the Chief Human Resources Officer (CHRO) responsible for overseeing and addressing any human rights concerns or issues linked to its operations. This includes monitoring impacts and ensuring timely action where required.

The Company expects all key stakeholders, including employees, contractors, suppliers, and business partners, to follow the principles set out in its Human Rights Policy. These include respect for human rights, non-discrimination, and fair and ethical conduct, along with compliance with applicable laws and regulations across all areas of operation.

**5. Describe the internal mechanisms in place to redress grievances related to human rights issues.**

PPL follows a risk based approach to human rights, focusing on identifying and addressing potential impacts across its operations and value chain, including all sites and locations. The Company places strong emphasis on upholding human rights standards and preventing any form of violation affecting stakeholders.

PPL has established grievance redressal mechanisms to support timely identification and resolution of concerns. Employees can report issues through their managers, Human Resources, or the anonymous “SpeakUp” platform. These systems support transparency, trust, and accountability, while ensuring protection against retaliation. Responsibility for following the Human Rights Policy rests with all employees.

The Company has a gender neutral Prevention of Sexual Harassment policy, with all cases reviewed and addressed with appropriate action. A whistleblower mechanism is also in place for reporting misconduct, including violations of the Code of Conduct or financial concerns, without fear.

**6. Number of Complaints on the following made by employees and workers:**

Particulars	FY 2026			FY 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	5	3	-	4	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-
				0		

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:**

Particulars	FY 2026	FY 2025
	Filed during the year	Filed during the year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	5	4
Complaints on POSH as a % of female employees / workers	0.37%	0.3%
Complaints on POSH upheld <sup>1</sup>	2	4

<sup>1</sup>Rest 3 complaints were concluded in June’26.

**8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases**

PPL is committed to maintaining a workplace free from discrimination and harassment, with a zero tolerance approach to such behaviour. The Company has established an Internal Complaints Committee (ICC) across all sites and locations, along with a central apex committee, to address reported cases in line with the Prevention of Sexual Harassment (POSH) requirements.



All grievances are reviewed with strict confidentiality, ensuring that complainants are protected from any form of retaliation. The Company also has a whistleblower policy that safeguards individuals reporting concerns in good faith, protecting them from actions such as threats, intimidation, termination, suspension, demotion, transfer, denial of promotion, or misuse of authority. Appropriate actions are taken wherever required.

#### 9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

PPL's approach is guided by globally recognized frameworks such as the United Nations Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights (UDHR). The Company is committed to respecting and protecting human rights across its operations and value chain, and these principles are built into its vendor contracts and business agreements.

Suppliers, contractors, and business partners are expected to follow these standards and comply with applicable laws and industry requirements. The Company strictly prohibits child labour, forced labour, human trafficking, and any form of modern slavery. Suppliers are also required to meet requirements related to minimum wages, overtime compensation, and statutory benefits. Compliance with the Human Rights Policy forms a key part of contractual obligations, supported through ongoing supplier engagement and monitoring.

#### 10. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

#### 11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above

During the reporting period, no significant risks or concerns were identified based on the assessments referred to in Question 10.

#### LEADERSHIP INDICATORS

##### 1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

During the reporting period, no significant human rights grievances or complaints were reported that required any changes or introduction of new business processes. PPL remains committed to upholding human rights standards across its operations and value chain.

The Company continues to monitor potential risks and strengthen its systems to identify, address, and manage any human rights concerns that may arise, in line with its Human Rights Policy and applicable regulatory requirements.

##### 2. Details of the scope and coverage of any Human rights due diligence conducted.

During the reporting period, no significant human rights issues were identified that required the Company to undertake formal Human Rights Due Diligence. As a result, there are currently no specific details available on the scope or coverage of such activities.

PPL remains committed to strengthening its human rights practices and plans to initiate Human Rights Due Diligence across select operational sites in India by FY 2028. These efforts will follow applicable regulatory requirements and recognized global frameworks, with the aim of identifying, assessing, and addressing potential human rights risks across its operations and value chain.

##### 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

In line with the Rights of Persons with Disabilities Act, 2016, PPL ensures that its offices and facilities are accessible to persons with disabilities, including visitors. The Company is committed to creating an inclusive environment where individuals feel supported and able to participate fully.

Accessibility is enabled through infrastructure such as ramps, elevators, and wheelchair accessible restrooms at its premises. Efforts are also ongoing to extend similar features across operational sites and locations to improve access and ease of movement.

# Business Responsibility and Sustainability Report

## 4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	14.42%
Discrimination at workplace	14.42%
Child Labour	14.42%
Forced Labour/Involuntary Labour	14.42%
Wages	14.42%

## 5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

As part of Piramal Pharma's commitment to ethical business practices and responsible sourcing, selected suppliers were assessed under the Supplier Sustainability Framework, with a focus on key human rights and labour standards. The assessment covered areas such as child labour, forced or involuntary labour, sexual harassment, workplace discrimination, and fair wage practices.

