

2nd July, 2025

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 2024-25

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 the Business Responsibility & Sustainability Report which forms part of the Annual Report for the financial year 2024 – 25.

Kindly take the above on record and oblige.

Thanking you,

Yours truly,
For **Piramal Pharma Limited**

Tanya Sanish
Company Secretary

Encl.: a/a

Business Responsibility and Sustainability Report

Section A: General Disclosure

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	Gr. Flr., Piramal Ananta, Agastya Corp. Park, Kamani Junction, LBS Marg, Kurla (West), Mumbai - 400070
5.	Corporate office address	Gr. Flr., Piramal Ananta, Agastya Corp. Park, Kamani Junction, LBS Marg, Kurla (West), Mumbai - 400070
6.	E-mail	shareholders.ppl@piramal.com
7.	Telephone	91-22-3802 3000 / 4000
8.	Website	www.piramalpharma.com
9.	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
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	₹1,325.75 Crores
12.	Contact Person	Mr. Ganesh Chandra Tripathy – Senior Vice President and Global Head – Sustainability & EHS +91-22-3802 3000/4000 Ganesh.Tripathy@piramal.com
13.	Reporting Boundary	Standalone-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:

S. No.	Location	Number of plants	Number of offices	Total
1.	National	10 ¹	24	34
2.	International	7	12	19

¹ Includes one facility via our minority investment in Yapan Bio

19. Markets served by the entity:

a. Number of locations:

S. 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?

68.55%

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 Organisation (CDMO): API and Formulations
- Piramal Critical Care (PCC), Complex Hospital Generics (CHG): Inhalation Anaesthesia, Injectable Anaesthesia and Pain Management, Intrathecal Therapy, and other products

- Piramal Consumer Healthcare (PCH): Over the counter (OTC) brands like Lacto Calamine, Little’s Expert Baby Care, Tetmosol, I-range

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

IV Employees

20. Details 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)
	Employees					
1.	Permanent (D)	4,944	4,180	85%	764	15%
2.	Other than permanent (E)	272	121	44%	151	56%
3.	Total employees (D+E)	5,216	4,301	82%	915	18%
	Workers					
4.	Permanent (F)	532	520	98%	12	2%
5.	Other than permanent (G)	2,814	2,343	83%	471	17%
6.	Total workers (F+G)	3,346	2,863	86%	483	14%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors	10	3	30%
Key Management Personnel ¹	4	2	50%

¹ Includes Key Management Personnel who are on the Board of Directors.

22. Turnover rate for permanent employees and workers:

Category	FY 2025			FY 2024			FY 2023		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	25.34%	25.66%	25.50%	21.67%	24.08%	21.94%	25.88%	31.14%	26.40%
Permanent workers	4.52%	15.38%	4.78%	3.45%	6.90%	3.53%	2.21%	6.59%	2.32%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. Names of holding / subsidiary / associate companies / joint ventures:

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity ¹	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
2	Piramal Critical Care Italia S.P.A.	Subsidiary	100%	No
3	Piramal Critical Care Limited	Subsidiary	100%	No
4	Piramal Healthcare UK Limited	Subsidiary	100%	No
5	Piramal Healthcare Pension Trustees Limited	Subsidiary	100%	No

Business Responsibility and Sustainability Report

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

¹ Held directly or through subsidiary companies.

² The name of PEL Pharma Inc. was changed to PPL Pharma Inc. w.e.f. October 1, 2024.

³ The name of Ash Stevens LLC was changed to PPL Pharma Solutions Riverview LLC w.e.f. February 10, 2025.

⁴ The name of PEL Healthcare LLC was changed to PPL Healthcare LLC w.e.f. October 15, 2024.

VI. CSR details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- ii. If yes, Turnover - (in ₹) ₹ 5,285.71 Crores
- iii. Net worth - (in ₹) ₹ 8,170.88 Crores

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 (NGRBC):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025			FY 2024		
		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	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.	29 ¹	1 ²	These details correspond to the quarterly disclosures filed with the Stock Exchanges under Reg 13 of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015.	24	0	These details correspond to the quarterly disclosures filed with the Stock Exchanges under Reg 13 of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025			FY 2024		
		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
Employees and workers	Yes	27	4	Nil	32	4	Nil
Customers	https://www.piramalcpd.com/contact.html	6,106	112	Nil	4,997	403	This includes product complaints from internal and external e-commerce platforms catering to national and international market.
Value Chain Partners	https://www.piramalcpd.com/contact.html	170	4	1	242	0	Nil

Note:

¹ of the 29 complaints, 13 were duplications.

² The one pending complaint was closed on April 10, 2025.

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">PPL is subjected to regulations concerning the prevention of bribery, corruption, lobbying, etc. Evolving ethical business standards and frameworks demand continuous improvement and preparedness.Non-compliance to the standards and frameworks could lead to financial and reputational consequences.	<ul style="list-style-type: none">PPL has firmly established guiding principles to uphold ethical practices throughout its value chain.The Company’s respective code of conduct for board members, senior management, employees, suppliers, vendors, and contractors, is in alignment with its commitment to ethical and transparent business practices.	Positive financial impact
2	Patient, Customer, and Consumer Centricity	Risk	The Company prioritizes a strong attention on the requirement and well-being of the patients, customers and consumers as the regulations gets more enhanced	<ul style="list-style-type: none">The Company’s commitment to prioritizing patients, customers, and consumers is core principles of Knowledge, Action, Care and Impact.The Company has implemented several initiatives to enhance engagement and improve outcomes with patient centricity at the top of its strategic priorities.	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">Data integrity and privacy are critical to ensuring trust among stakeholders. With evolving regulations and increasing awareness of data privacy, there is a growing emphasis on information security.A data breach within the Company’s Information Technology systems can result in significant damage to the business and reputational risk, causing both financial and non-financial damages.	<ul style="list-style-type: none">PPL has a privacy policy that outlines how it collects, uses, shares, discloses, transfers, and disposes of personal information when stakeholders use the Company’s website or other digital platforms.To ensure high-level data privacy and security, Vulnerability Assessment and Penetration Testing (VAPT) scans are conducted, and the report is shared with the respective IT and Application teams for necessary actions.	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.