No significant risks or concerns were identified across these areas, and suppliers were found to be operating in line with the principles set out in our Supplier Code of Conduct.

## Principle 6:

Businesses should respect and make efforts to protect and restore the environment

### ESSENTIAL INDICATORS

#### 1. Details of total energy consumption (in GJ) and energy intensity<sup>1</sup>:

Parameter	FY 2026 <sup>2</sup>	FY 2025
<b>From renewable sources</b>		
Total electricity consumption (A) (GJ)	1,66,208	54,757
Total fuel consumption (B) (GJ)	4,14,522	1,99,602
Energy consumption through other sources (C) (GJ)	-	-
<b>Total energy consumed from renewable sources (A+B+C) (GJ)</b>	<b>5,80,730</b>	<b>2,54,358</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	4,51,775	3,20,224
Total fuel consumption (E)	3,88,158	3,44,277
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>8,39,933</b>	<b>6,64,501</b>
<b>Total energy consumed (A+B+C+D+E+F)<sup>4</sup></b>	<b>14,20,663</b>	<b>9,18,859</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed/ Revenue from operations) (GJ/ million INR)	16.02	17.38
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ million USD)	325.81 <sup>3</sup>	359.15
<b>Energy intensity in terms of physical output (GJ/ Product in MT)</b>	107.06	86.66
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

<sup>1</sup> The data excludes the Head Office data.

<sup>2</sup> In FY 2026, the reporting boundary has been expanded to a consolidated basis, covering both India operations and global sites. In comparison, FY 2025 reporting was undertaken on a standalone basis, limited to India operations only. This change in reporting boundary has resulted in an increase in the reported figures.

<sup>3</sup> IMF PPP conversion rate (latest available for 2026) is 20.34

<sup>4</sup> 40.9% of total energy consumed was sourced from renewable electricity and biomass.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2026. Please refer to pg. 164 for Independent Assurance Statement.

#### 2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Under the Performance, Achieve and Trade (PAT) Scheme of the Government of India, the Company does not have any sites or facilities classified as designated consumers (DCs). Therefore, there are no targets under the PAT scheme to report on achievements or remedial actions.

**3. Provide details of the following disclosures related to water<sup>1</sup>:**

Parameter	FY 2026 <sup>2</sup>	FY 2025
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	0	-
(ii) Groundwater	1,49,092	58,114
(iii) Third party water	7,71,782	5,07,473
(iv) Seawater / desalinated water	0	0
(v) Others	4,390	20,779
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>9,25,263</b>	<b>5,86,366</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>5,80,845</b>	<b>5,00,019</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations) (KL/ million INR)	6.55	9.50
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ Revenue from operations adjusted for PPP) (KL/ million USD)	133.21 <sup>3</sup>	195.44
<b>Water intensity in terms of physical output (KL/ Product in MT)</b>	43.77	47.16
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

<sup>1</sup> The data excludes the Head Office data.

<sup>2</sup> In FY 2026, the reporting boundary has been expanded to a consolidated basis, covering both India operations and global sites. In comparison, FY 2025 reporting was undertaken on a standalone basis, limited to India operations only. This change in reporting boundary has resulted in an increase in the reported figures.

<sup>3</sup> IMF PPP conversion rate (latest available for 2026) is 20.34.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2026. Please refer to pg. 164 for Independent Assurance Statement.

**4. Provide the following details related to water discharged<sup>1</sup>:**

Parameter	FY 2026 <sup>2</sup>	FY 2025
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third-parties</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	3,44,418	86,347
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>3,44,418</b>	<b>86,347</b>

<sup>1</sup>The data excludes the Head Office data

<sup>2</sup>In FY 2026, the reporting boundary has been expanded to a consolidated basis, covering both India operations and global sites. In comparison, FY 2025 reporting was undertaken on a standalone basis, limited to India operations only. This change in reporting boundary has resulted in an increase in the reported figures..

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2026. Please refer to pg. 164 for Independent Assurance Statement.

## Business Responsibility and Sustainability Report

### 5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

PPL continues to follow the reduce, reuse, and recycle approach to strengthen water conservation across its operations. Zero Liquid Discharge (ZLD) systems are operational at the Rabale, Dahej, Ennore, Pithampur, and Digwal plants, enabling the recovery and reuse of treated water for utility processes, cooling applications, and gardening purposes. During the year, the Company recycled and reused 1,91,887 kL of water, resulting in a corresponding reduction in freshwater intake. Through continuous improvements in engineering controls and water management practices, the Company remains focused on further reducing freshwater consumption across its operations.

### 6. Provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Please specify unit	FY 2026	FY 2025
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

The Company's emission levels are monitored in line with applicable regulations and remain well below the permissible limits.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2026. Please refer to pg. 164 for Independent Assurance Statement.

### 7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity<sup>1</sup>:

Parameter	Unit	FY 2026 <sup>2</sup>	FY 2025
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	47,796	41,517 <sup>3,4</sup>
<b>Total Scope 2 emissions (Location Based)</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	92,626	75,559 <sup>5</sup>
<b>Total Scope 2 emissions (Market Based)</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	62,412	51,363
<b>Total Scope 1 and Scope 2 emissions (Location based)</b>	Metric tonnes of CO <sub>2</sub> equivalent	1,40,422	1,17,131
<b>Total Scope 1 and Scope 2 emissions (Market based)</b>	Metric tonnes of CO <sub>2</sub> equivalent	1,10,208	92,935
<b>Emission intensity per rupee of turnover (Scope 1 + 2 / Revenue from operations) (Market based)</b>	Metric tonnes of CO <sub>2</sub> equivalent / million INR	1.24	1.76
<b>Emission intensity per rupee of turnover (PPP-adjusted) (Market based)</b>	Metric tonnes of CO <sub>2</sub> equivalent / million USD	25.27 <sup>6</sup>	36.32
<b>Emission intensity in terms of physical output (Market based)</b>	Metric tonnes of CO <sub>2</sub> equivalent / Product in MT	8.31	8.76
<b>Emission intensity per rupee of turnover (Scope 1 + 2 / Revenue from Operations) (Location based)</b>	Metric tonnes of CO <sub>2</sub> equivalent / million INR	1.58	2.22



Parameter	Unit	FY 2026 <sup>2</sup>	FY 2025
<b>Emission intensity per rupee of turnover (PPP-adjusted) (Location based)</b>	Metric tonnes of CO <sub>2</sub> equivalent / million USD	32.20 <sup>6</sup>	45.78
<b>Emission intensity in terms of physical output (Location based)</b>	Metric tonnes of CO <sub>2</sub> equivalent / Product in MT	10.58	11.05

<sup>1</sup>The data excludes the Head Office data

<sup>2</sup>In FY 2026, the reporting boundary has been expanded to a consolidated basis, covering both India operations and global sites. In comparison, FY 2025 reporting was undertaken on a standalone basis, limited to India operations only. This change in reporting boundary has resulted in an increase in the reported figures.

<sup>3</sup>39,458 tCO<sub>2</sub> of biogenic CO<sub>2</sub> emissions from bio-briquettes.

<sup>4</sup>FY25 Scope 1 emissions have been restated following inclusion of fugitive emissions that were not captured in the previously reported inventory. This revision improves consistency with Scope 1 accounting requirements.

<sup>5</sup>FY25 location-based Scope 2 emissions have been restated due to correction of emission factor application for renewable electricity consumption. The revision improves consistency with the location-based accounting requirements.

<sup>6</sup>IMF PPP conversion rate (latest available for 2026) is 20.34.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency**

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2026. Please refer to pg. 164 for Independent Assurance Statement.

**8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.**

PPL has several energy efficiency and resource management initiatives aligned with its decarbonization strategy, including adoption of renewable energy, use of green fuels, and utilization of captive energy.

**9. Provide details related to waste management by the entity<sup>1</sup>:**

Parameter	FY 2026 <sup>2</sup>	FY 2025
	<b>Total Waste generated (in MT)</b>	
Plastic waste (A)	826.45	380.50
E-waste (B)	9.00	10.68
Bio-medical waste (C)	12.86	14.57
Construction and demolition waste (D)	0	50
Battery waste (E)	8.81	15.21
Radioactive waste (F)	0	-
Other Hazardous waste. Please specify, if any. (G)	18,174.77	12,708.67
Other Non-hazardous waste generated (H). Please specify, if any.	10,012.08	8,557.22
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>29,043.97</b>	<b>21,736.85</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations) (MT/ million INR)	0.33	0.41
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP) (MT/ million USD)	6.66 <sup>3</sup>	8.50
<b>Waste intensity in terms of physical output (MT/ Product in MT)</b>	2.19	2.05
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

<sup>1</sup>The data excludes the Head Office data.

<sup>2</sup>In FY 2026, the reporting boundary has been expanded to a consolidated basis, covering both India operations and global sites. In comparison, FY 2025 reporting was undertaken on a standalone basis, limited to India operations only. This change in reporting boundary has resulted in an increase in the reported figures.