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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)
4	Product quality and safety	Risk	<ul style="list-style-type: none">PPL's capacity to satisfy patient needs, generate value, and establish trust with stakeholders is directly linked to the quality and safety of its products.Inadequate performance in these critical domains can have negative consequences on stakeholders and, ultimately, on the business itself.	<ul style="list-style-type: none">PPL is on the track of enhancing its quality, transitioning from a focus on 'Quality for Compliance' to fostering 'Quality as a Culture.' This shift encompasses a holistic approach, including systems, processes, technology, and people.A dedicated Corporate Quality Assurance Group consistently monitors adherence to prescribed product quality standards.To excel in product quality, the Company implemented an internal strategy that includes the evaluation of the cost of poor quality, aiming for 'first-time right' outcomes.	Potential positive implications of maintaining high product quality and a quality-focused culture include fostering customer loyalty and building long-term strategic partnerships.
5	Financial Performance	Opportunity	Owing to a rapid growth in population, enhanced healthcare accessibility, improved affordability, the pharmaceutical sector is positioned for consistent growth, underpinned by steady financial performance driven by innovation and global market expansion.	PPL strong fundamental and robust business model enables robust business strategy to capitalize market opportunity effectively. The Company's focus on quality and safety ensures overall financial performance.	Positive implication due to growing market.
6	Regulatory Compliance	Risk	<ul style="list-style-type: none">Strict compliance regulations bring diverse challenges for companies. Any lapse in obtaining, retaining, or renewing compliance requirements promptly could negatively impact operations.Additionally, modifications to laws or regulations by governmental or regulatory bodies may escalate business operating costs.	<ul style="list-style-type: none">To meet compliance requirements, PPL conducts regulatory audits and ensures clearance of all observations.Additionally, PPL have a pharmacovigilance system in place to ensure timely and accurate reporting of adverse drug reactions in accordance with applicable compliance and regulations.	Potential negative implication of the cost incurred on systems and processes to ensure strict compliance with applicable and emerging regulations is the financial implication it places on the Company.
7	Accessibility and Affordability	Opportunity	The accessibility and affordability of medicines are crucial in living a healthy life for individuals globally. In some cases, the elevated prices of medications can pose a significant barrier, hindering patient's access to treatments, especially in medium-to-low-income regions.	PPL ensures that the products can be accessed by a wider number of consumers through traditional distribution channel and e-commerce platform at affordable rates, thereby, ensuring affordable healthcare for its patients and customers.	Positive implications in the long run due to increased market share and development.
8	Asset Integrity	Opportunity	As technology continues to advance, higher-quality assets become increasingly accessible at cost-effective prices. Upgrading the asset base will guarantee improved operational efficiency and productivity.	<ul style="list-style-type: none">PPL has developed robust systems and processes for asset management, including the implementation of Project Catalyst to enhance digitisation and automation.The Company is assessing automation opportunities and finalising plans to align internal processes with Pharma 4.0 principles.Digitisation of Management Information Systems (MIS) across functions and sites is also in the process of implementation.	The positive implication of implementing robust systems and processes for asset management, along with digitisation and automation through Project Catalyst, increases the Company's productivity.
9	Business Continuity and Disaster Resilience	Risk	Due to increased uncertainty in external environment, such as increased frequency of natural and man-made disasters, emerging infections, global pandemic and cyber security risks, it is crucial for a company to have robust business continuity and disaster resilience mechanism.	<ul style="list-style-type: none">The manufacturing facilities are well-equipped with resilient disaster preparedness plans encompassing, robust response protocols, effective rescue measures and efficient recovery processes.The Company has invested in a robust IT system that ensures data security and enables the swift continuation of operations following any disruptions.	Potential negative implications of the expenditure on preparedness measures for disasters and supply chain disruptions are the financial burden it places on 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)
10	Climate Action/ Climate Change	Risk	Due to rapid and evolving global warming and limited carbon budget, it is crucial for the Company to be ready to combat climate change. Moreover, stakeholders are urging swift and aggressive actions to address potential risks that may arise.	<ul style="list-style-type: none">PPL is committed to reducing GHG emissions with science-based targets.The Company has developed a robust decarbonisation strategy.	The Company's commitment to sustainability and responsible resource management has led to positive implications due to the reduced carbon footprint.
11	Corporate Governance	Risk	External regulatory environment for corporate governance varies across regions, demanding continuous improvement in standards and framework.	The Company has a strong governance mechanism across all its business operations and ensures transparent communication of its corporate governance policies and protocols for smooth functioning. It is also essential to safeguard stakeholder's priorities and expectations.	Positive implication due to smooth business operations and enhanced long-term stakeholder value.
12	Employee Health and Safety ('EHS')	Opportunity	<ul style="list-style-type: none">Employees and workers within the Company are exposed to chemicals and hazardous biological materials which may have health impacts.Furthermore, heavy machinery usage also possess risk of accidents and other hazards.	PPL has company level EHS policy and EHS management programmes. It serves as a guiding principle to identify and mitigate potential hazards, providing a secure working environment for all employees, workers, and visitors.	Positive impact as stronger EHS program ensures safe operations and increased uptime contributing to business revenues.
13	Energy Management	Opportunity	Upgrading to new technologies, improving processes, increasing system efficiency, and adopting green energy sources will immensely decrease the Company's carbon footprint benefitting the Company's operations and profitability.	<ul style="list-style-type: none">PPL is procuring and utilising energy in an efficient, cost effective, and environmentally responsible manner.This includes the consumption of sustainably sourced bio-briquettes and sourcing of renewable energy.The Company has also identified potential energy saving projects and initiatives based on scientific energy audits.	While there is a negative impact from the increased cost of fuel and capital expenditures (CAPEX) on energy-efficient appliances, a positive financial impact is expected in the long run due to the lower emissions and cost of energy.
14	Human Capital Development	Opportunity	With the evolution of a knowledge-based economy and the availability of trained and skilled people, the productivity of human resources has been significantly increased, resulting in effective significant operations.	The Company focuses on continuous learning to promote professional growth. We have robust talent management systems that nurture our human capital through comprehensive learning and career development initiatives, and by mentoring pathways, and employee engagement activities.	The increased productivity of the workforce has positive implications.
15	Operational Excellence	Opportunity	With growing technological advancements, it opens more opportunities for improving resource efficiency leading to operational excellence.	The Company prioritises operational resilience through digitalisation and technology adaptation, enhancing productivity, cost optimization, enhanced quality, and improved compliance.	Positive impact due to increased productivity and efficiency.
16	Product Sustainability/ Stewardship	Opportunity	Demand for safe and sustainable products is increasing thus providing an opportunity for the organisation to increase customer base through product stewardship initiatives.	<ul style="list-style-type: none">PPL has adopted several measures to ensure product safety and efficiency of its operations and to make them more environmentally friendly, resource-efficient, and low-impact.The Company is actively engaged in conducting Life Cycle Impact Assessment (LCIA) of its products. This will empower stakeholders to make informed decisions, improve sustainability practices, and meet the growing demand for ecofriendly solutions.	Positive implication due to customers' trust and strategic partnerships.