<sup>3</sup>IMF PPP conversion rate (latest available for 2026) is 20.34

# Business Responsibility and Sustainability Report

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes):

Category of waste	FY 2026	FY 2025
(i) Recycled	18,611.63	10,505.66
(ii) Re-used	0	0
(iii) Other recovery operations	6,957.40	9,601.07
<b>Total</b>	<b>25,569.03</b>	<b>20,106.73</b>

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes):

Category of waste	FY 2026 <sup>2</sup>	FY 2025
(i) Incineration	850.17	271.36
(ii) Landfilling	253.15	156.71
(iii) Other disposal operations	2,168.10	1,202.05
<b>Total</b>	<b>3,271.42</b>	<b>1,630.12</b>

<sup>2</sup>In FY 2026, the reporting boundary has been expanded to a consolidated basis, covering both India operations and global sites. In comparison, FY 2025 reporting was undertaken on a standalone basis, limited to India operations only. This change in reporting boundary has resulted in an increase in the reported figures.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2026. Please refer to pg. 164 for Independent Assurance Statement.

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company diverts a large share of the waste generated through authorized recycling vendors and co processing with the cement industry. During the reporting year, almost all non-hazardous waste was recycled. Due diligence is followed while selecting authorized vendors for this activity, in line with applicable regulations.

All sites follow the 5R waste hierarchy namely reduce, reuse, recycle, recover and rethink to manage waste and reduce overall generation. This approach focuses on reducing consumption at the source so that less waste is created. Employees and vendors across sites are encouraged to reuse materials wherever possible instead of discarding them.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details:**

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
None of the operations or offices are situated in ecologically sensitive areas.			

**12. Details environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project.	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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In FY 2026, the Company did not conduct environmental impact assessments of projects undertaken by the entity as we did not fall under purview of EIA notification during the year



13. Is the entity compliant with the applicable environmental law / regulations / guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances:

Sl. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Yes, the Company adheres to applicable environmental laws, regulations, and guidelines in India, such as the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment Protection Act, and the Rules thereunder.			

### LEADERSHIP INDICATORS

1. **Water withdrawal, consumption and discharge in areas of water stress (in kiloliters)<sup>1</sup>:**

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area: Digwal, Sangareddy district, Telangana.
- (ii) Nature of operations: API Manufacturing
- (iii) Water withdrawal, consumption and discharge:
  - a) Water withdrawal (in KL): 1,69,434
  - b) Water consumption (in KL): 1,69,434
  - c) Water discharge (in KL): 0

<sup>1</sup> Identified as per NITI Aayog India climate and energy dashboard 2026 <https://iced.niti.gov.in/climate-and-environment/water/per-capita-wateravailability>

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency**

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2026. Please refer to pg. 164 for Independent Assurance Statement.

2. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not applicable, as the Company does not operate in or have any significant direct or indirect impact on ecologically sensitive areas.

3. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives:**

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Renewable energy adoption at Ennore plant	Ennore plant sourced around 60% of its total energy requirement through solar and wind energy.	Increased renewable energy usage and reduced dependence on conventional energy sources.
2	Solar energy utilization at PDS & PPDS plants	PDS and PPDS plants utilized solar energy for operations.	Reduced dependence on grid electricity and supported cleaner energy consumption.
3	Hybrid and solar power installation at Dahej plant	Dahej plant operationalised a 137 kW solar plant and 1 MW hybrid power system.	Increased renewable energy share and reduced emissions.
4	Captive solar initiated at Mahad and Turbhe plants	Mahad plant sourced captive solar power and Turbhe plant sourced renewable power through a solar project arrangement.	Improved energy efficiency and increased renewable energy usage.
5	Water conservation initiative at Ennore plant	Ennore plant implemented water saving projects including pressure pipe systems for drum cleaning, reducing water usage from 300 kL to 200 kL.	Reduced water consumption and improved operational efficiency.
6	RO system enhancement at PDS plant	PDS plant installed a new RO plant to improve water quality efficiency and reduce wastewater rejection, resulting in water saving of 4kL per day.	Improved water recovery and reduced freshwater consumption.

## Business Responsibility and Sustainability Report

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	Treated water reuse at Pithampur plant	The Pithampur plant achieved 100% recycling of treated water through ETP and STP systems, with 37,169 kL of water reused for forestation and cooling purposes.	Improved water recycling and reduced freshwater dependency.
8	Water treatment and piping network optimization at Turbhe plant	The Turbhe plant operationalised a water treatment facility and optimized its water piping network, reducing water wastage and lowering daily water consumption from 125–130 kL to 90–100 kL through reuse of treated reject water.	Reduced water wastage and lowered daily freshwater consumption through reuse of treated rejected water for utility operations
9	ETP optimization at PDS plant	PDS plant improved ETP operations for reduction of ammoniacal nitrogen levels from 64 mg/L to 6.4 mg/L, maintaining at 4-5 mg/L.	Enhanced wastewater treatment efficiency.
10	ETP and MEE installation at Dahej plant	Dahej plant modified its existing ETP and MEE system with heat recovery mechanism reducing 300-350 kg steam.	Improved effluent treatment efficiency and reduced steam consumption.
11	ETP and STP infrastructure enhancement at Mahad and Rabale plants	Mahad and Rabale plants strengthened ETP and STP infrastructure along with wastewater monitoring systems.	Improved wastewater management and treatment practices.
12	Sludge reduction initiative at Pithampur plant	Pithampur plant installed a paddle dryer system to reduce sludge moisture from around 80% to 1–5% resulting in 25% reduction in sludge compared to last year volume.	Reduced sludge generation volume and improved waste management efficiency.
13	Waste segregation and disposal initiative at Ennore plant	Ennore plant strengthened segregation, storage and disposal practices for hazardous and non-hazardous waste.	Improved waste handling and disposal practices.
14	Wastewater treatment infrastructure strengthening at Mahad plant	Installed a 30 kL STP and continued operation of the existing 140 kLD ETP to improve wastewater treatment and handling capacity.	Strengthened wastewater treatment and improved water management practices at the site.
15	ETP and waste management improvements at Rabale plant	Refurbishment of ETP systems, biomedical waste management with BMC, separate hazardous waste disposal vehicles, and enhancement of STP retention capacity.	Improved treatment system performance, safer waste handling, and strengthened wastewater management capabilities.
16	Emission control initiative at Ahmedabad PDS plant	PDS plant utilised scrubber systems connected to exhaust systems for emission control.	Improved emission management and reduced environmental impact.
17	Emission reduction measures at Turbhe plant	Turbhe plant utilised retrofit emission control devices and fume hoods in equipment washing areas.	Improved air emission control and operational efficiency.
18	Energy efficiency improvement at Mahad plant	Mahad plant utilised energy-efficient compressors and optimized AHU operations during non-production hours.	Reduced energy consumption and operational emissions.
19	Steam optimization initiative at Turbhe plant	Turbhe plant improved steam utilization systems and reduced diesel dependency through HD feeder connections.	Reduced steam wastage and improved energy efficiency.
20	Plantation initiative at Ennore and PDS & PPDS plants	Ennore, PDS and PPDS plants undertook plantation drives in collaboration with local authorities and community bodies.	Increased green cover and supported biodiversity enhancement.
21	Miyawaki plantation initiative at Dahej and Turbhe plants	Dahej and Turbhe plants initiated Miyawaki plantation development activities.	Enhanced greenbelt development and biodiversity support.
22	Environmental monitoring enhancement at Rabale plant	Rabale plant increased environmental monitoring parameters and minimized paint solvent usage.	Strengthened environmental monitoring and resource optimization practices.

**4. Does the entity have a business continuity and disaster management plan?**

Yes, the Company has established a Business Continuity Plan (BCP) to ensure continuity of critical operations during disruptions. This is supported by a Disaster Management Plan (DMP), which focuses on employee safety, protection of the environment, and minimizing damage to manufacturing plants and assets. The DMP covers both natural and man-made events.

The plans include risk assessment, identification of critical functions, backup systems, and defined emergency response and recovery procedures. Employees and workmen are trained in first aid, firefighting, and handling emergency situations without panic.

Regular mock drills, audits, and training sessions are conducted to strengthen preparedness. The plans are reviewed periodically and tailored for each site to address location specific risks and ensure smooth operations.

**5. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**

PPL recognizes the potential environmental impact of its value chain and remains committed to reducing any negative effects. Based on current assessments, no material or significant environmental risks have been identified from its value chain partners.

To support this, the Company has established a supplier management framework focused on strengthening sustainability across the supply chain. This includes evaluating supplier performance using Environmental, Social, and Governance criteria to ensure alignment with expected standards on environmental responsibility, social practices, and governance.

Through ongoing monitoring and engagement with suppliers, PPL continues to address potential risks and promote responsible and sustainable practices across its value chain.

**6. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:**

14.42%.

**Principle 7:**

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**ESSENTIAL INDICATORS****1. a. Number of affiliations with trade and industry chambers / associations:**

6

**b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to.**

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Export Organisations (FIEO)	National
2	Pharmexcil (Pharmaceuticals Export Promotion Council of India)	National
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4	Export Promotion Council for EOUs and SEZs (SEZEPC)	National
5	The Confederation of Indian Industry (CII)	National
6	Indian Pharmaceutical Alliance (IPA)	National

**2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of Authority	Brief of the case	Corrective action taken
		The Company conducts its business operations in compliance with applicable legal and ethical standards and recognizes the importance of fair competition practices in its operations. During the reporting period, no complaints related to anti-competitive conduct or restrictive trade practices were filed against PPL with the Competition Commission, and no legal proceedings were initiated against the Company in this regard. As no such cases were reported, no corrective actions were required during the year.

# Business Responsibility and Sustainability Report

## LEADERSHIP INDICATORS

### 1. Details of public policy positions advocated by the entity:

PPL has not been involved in public policy advocacy.