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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)
17	R&D and Innovation	Opportunity	As healthcare demand increases, innovating new solutions and products is crucial to meet market needs and requirements. Additionally, having an edge in R&D ensures efficient and accurate processes, enhancing overall excellence.	PPL has robust R&D and quality team that focuses on innovation led research and have allocated greater R&D investments to specific technologies aimed at improving the environmental and social impacts of products and processes.	The positive impact is due to increased productivity and new product development.
18	Responsible Investment (CAPEX)	Opportunity	As governments prioritise green projects, the Company has a significant opportunity to attract responsible investments, potentially boosting business productivity.	The Company is increasing investments in ESG-related options to foster sustainable business growth.	The positive impact is due to increased relevant and strategic investments.
19	Risk and Opportunity Management	Opportunity	Risks and opportunities assessment offers insights into the Company, driving proactive, dynamic, and ongoing evaluation across all operations. The aim is to prioritise and enact essential actions to mitigate risks and capitalise on opportunities.	<ul style="list-style-type: none">The Company maintains a robust Risk Management system to identify, manage and mitigate business risks.Risk management, internal controls and assurance processes are embedded into all activities of the Company.	Positive implications are due to benefits incurred by mitigating risks and delivering for opportunities.
20	Stakeholder Relationship	Opportunity	The Company's alignment with stakeholders' priorities is essential for the maintenance of their trust and credibility. Engaging stakeholders and seeking their agreement not only reduces the likelihood of conflicts but also enhances productivity.	The Company undertakes a robust stakeholder engagement process to understand the needs and expectations of its stakeholders. The Company engages with all its stakeholders, thereby helping to increase stakeholders' trust and loyalty.	Positive impact due to increased reputation and goodwill.
21	Supply Chain Management	Risk	To operate with continuity and always serve the customers, it is important to decrease the dependency on single source of supplier and cross-border supplier engagement and procurement. The Company can benefit in both financially and reputational terms due to resilient and sustainable supply chain.	<ul style="list-style-type: none">The Company has signed up for the membership of the Pharmaceutical Supply Chain Initiative (PSCI). The Company is immensely working to enhance supply chain sustainability.The Company has developed sustainable procurement policy, revisited supplier code of conduct to embed ESG criteria, it also initiated the assessment of critical suppliers on ESG criteria and plans to identify and conduct supplier capacity building programmes in the coming year.	Negative implication due to increase in cost of supplier evaluation.
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	The regulatory constraints are strict on water resource due to its decreasing availability. Responsible usage and discharge ensure stakeholder entrustment and operational continuity. Similarly, to be compliant with regulatory norms the Company should adopt responsible waste management practices.	<ul style="list-style-type: none">PPL is actively pursuing water stewardship by conducting comprehensive water footprint assessments, leak detection studies, and implementing water reuse and recycling microprojects across all sites.Additionally, we ensure safe handling and environmentally responsible disposal of hazardous waste by diverting it from landfills to pre-processing and coprocessing methods. No hazardous waste is sent to landfills.	Negative implication due to cost incurred to implement water consumption initiatives and safe handling and disposal of waste.

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 ambient air quality to safeguard employee health and safety, comply with regulations, protect community health, minimize the overall environmental impact, and enhance productivity and performance in the workplace.	PPL practices responsible management of air emissions of Nitrogen Oxides (NOx), Sulphur Oxides (Sox), Particulate Matter (PM), Volatile Organic Compounds (VOCs) and other Hazardous Air Pollutants to maintain ambient air quality.	Negative implication due to cost incurred to monitor and responsible management of the air emissions.
25	Community Development	Opportunity	Community engagement builds trust when business operations align with community priorities, promoting harmony. Investing in community development strengthens social cohesion and economic resilience, benefiting both the Company and the community in the long run.	The Company has developed strategies to improve lives of Millions of citizens across the Aspirational Districts with lowest Human Development Index (HDI)'s across nation. The Company through its projects is driving large-scale behavioral change campaigns across the communities, and facilitate goal-based convergence forums at district, block and panchayat level for ensuring last mile delivery.	Positive implications arise from improved reputation and goodwill.
26	Ecosystem and Biodiversity	Risk	The ecosystem reflects the interconnectedness of business activities and biodiversity, including the acquisition and management of natural resources. Prioritizing biodiversity is crucial for the Company as it plays a vital role in maintaining ecological balance, resilience, and the overall well-being of ecosystems, thereby securing long-term sustainability.	The Company's Environmental, Social, and Governance (ESG) policy advocates for biodiversity conservation while addressing the risks and impacts associated with its operations. Engaged in numerous initiatives, the Company actively seeks to expand green spaces across its operating sites.	Negative implications arise from the costs incurred for the protection of ecosystems and biodiversity.
27	Human Rights	Risk	Human rights are an upmost crucial consideration for a company across its entire value chain. It significantly influences the company's reputation and public relations, thus elevating it to a critical business conduct issue.	PPL is committed to zero-tolerance against human rights violations, backed by a comprehensive policy and redressal mechanism. Upholding human rights incorporates diversity, inclusion, safe working conditions, freedom of association, privacy rights, etc. Employees are urged to report concerns to managers, HR, or via the Speak Up tool.	Negative impact is observed due to costs incurred for the strict applications and compliance of fundamental human rights.
28	Product Tracking	Opportunity	Product tracking is essential for the Company to ensure regulatory compliance, transparency, maintain quality standards, manage safety concerns, optimize supply chain operations, prevent counterfeit activities, and enhance traceability throughout the supply chain.	The Company ensures compliance with current requirements and strives to use QR codes/ product authentications codes on primary packaging of relevant products in accordance with applicable regulations.	Negative implications due to cost incurred in complex product tracking.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC Principles and Core Elements

S. No.	Principle Description
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Business Responsibility and Sustainability Report