## Principle 8:

Businesses should promote inclusive growth and equitable development

## ESSENTIAL INDICATORS

### 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in FY 2026

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
During the reporting period, none of the projects fell under the scope of mandated Social Impact Assessment (SIA) exercises.					

### 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity

Sl. No.	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY 2026 (in INR)
This question is not applicable, as our entity is not undertaking any projects that involve ongoing R&R activities.						

### 3. Describe the mechanisms to receive and redress grievances of the community.

As part of its CSR initiatives, PPL engages with communities through active participation of its employees and volunteers, largely through programmes led by the Piramal Foundation. These interactions help build trust and provide a clear understanding of community needs and concerns.

Feedback is gathered through on ground engagement as well as formal channels, including the Company's grievance redressal mechanism, which also captures community concerns. Grievances are addressed through the Piramal Foundation and in person discussions. The process is built into project stages and helps the Company review concerns, identify recurring issues, and take appropriate actions to support communities.

### 4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particulars	FY 2026	FY 2025
Directly sourced from MSMEs/ small producers	25%	31.50%
Directly from within India	49%	68.50%

### 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in following locations, as % of total wage cost:

Location <sup>1</sup>	FY 2026	FY 2025
Rural	17.58%	18.5%
Semi-urban	13.58%	22.8%
Urban	15.66%	20.7%
Metropolitan	53.18%	38%

<sup>1</sup>The data pertains only to operations in India.

**LEADERSHIP INDICATORS**

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
	NA

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sl. No.	State	Aspirational District	Amount Spent (in INR)
1	Jharkhand	Ranchi	33,81,024

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)

No

- b. From which marginalized /vulnerable groups do you procure?

NA

- c. What percentage of total procurement (by value) does it constitute?

NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Not applicable

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not applicable

6. Details of beneficiaries of CSR Projects<sup>1</sup>:

Sl. No.	CSR Project	Total No. of Beneficiaries of CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Aspirational Bharat Collaborative (ABC)	14,37,030	14,13,738	98%
2	Piramal School Of Leadership (PSL)	8,24,050	3,95,421	48%

<sup>1</sup>PPL Standalone basis

# Business Responsibility and Sustainability Report

## Principle 9:

Businesses should engage with and provide value to their consumers in a responsible manner

### ESSENTIAL INDICATORS

#### 1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback

PPL's businesses maintain consistent customer support across their operations and services through dedicated online platforms and divisional support teams that handle customer inquiries, feedback, and complaints in a timely manner. Consumers can raise complaints through the CHEX platform, where concerns are assigned to the relevant site or department within one working day based on the nature of the issue.

The complaints are further shared with the concerned contract manufacturer, distributor, logistics partner, or other relevant party for investigation. Critical complaints are addressed within 3 working days, while other complaints are resolved within defined timelines. The investigation findings are reviewed by the PCC team, and upon satisfactory closure, a formal response is shared with the customer through the CHEX platform. Through this process, PPL continues to strengthen customer trust, accountability, and responsive grievance handling across its businesses.

#### 2. Turnover of products and / services as a percentage of turnover from all products/ service that carry information about

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage <sup>1</sup>	100%
Recycling and/or safe disposal <sup>1</sup>	100%

<sup>1</sup>Data includes PCC India

#### 3. Number of consumer complaints in respect of the following:

Particulars	FY 2026			FY 2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	NA	-	0	NA	-
Advertising	0	NA	-	0	NA	-
Cyber-security	0	NA	-	0	NA	-
Delivery of essential services <sup>1</sup>	1,614	154	-	1,706	26	-
Restrictive trade practices	0	NA	-	0	NA	-
Unfair trade practices	0	NA	-	0	NA	-
Others	17	1	-	42	4	-

<sup>1</sup>This includes product complaints from internal and external e-commerce platforms catering to national and international market.

#### 4. Details of instances of product recalls on accounts of safety issues

Particulars	Number	Reasons for recall
Voluntary recalls	1	Prazosin recalled due to Nitrosamine concerns in age-old Teva process (Site: Sellersville)
Forced recalls		NA



**5. Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes, PPL places strong focus on protecting the security and confidentiality of medical information to build trust among stakeholders. The Company follows data privacy standards as outlined in its privacy policy.

It has established a cyber security framework to manage cyber risks, including the use of antivirus systems, anti-spyware tools, and firewalls to prevent breaches. The Company also maintains remote data backups and ensures the use of updated software on secure systems and servers to manage technology-related risks. The framework on cyber security is available on the Company's website at <https://www.piramalpharma.com/privacy-policy>.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

0

**7. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches:**

0

**b. Percentage of data breaches involving personally identifiable information of customers:**

0

**c. Impact, if any, of the data breaches:**

No Incidents occurred in this period hence no impact.

**LEADERSHIP INDICATORS**

**1. Channels / platforms where information on products and services of the entity can be accessed.**

PPL has a diverse product portfolio across three main business segments: Piramal Pharma Solutions (PPS), Piramal Critical Care (PCC), and Piramal Consumer Healthcare (PCH). Details on products and services under these businesses are available on the Company's website under the 'Businesses' section at [www.piramalpharma.com](http://www.piramalpharma.com).

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

PPL follows a comprehensive approach to educate and inform consumers on the safe and responsible use of its products and services. This includes clear product labelling, patient information brochures, engagement with healthcare professionals, adherence to regulatory requirements, and dedicated customer support services.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

The Company focuses on keeping consumers informed about any potential interruptions or discontinuation of essential services through transparent communication and in line with regulatory requirements. PPL maintains contingency plans and clear reporting practices to ensure stakeholders are aware of any issues and the steps being taken to address them.

This approach helps maintain trust, limit service disruptions, and manage risks effectively.

**4. A. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

Yes, PPL shares product details to guarantee consumer safety and responsible usage in accordance with local regulations.

**B. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes

# INDEPENDENT ASSURANCE STATEMENT

## to the Management of Piramal Pharma Limited

Piramal Pharma Limited (Corporate Identity Number L24297MH2020PLC338592, hereafter referred to as 'Piramal Pharma' or 'the Company') commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in Business Responsibility Report and Sustainability Report (hereafter referred to as 'BRSR') for Financial Year (FY) 2025-26. The disclosures include BRSR Core as per Annexure 17A of SEBI's Master Circular for BRSR (Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, dated January 30, 2026).



### Our Conclusion:

On the basis of the assessment undertaken at the Limited level of Assurance, nothing has come to our attention to suggest that the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in Annexure I of this statement) do not adhere to the reporting requirements outlined in Industry Standard on Reporting of BRSR Core.

### Scope of Work and Boundary

The scope of our engagement includes independent assurance of 'BRSR Core' - Limited level of assurance for FY 2025-26.

Boundary covers the performance of Piramal Pharma's operations that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of limited assurance covers the operations of Piramal Pharma across all global locations covering sixteen manufacturing plants (India - 09, USA - 04, UK - 02 & Canada - 01) and one Corporate / Head Office (India).

### Reporting Criteria and Standards

The disclosures have been prepared by Piramal Pharma in reference to:

- Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) as per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, "Master circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities", dated January 30, 2026.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

### Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol, V6.0 has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's VeriSustain™ protocol (V6.0), DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements to evaluate disclosures wrt. Greenhouse gases.

### Basis of our conclusion

As part of our independent assurance engagement, we have evaluated the reported environmental, social, and governance (ESG) information against the agreed criteria. Throughout the engagement, we exercised professional judgment and maintained professional skepticism, applying a risk-based approach to focus on areas of higher risk and testing selected data, information, and supporting evidence on a sample basis to support our conclusions.

### Our competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019- Conformity Assessment - General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2025-26, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.



As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Piramal Pharma. We carried out the following activities:

- Reviewed the disclosures under BRSR reporting guidelines. Our focus included general disclosures, management processes, principle wise performance (essential indicators, and leadership indicators) and any other key metrics specified under the reporting framework. The industry standard on reporting BRSR Core is used as a basis of limited level of assurance.
- Understanding the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in BRSR report. Understand and test, on a sample basis to evaluate adherence to the reporting criteria.
- Collect and evaluate documentary evidence and management representations supporting adherence to the reporting criteria. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders.
- DNV audit team conducted on-site and remote audits for corporate offices and sites. Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annexure II.
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for Limited level of assurance for the disclosures.

## Inherent Limitations

DNV's assurance engagement assume that the data and information provided by the Company to us as part of our review have been provided in good faith, is true, complete, sufficient, and authentic, and is free from material misstatements. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of  $\pm 5\%$  based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV opinion on specific BRSR Core indicators (for total revenue from operations; Principle 3, Question 1(c) of Essential Indicators for Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company; Principle 8, Question 4 of Essential Indicators, Principle 1, Question 8 of Essential Indicators and Principle 1, Question 9 of Essential Indicators) relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period (April 1, 2025 to March 31, 2026). Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.
- The FY 2025-26 reporting boundary comprises India operations and global sites on a consolidated basis, whereas FY 2024-25 disclosures were reported on a standalone basis covering India operations only.
- Disclosures under Principle 8, Question 5 of Essential Indicators are limited to India operations.
- Disclosures under Principle 6, Questions 1, 3, 4, 7, and 9 of Essential Indicators do not include data relating to the Corporate/Head Office.

## Responsibility of the Company

Piramal Pharma has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed in the BRSR Core and BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. Piramal Pharma is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

### Use and distribution of Assurance Statement


This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than company for DNV's work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the Company. DNV does not accept any liability if this assurance statement is used for any purpose other than its intended use, nor does it accept liability to any third party in respect of this assurance statement.