Policy and Management processes

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1(a) Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1(b) Has the policy been approved by the Board? (Yes/No)	Yes, the policy(ies) of the Company which address the nine principles have been incorporated by considering diverse inputs, priorities of stakeholders and are approved by the Board/its committees.								
1(c) Web Link of the Policies, if available.	Policies can be accessed on the Company’s website under the 'Policies, Code & Compliances' tab at https://www.piramalpharma.com/corporate-governance .								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	<ul style="list-style-type: none">ISO 45001 Occupational Health and Safety Management System (OHSMS).ISO 14001:2015 Environment Management System (EMS).ISO 9001 Quality Management System (QMS).Food Safety System Certification (FSSC) 22000.WHO Good Distribution Practices (GDP) for Digwal and Pithampur Unit.Pharmaceutical Supply Chain Initiative (PSCI) Membership.United States Food and Drug Administration (USFDA).								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none">Reduce Scope 1 and Scope 2 emissions by 42% by FY 2030 (with baseline of FY 2022), which aligns with the 1.5°C decarbonization pathway as recommended by the Science-Based Targets initiative (SBTi).Reduce Scope 3 emissions with absolute contraction by 25% by FY 2030 with baseline of FY 2022 which aligns with the 2.0°C decarbonization pathway. <p>Additional targets has also been taken around climate change management, energy management, water and waste management, biodiversity, business ethics and compliance, human capital management and safety, occupational health and safety, patient, customer and consumer centricity, supply chain management, technology and automation and quality and compliance by PPL.</p> <p>Please refer to Sustainability Report FY 2025 on the Company's website at https://www.piramalpharma.com/sustainability.</p>								
6 Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none">PPL has developed a decarbonisation strategy to align with the SBTi targets.The Company has completed energy audit for all Indian sites and reconciliation of energy efficiency levers are in progress.The Company has completed comprehensive water assessment for India sites and identified water saving opportunities.The Company has achieved the target of zero incinerable hazardous waste to landfill.The performance against the targets of the Company will be presented in PPL’s Sustainability Report FY 2025 which will be released shortly.								

GOVERNANCE, LEADERSHIP, AND OVERSIGHT	
7 Statement by director responsible for the BRSR, highlighting ESG related challenges, targets, and achievements.	<p>At PPL, our mission is to drive business transformation while staying firmly committed to sustainability. Our work is guided by the core values of Knowledge, Action, Care, and Impact, which are central to integrating ESG principles into our company culture and business operations. These principles also extend throughout our value chain.</p> <p>Our strong ESG framework, built on four key principles and twelve focused areas, supports our commitment to "Operating responsibly, Growing sustainably."</p> <p>We are pleased to share significant progress toward our sustainability goals, with over [50 time-bound] targets already in motion. These milestones highlight our dedication to achieving excellence in environmental, social, and governance practices.</p> <p>For more details, please refer to Chairperson's message in PPL’s Sustainability Report. https://www.piramalpharma.com/sustainability.</p>
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Sustainability and Risk Management Committee of the Company is the highest authority responsible for the implementation and oversight of the Business Responsibility Policies.
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.	<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">This committee oversees ESG-related aspects, including the development and implementation of the ESG strategy aligned with SDGs and global standards.It guides the Company’s ESG journey, monitors performance against targets, tracks business risks and opportunities arising from ESG factors.Advise on integrating ESG risks into Enterprise Risk Management.Facilitates stakeholder engagement on ESG matters and tracks emerging sustainability trends to enhance preparedness to mitigate risks and leverage opportunities arising from these trends.

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 periodic intervals considering various parameters like statutory requirements and the frequency as stated in the policy document or on a need basis.								
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 periodic intervals considering various parameters like statutory requirements and the frequency as stated in the policy document or on a need basis.								
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.								

11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide the name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, the internal audits are conducted by various independent external firms during the year.								

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 Indicator

1. Percentage coverage by training and awareness programmes on any of the principles during FY 2025:

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors ('BOD')/ Key Management Personal ('KMP')	20	<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> <ul style="list-style-type: none">Impact of industry and macro-economic scenario on the Company’s operations;Budgets and way forward, updates on operations and performance of the businesses;Updates on EHS, Quality, People Strategy and system implementations;Review of peer performance, analyst expectations, and key takeaways from Investor Day;Regulatory updates;Risks associated with the Company and mitigation plans identified. <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	9	<ul style="list-style-type: none">Code of Conduct and Ethics DocumentAnti-Corruption and Anti-Bribery PolicyEnvironment Social Governance (ESG)Data PrivacyPiramal Cybersecurity Awareness ModulePrevention of Sexual Harassment (POSH)Life Safety RulesPrevention of Insider Trading Policy (PITP)Health and Safety Training	100%

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Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Workers	9	The Company has provided class-room/online/On-the-job training to the workers to minimise the risk, on following topics <ul style="list-style-type: none">Workplace conductAnti-Bribery & Anti-CorruptionProtection of company assetsEHS & product qualityChild labour & freely chosen EmploymentWhistleblower protection	100%

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 2025:

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	P1	Office Of Provident Fund Commissioner RO Thane (South)	17,06,493	Disclosure of receipt of an order from the Regional provident Fund Commissioner RO Thane (South).	No
Penalty/Fine	P1	Office of The Navi Mumbai Municipal Corporation, Cess Department	3,500	Disclosure of receipt of assessment orders from the Office of The Navi Mumbai Municipal Corporation, Cess Department under the Bombay Provincial Municipal Corporation (Cess on Entry of Goods) Rules, 1996.	No
Penalty/Fine	P1	Joint Commissioner, C.G.S.T & Central Excise Headquarters, Ujjain	6,79,97,554	A Penalty under the Cenvat Credit Rules, 2004 and Central Excise Act, 1944 for disallowing cenvat credit on certain category of services and under Central Goods and Services Tax, 2017 act for incorrect classification of goods.	Yes
Penalty/Fine	P1	Office of the Navi Mumbai Municipal Corporation	27,000	Assessment orders were received from the office of the Navi Mumbai Municipal Corporation, Local Body Tax ('L.B.T') under Rule 48 of the Maharashtra Municipal Corporations (Local Body Tax) Rules, 2010 (Amendment) Rules, 2013	No
Compounding Fees	P1	Office of the Senior Inspector, Legal Metrology (Weights and Measures), Agra	70,000	A compounding order was received from the Office of the Senior Inspector, Legal Metrology (Weights and Measures), Agra, Uttar Pradesh	No
Settlement	P1	VetDC	3,37,12,350 ¹	PPSI and VetDC, Inc. have now entered into a settlement agreement dated 5 th December, 2024.	No
Penalty/Fine	P1	Additional Commissioner, C.S.G.T & Central Excise, Sub-Commissionerate Mohali	15,44,42,005	A penalty under Central Goods and Services Tax Act, 2017 alleging incorrect classification of goods	Yes
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)
Imprisonment	We have not received any non-monetary 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 2025.				
Punishment					

¹ Based on the budgeted USD to INR conversion rate of 82.75 for FY2025

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
No appeal has been taken in the cases with a monetary action. There were no cases with non-monetary action.	