### DNV's Responsibility

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

For DNV Business Assurance India Private Limited,	
<b>Sarkar, Chandan</b>  Digitally signed by Sarkar, Chandan Date: 2026.06.30 16:29:09 +05'30'	<b>Sharma, Anjana</b>  Digitally signed by Sharma, Anjana Date: 2026.06.30 16:36:16 +05'30'
<b>Chandan Sarkar</b> Lead Verifier DNV Business Assurance India Private Limited, India	<b>Anjana Sharma</b> Assurance Reviewer DNV Business Assurance India Private Limited, India
Assurance Team: Mohanakrishnan R, Sudharshan K, Shilpa Swarnim, Varsha Bohiya	

30/06/2026, Bengaluru

**Annexure I - BRSR Core Verified Data**Stipulated as per [BRSR Core](#) provided by the company.

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2025-26
1	Green-house gas (GHG) footprint	Total Scope 1 emissions	MT of CO <sub>2</sub> e	47,796
		Total Scope 2 emissions (Location Based)	MT of CO <sub>2</sub> e	92,626
		Total Scope 2 emissions (Market Based)	MT of CO <sub>2</sub> e	62,412
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Market Based)	tCO <sub>2</sub> e/ Total Revenue from Operations (Mn INR)	1.24
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Market Based)	tCO <sub>2</sub> e/ Total Revenue from Operations adjusted for PPP (Mn USD)	25.27
2	Water footprint	Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services (Market Based)	tCO <sub>2</sub> e/ Total Output of Product (MT)	8.31
		Total water consumption	KL	5,80,845
		Water consumption intensity	Total water consumption in KL / Total Revenue from Operations (Mn INR)	6.55
			Total water consumption in KL / Total Revenue from Operations adjusted for PPP (Mn USD)	133.21
			KL / Total Output of Product (MT)	43.77
3	Energy footprint	Water Discharge by destination and levels of Treatment	KL	3,44,418
		Total energy consumed	Gigajoules (GJ)	14,20,663
		% of energy consumed from renewable sources	In % terms	40.90
		Energy intensity	Energy intensity in GJ / Total Revenue from Operations (Mn INR)	16.02
			Energy intensity in GJ / Total Revenue from Operations adjusted for PPP (Mn USD)	325.81
4	Embracing circularity - details related to waste management by the entity	GJ/ Total Output of Product (MT)		107.06
		Plastic waste (A)	MT	826.45
		E-waste (B)	MT	9.00
		Bio-medical waste (C)	MT	12.86
		Construction and demolition waste (D)	MT	0.00
		Battery waste (E)	MT	8.81
		Radioactive waste (F)	MT	0.00
		other Hazardous Waste (G)	MT	18,174.77
		other Non-Hazardous Waste (H)	MT	10,012.08
		Total (A+B + C + D + E + F + G+ H)	MT	29,043.97
		Waste intensity per rupee of turnover from operations	MT / Total Revenue from Operations (Mn INR)	0.33
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Total waste generated in MT/ Revenue from operations adjusted for PPP (Mn USD)	6.66
Total waste recovered through recycling, re-using or other recovery operations	MT	25,569.03		
Total Waste Disposed	MT	3,271.42		
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company	In % terms	0.92
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Number of Permanent Disabilities	0
			Total recordable work-related injuries - Employees	2
			Total recordable work-related injuries - Workers	4
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) - Employees	0.17
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) - Workers	0.54
			No. of fatalities - Employees	0
			No. of fatalities - Workers	0
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	20.82
		Complaints on PoSH	Total Complaints on Sexual Harassment (POSH) reported	5
			Complaints on PoSH as a % of female employees / workers	0.37
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases and from within India	Complaints on PoSH upheld	2
			Directly sourced from MSMEs/ small producers (In % terms - As % of total purchases by value)	25
			Sourced directly from within India	49
			Location	
			Rural	17.58
			Semi-urban	13.58
	Urban	15.66		
	Metropolitan	53.18		
8	Fairness in Engaging	Instances involving loss / breach of data of customers as a	In % terms	0

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	with Customers and Suppliers	percentage of total data breaches or cyber security events		
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	185
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	17
			Number of trading houses where purchases are made from	1,556
			Purchases from top 10 trading houses as % of total purchases from trading houses	33
			Sales to dealers / distributors as % of total sales	77
			Number of dealers / distributors to whom sales are made	3,969
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	39
			Share of RPTs (as respective %age) in	
			Purchases	0.54
			Sales	1.10
			Loans & advances	0
			Investments	55.92

### Annexure II - Sites selected for audits

S.no	Site	Location
1.	Corporate Office (remote audit)	Mumbai, Maharashtra
2.	India - Manufacturing Plants (onsite audit)	Digwal, Telangana Ennore, Tamil Nadu
3.	India & International - Manufacturing Plants (remote audit)	Mahad, Maharashtra Riverview, USA Lexington, USA