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.

Yes, Piramal Pharma has an Anti-Corruption and Anti-Bribery (ACAB) policy that is applicable to all its business and operational units across India. This policy is global in scope and applies to all employees, Board of Directors, as well as subsidiaries of

Piramal Pharma Limited, and Business Associates (suppliers, contractors, and other key business partners) engaged in activities with PPL. The Company’s code of conduct is aligned to ACAB policy and the policy is aligned with relevant international as well as local standards. The policy forbids any act of bribery or corruption, irrespective of scale or intention. To support this commitment, employees and stakeholders are provided with specific internal reporting channels. An exclusive hotline is also accessible, enabling individuals to report suspected violations anonymously, without the fear of reprisals. The policy is available on the PPL’s website under the 'Policies, Code & Compliances' tab at <https://www.piramalpharma.com/corporate-governance>.

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

Segment	FY 2025	FY 2024
1 Directors	0	0
2 Key Managerial Personnel	0	0
3 Employees	0	0
4 Workers	0	0

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

Segment	FY 2025		FY 2024	
	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

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 2025	FY 2024
Number of days of accounts payables	182.56	140

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 2025	FY 2024
Concentration of Purchases ¹	a. Purchases from trading houses as % of total purchases	21%	13 %
	b. Number of trading houses where purchases are made from	647	155
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	42%	52 %
Concentration of Sales ²	a. Sales to dealers / distributors as % of total sales	97%	82 %
	b. Number of dealers / distributors to whom sales are made	3409	3,686
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	28%	47 %
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.38 %	5.44 %
	b. Sales (Sales to related parties / Total Sales)	9.82 %	12.66 %
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	87.60 %	94.02 %
	d. Investments (Investments in related parties / Total Investments made)	99.96 %	96.41%

¹ PPS business considered.

² PCC and PCH business considered.

Leadership Indicators

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

Total number of training and 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
3 ¹	Sustainability, Climate and Environment, Labour and Human Rights, Business Integrity & Ethics and Sustainable Procurement	10 % ¹

Note: ¹ Only for PPS business unit.

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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 to disclose actual and apparent conflict of personal interest with the interest of the Company and to disclose all contractual interest, whether directly or indirectly, 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 2025	FY 2024	Details of improvements in environmental and social impacts
R&D	65%	34.17%	1. Solvent recovery and waste reduction initiatives taken to increase the operation efficiency and reduce environment impact
Capex	15%	6.5%	2. Installed Solar powered EV charging stations to promote e-vehicle usage for employee commute
			3. In house laboratory set up for close monitoring of wastewater parameters and operations efficiency
			4. Switched from LPG (Liquefied Petroleum Gas) to PNG (Piped Natural Gas) for canteen operations
			5. A tray-type lyophilizer installed to strengthen the site's freeze-drying capabilities and enhance operations energy efficiency
			6. Enhanced fire protection system at site
2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

PPL has a Sustainable Procurement Policy that commits to integrating sustainability principles across its supply chain. The policy focuses on four core 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 assessed and revised its supplier code of conduct and self-assessment questionnaire to include ESG standards. Steps are being implemented to identify key suppliers and conduct capacity-building sessions to enhance their awareness and performance regarding these aspects. The Company also plans to conduct supplier audits and offer guidance to assist suppliers in enhancing their practices across all focal areas. Furthermore, the Company has strengthened its commitment to responsible sourcing by implementing the standards established by 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	13.8%
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 any products for reusing, recycling however as part of the Extended Producer Responsibility (EPR) process, Piramal Consumer Healthcare (PCH) monitors and discloses the annual plastic consumption to a certified organization specializing in plastic recycling. This organization manages the collection and recycling of our plastic waste in line with applicable environmental regulations. After the recycling is carried out, we receive recycling credits that confirm the volume of plastic processed. These credits support our compliance with EPR requirements and reflect our ongoing efforts to manage plastic waste responsibly.
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 is applicable to our Piramal Consumer Healthcare business unit as per Plastic Waste Management Rules 2016, and subsequent amendments. Plastic waste is recycled every year as per the provisions of Plastic Waste Management Rules 2022. The Central Pollution Control Board (CPCB) has registered the Company as a brand owner under the name PPL. The plan for collecting waste is in alignment with the registration that was obtained. The Company also submits returns to the CPCB on an annual basis 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?

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
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.

Name of Product / Service	Description of the risk / concern	Action Taken
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 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.
4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2025			FY 2024		
	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	Nil	313	429	Nil	418	371
E-waste	Due to the nature of the Company's business, PPL does not reclaim any products for reusing, recycling, and disposing at the end of life for, as it is not applicable.					
Hazardous waste						
Other Waste						
5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category:

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Due to the nature of the Company's business, PPL does not reclaim any products for reusing, recycling, and disposing at the end of life for, as it is not applicable.	

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	4,180	4,180	100%	4,180	100%	0	0%	4,180	100%	2,640	63%
Female	764	764	100%	764	100%	764	100%	0	0%	585	77%
Total	4,944	4,944	100%	4,944	100%	764	15%	4,180	85%	3,225	65%
OTHER THAN PERMANENT EMPLOYEES											
Male	121	121	100%	121	100%	0	0%	121	100%	121	100%
Female	151	151	100%	151	100%	151	100%	0	0%	151	100%
Total	272	272	100%	272	100%	151	56%	121	44%	272	100%

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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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	520	520	100%	520	100%	0	0%	520	100%	520	100%
Female	12	12	100%	12	100%	12	100%	0	0%	12	100%
Total	532	532	100%	532	100%	12	2%	520	100%	532	100%
OTHER THAN PERMANENT WORKERS											
Male	2,343	2,343	100%	2,343	100%	NA	NA	NA	NA	2,343	100%
Female	471	471	100%	471	100%	471	100%	NA	NA	471	100%
Total	2,814	2,814	100%	2,814	100%	471	17%	NA	NA	2,814	100%

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

Category	FY 2025	FY 2024
Cost incurred on wellbeing measures as a % of total revenue of the company	0.32%	1.04%

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

Sr. no.	Benefits	FY 2025			FY 2024		
		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	99.91%	100%	Y	99.91%	100%	Y
2	Gratuity	100%	100%	Y	100%	100%	Y
3	ESI	17%	2%	Y	15.86%	2.88%	Y

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees and workers, 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.

Yes, under the 2016 Rights of Persons with Disabilities Act, PPL makes sure that its offices and facilities are accessible to differently abled workers and employees. By creating an inclusive work environment, the company promotes participation and assistance from everyone. This facilitated through the installation of the required facilities and infrastructure, such as ramps, elevators and specially designed wheelchair restrooms at the 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.

Yes, PPL does have an equal opportunity policy that is committed to promoting diversity in the workplace, both in its employees as well as a leadership team that also includes differently abled. The Human Rights Policy highlights the Company's strong commitment to giving differently abled workers and employees equal opportunities. The Company treats all employees and workers equally irrespective of their gender, caste, creed, age, sexual orientation, physical disability, religion, race, place of origin, political affiliation or other discriminatory factors in accordance with its strong commitment toward non-discrimination. The only criteria used by the Company to determine employment, promotion, and skill development are competence, experience, and future potential. The web-link to the Policy is under the 'Policies, Code & Compliances' tab at <https://www.piramalpharma.com/corporate-governance>.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	100%	82.81%	NA	NA
Female	95%	88.89%	NA	NA
Total	99.56%	83.08%	NA	NA

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.

Category	Yes/No (If yes, then give details of the mechanism in brief)
1 Permanent employees and workers	Yes, we have a mechanism available to receive and redress grievances from employees and workers. <ul style="list-style-type: none">PPL has an extensive grievance mechanism that features a vigil mechanism for its employees as well as third parties to report on actual or suspected violation of rules and regulations. PPL also has a dedicated email address for communicating and reporting Human Rights concerns.
2 Other than permanent employees and workers	<ul style="list-style-type: none">The Prevention of Sexual Harassment Policy includes an Internal Committee to ensure timely resolution of issues. The Company has implemented a comprehensive policy to prevent, report and mitigate sexual harassment within the workplace, in accordance with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, along with the associated rules under it.The Company offers a strong anonymous reporting platform called 'SpeakUp' for confidentially raising concerns.

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

Category	FY 2025			FY 2024		
	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)
Total Permanent Employees	4,944	NA	NA	4,520	NA	NA
Male	4,180	NA	NA	3,998	NA	NA
Female	764	NA	NA	522	NA	NA
Total Permanent Workers	532	513	96%	556	535	96%
Male	520	503	97%	542	523	96%
Female	12	10	83%	14	12	86%

8. Details of training given to employees and workers:

Category	FY 2025					FY 2024				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill Upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
EMPLOYEES										
Male	4,180	4,180	100%	4,143	99%	3,998	3,998	100%	3,518	88%
Female	764	764	100%	640	84%	522	522	100%	491	94%
Total	4,944	4,944	100%	4,783	97%	4,520	4,520	100%	4,009	89%
WORKERS										
Male	520	520	100%	520	100%	542	542	100%	542	100%
Female	12	12	100%	12	100%	14	14	100%	14	100%
Total	532	532	100%	532	100%	576	576	100%	576	100%

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

Category	FY 2025			FY 2024		
	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)
EMPLOYEES						
Male	4,180	3,918	94%	3,998	3,632	91%
Female	764	570	75%	522	479	92%
Total	4,944	4,455	90%	4,520	4,111	91%
WORKERS						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

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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 has been approved at all manufacturing locations of the Company and is aligned to the international and local requirements. 70% of Indian sites are certified with ISO 14001, and ISO 45001:2018 standard. Every facility operates under an Environment, Health and Safety (EHS) Policy, which drives progress toward a safe and secure workplace by defining our 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 Management of Change (MOC) process to assess risks arising from any operational changes and new product or process introduction. Regular safety audits, behavior-based safety observations, and near miss investigations help proactively identify and mitigate hazards. Continuous training and awareness programs ensure that employees remain vigilant and competent in recognizing and managing workplace risks.

PPL's EHS policy and clear guidelines for reporting work-related hazards are prominently displayed at all locations. This visibility ensures that employees always remain aware of procedures and responsibilities.

Hazard Identification and Risk Assessment (HIRA) is conducted for routine operations to provide a structured understanding of potential risks and the steps required to manage them. This includes adopting new technologies or strengthening existing safety practices. For all non-routine tasks, Job Safety Analysis (JSA) is carried out across sites to evaluate specific operational risks before work begins.

Hazard and Operability (HAZOP) studies are used to examine process risks arising from deviations in standard operating conditions. These studies are scheduled regularly and are also triggered by any change in process or function. Tools such as PHApro support the Company’s Process Hazard Analysis (PHA) to ensure thorough assessments.

Safety systems are monitored through internal and external audits, along with scheduled inspections to check the performance and effectiveness of the controls in place. Risk-related documentation, including a regularly updated risk register, helps track progress and highlight areas for improvement. Risk tracking is linked to both employee-level KPIs and plant-wide performance indicators.

When introducing or altering processes or equipment, a formal change management process is initiated by the project manager or area owner. Health and safety evaluations during such changes include:

- **Checklist Method:** Using structured tools to flag potential hazards.
- **Detailed Risk Assessments:** Carrying out HIRA or HAZOP studies to pinpoint risk areas and precautions.
- **Data Review:** Examining existing data for insights into operational safety.
- **On-site Assessment:** Conducting physical reviews to address practical aspects of safety.

Based on these steps, the Company identifies hazard controls and risk-reduction measures suited to the specific situation, helping to maintain a safe working environment throughout its operations.

- 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 for workers to report on work-related hazards. Our safety committee identifies workplace hazard and risk, takes necessary actions, help the management in implementing safety standards and document the process. Some of the processes are monthly safety campaigns on work related risks, implementing global safety programs across all operational sites, periodic assessment of EHS performance, conducting training programmes and regular OHS inspection at sites.

Our EHS policy is clearly displayed on all of its prominent locations and sites.

Workers can report any work-related hazards through a variety of platforms, procedures, and systems. These are Shift Start Tool Box Talks, Departmental Safety Committee meetings, Statutory Safety Committee Meetings, Contractor’s Safety Committee meetings, Town hall meetings, behavior observation and feedback programmes, to facilitate reporting and communication across locations globally the Company has digitized lagging indicators (first aid injuries, incidents) and leading indicators (Near misses, substandard condition, and acts) reporting through ‘My Safe’ portal, an EHS digital platform by the Company, Automatic company-wide sharing of Learning from incidents, Project “Light House” which is implemented to improve the safety cultural transformation at site.

- 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 guarantees the provision of medical insurance for all its employees and workers. In addition to medical claim, and mental health programs, the Company provides access to non-occupational medical and healthcare services through Occupational Health Centers (OHC). The OHC facilities on the site have the personnel and materials necessary to meet the fundamental first aid needs of both occupational and non-occupational health services.

The Company has developed comprehensive health initiatives aimed at fostering healthy lifestyle habits to improve both physical and mental well-being for its entire workforce.

11. Details of safety related incidents:

Sr. no.	Safety Incident/Number	Category	FY 2025	FY 2024
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.16	0
		Workers	0.26	0.30
2	Total recordable work-related injuries ¹	Employees	6	8 ²
		Workers	5	5 ²
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: ¹ Including in the contract workforce, ² Numbers corrected from last year report.

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 core organizational priority, embedded in our operations through a comprehensive Environment, Health & Safety (EHS) framework. We implement robust measures to prevent or mitigate health and safety risks directly linked to our operations, products, and services. These include strict compliance with Good Manufacturing Practices (GMP), regular qualitative and quantitative exposure assessment, HIRA, and deployment of engineering controls and safety systems across all manufacturing units. These measures apply across all facilities and are tailored to specific activities and worker categories, including contract workers. Additionally, we invest in regular training programs, human factor training initiatives, and audits to ensure continuous improvement and employee engagement in workplace safety and well-being.

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

Topic	FY 2025			FY 2024		
	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:

Topics	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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.

According to the Company's incident investigation procedure, all safety-related incidents are investigated, and any necessary Corrective and Preventive Action (CAPA) is executed. The CAPAs that result from risk assessments are addressed by providing a hierarchy of controls. Internal audits are conducted regularly to assess safety parameters at the operational sites and locations, and corrective measures are implemented according to the report’s findings. An emergency response team is established with employees to manage any crises that arise on the premises, and essential basic training in first aid, firefighting, and other areas is regularly provided to employees and staff at the facilities. The Company also organizes awareness sessions for employees on safety and pertinent safety subjects.

PPL has established comprehensive safety systems, processes, and protocols designed to ensure workplace safety and wellbeing, aimed at preventing incidents and minimizing risks.

Business Responsibility and Sustainability Report

Leadership Indicators

1.

Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?

a.

Employees (Yes/No): Yes

b.

Workers (Yes/No): Yes

Yes, PPL being a responsible organization, extends a compensator life insurance or a compensatory package in the event of death of employees and workers.
2.

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

Yes, internal audits are conducted to ensure that the Company’s value chain partners comply with their statutory obligations. These audits verify that all statutory liabilities, including taxes and other mandatory deductions, are accurately deducted and deposited in accordance with legal requirements. At PCH, we match the GST amounts with the returns before we release the payment to ensure that we do not miss on any credit. The TDS amounts are also reconciled by the corporate team on a quarterly basis and in case of any short payments we inform the vendor and if the issue persists, we block the vendor in the system. This helps maintain transparency, accountability, and compliance throughout the value chain.
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 2025	FY 2024	FY 2025	FY 2024
	Employees	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)

Yes, PPL provides transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. Furthermore, throughout their employment, all employees receive various skill enhancement programs provided on a periodical basis to ensure their continued employability.
5.

Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	11.21%
Working Conditions	11.53%
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.

Piramal Pharma requires its value chain partners to adhere to the Piramal Supplier Code of Conduct, which forms the foundation of the Company’s commitment to responsible and ethical sourcing. The Code sets forth clear expectations for supplier conduct and is embedded within the Company’s Terms & Conditions.

During the year, selected suppliers were evaluated under the Supplier Sustainability Framework. Based on the assessments conducted, no major risks or concerns were identified with respect to health and safety practices or working conditions, reflecting a strong alignment with Piramal Pharma’s standards and values.

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 by assessing which stakeholder may influence or be influenced by its operations. Our method of identifying and classifying the stakeholders is shaped by their interest, influence, and involvement in the Company's operations, which includes engagement in a range of environmental, social, economic and governance issues. Consistent communication is established between the Company and these stakeholders to understand their needs, concerns, and expectations. This continuous dialogue helps in the integration of informed responses and actions that align with stakeholder interests across various operations of the business.
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 during such engagement
Employees	No	Online surveys, townhalls, newsletters, policies, training and development, employee engagement	Monthly, Quarterly, Half Yearly	<ul style="list-style-type: none">Environment, Health and safetyTraining and learningCareer progressionGrowth opportunitiesRecognitionJob securityFair remunerationDiverse, inclusive, and enabling work cultureWork-life balance
Government and Regulators	No	Legal filings, industry representations, forums	Quarterly, Half-yearly, Annually, Event-based	<ul style="list-style-type: none">Regulatory complianceParticipation in public policyCorporate governanceDisclosures
Communities	Yes	CSR projects, employee social impact, awareness programs	Continuous, Need based, annually	<ul style="list-style-type: none">Contributions for community welfareAdherence to community expectations and needs
Investors & Shareholders	No	Investor calls, investor presentations, conferences, one-on-one meetings, Annual Reports, press releases, Company website, Annual General Meeting, liaising through Registrar & Share Transfer Agent	Monthly, Quarterly, Half Yearly, Annually, Need-based	<ul style="list-style-type: none">Financial performanceResponsible investmentEthical business conductLong-term business growthRisk managementCorporate governanceBrand managementShareholder queries
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">Accessibility and affordability of healthcareProduct quality and safetyData privacy and securityValue added services.Patient and customer experienceSupply chain management
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 takes a holistic and structured approach to stakeholder engagement, involving key internal and external parties—customers, suppliers, investors, employees, and others—as part of its ESG materiality assessment. Feedback collected through various channels is reviewed and discussed by relevant Board Committees to support informed, inclusive decision-making.

Stakeholder insights are integrated into the Board’s process, shaping policies and initiatives that address economic, environmental, and social priorities. A clear reporting system ensures effective communication, even in cases of delegation.

Regular reviews of engagement practices help the Company remain responsive to evolving stakeholder concerns. Interactions with stakeholders are guided by the Code Policies, which emphasize transparency, honesty, integrity, and openness in all engagements.

Business Responsibility and Sustainability Report

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 input received from stakeholders on these topics was incorporated into policies and activities of the entity.

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

Discussions with senior personnel provided further insight into ESG matters most relevant to the business. This comprehensive approach helped prioritize material topics and strengthened the Company’s understanding of their significance.

Stakeholder perspectives are integrated into the design and implementation of programs addressing environmental and social challenges. This collaborative process ensures our initiatives are aligned with stakeholder expectations, enhancing their effectiveness and credibility.

The assessment informed the development of the ESG Policy, which outlines the Company’s commitments, sustainability strategy, and roadmap toward achieving ESG goals. Stakeholder input also shapes our sustainability reporting, improving the relevance and impact of the information shared.

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, guiding the implementation of various CSR initiatives. As part of its CSR efforts, PPL contributes to select 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 2025			FY 2024		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
EMPLOYEES						
Permanent	4,944	4,944	100%	4,520	4,520	100%
Other than permanent	-	-	-	-	-	-
Total employees	4,944	4,944	100%	4,520	4,520	100%
WORKERS						
Permanent	532	532	100%	556	556	100%
Other than permanent	-	-	-	-	--	-
Total workers	532	532	100%	556	556	100%

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

Category	FY 2025						FY 2024			
	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)
EMPLOYEES										
Permanent										
Male	4,180	-	-	4,180	100%	3,998	NA	NA	3,998	100%
Female	764	-	-	764	100%	522	NA	NA	522	100%
Other than Permanent										
Male	121	60	50%	61	50%	129	129	100%	NA	NA
Female	151	27	18%	124	82%	131	131	100%	NA	NA

Category	FY 2025						FY 2024			
	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)
WORKERS										
Permanent										
Male	520	-	-	520	100%	542	NA	NA	542	100%
Female	12	-	-	12	100%	14	NA	NA	14	100%
Other than Permanent										
Male	2,343	1,874	80%	469	20%	2,354	2,354	100%	NA	NA
Female	471	432	92%	39	8%	243	243	100%	NA	NA

3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration	Number	Median remuneration
Board of Directors (BoD)	Please refer to the ‘Managerial Remuneration’ section in the Board’s Report			
Key Managerial Personnel				
Employees other than BoD and KMP	4,178	6,29,849	762	5,58,679
Workers	520	6,78,532	12	6,01,319

	FY 2025	FY 2024
Gross wages paid to females as % of total wages	13.88%	11.97%

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, we have a focal point responsible for addressing human rights impacts or issues caused or contributed to by the business. The head of human resources at the organization is responsible for monitoring and addressing the impacts and issues related to human rights. In accordance with its human rights policy, the organization expects all key stakeholders to respect and comply with the policy's principles, as well as all relevant laws and regulations, across all of its operating areas.

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

The company's approach to human rights is focused on mitigating risks that may significantly affect all stakeholders, including the sites and locations where the company operates. The company places a high priority on human rights throughout its value chain. It endeavors to prevent violations of human rights and efficiently address the complaints of the impacted parties using several mechanisms. At PPL, we recognize the significance of robust grievance mechanism to nurture our stakeholder interactions, establish trust, and enhance efficient business operations. Ensuring compliance with the human rights policy is the responsibility of every employee. Employees are encouraged to report and raise up any issues with their respective manager, Human Resources, or by using the anonymous reporting tool "SpeakUp".

We have implemented a gender-neutral policy concerning the Prevention of Sexual Harassment (POSH), enabling individuals to report instances of unethical conduct. PPL carefully examines any alleged violations of this policy and, if required, takes proper corrective action and measures.

PPL also has a whistleblower mechanism that allows the employees to report any irregularities or serious misconduct affecting the company’s business or reputation, including violations of the Code of Conduct, without any fear of retaliation or discrimination. This Policy provides employees and directors with a necessary mechanism to express their concerns about unethical behavior, inappropriate actions, or financial discrepancies.

Business Responsibility and Sustainability Report

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

	FY 2025			FY 2024		
	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	4	0	-	2	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	-

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

	FY 2025	FY 2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	2
Complaints on POSH as a % of female employees / workers	0.3%	0.2%
Complaints on POSH upheld	4	0

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

The company is dedicated to encouraging and promoting an environment free from discrimination and harassment, and it has a zero-tolerance policy for any such behavior. PPL has set up an Internal Complaints Committee (ICC) to promptly handle reported incidents, demonstrating full compliance with the Prevention of Sexual Harassment (POSH) guidelines. All grievance are thoroughly reviewed with discretion to ensure the complainant is safeguarded against any retaliation. Our whistleblower policy guarantees that complainants are protected from unfair practices that could impair their ability to perform their duties, such as retaliation, threats, intimidation, termination, suspension, disciplinary actions, demotion, transfer, denial of promotion, or abuse of authority.

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

Yes, the company incorporates human rights standards into its vendor contracts and business agreements. As stated in the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights (UDHR), PPL is committed to preserving and respecting fundamental human rights. In order to ensure alignment with the company's commitment to human rights, adherence to its human rights policy is an essential part of business agreements and contracts. All our suppliers are strictly forbidden from employing child labor and forced labor, including human trafficking and modern-day slavery, in their business operations. PPL ensures that all its suppliers adhere to all relevant laws, regulations and compulsory industry standards concerning minimum wages, overtime compensation and legally mandated benefits.

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, there were no significant risks and concerns arising from the assessments as highlighted in Question 10 above.

Leadership Indicators

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

No significant human rights grievances or complaints have arisen that would necessitate the modification or introduction of business processes. PPL is committed to maintaining human rights standards and will keep monitoring and tackling any concerns if they emerge in the future.

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

As no significant human rights issues have arisen, the Company has not conducted Human Rights Due Diligence to date. Therefore, there are no specific details available currently regarding the scope and coverage of such due diligence activities.

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?

Yes, as per the requirements by the Rights of Persons with Disabilities Act of 2016, PPL's offices and facilities are accessible to differently abled visitors. The company is dedicated to establishing an inclusive work environment where all employees feel encouraged and involved. The provision of essential facilities and infrastructure, like ramps, elevators and designated wheelchair restrooms on the premises, helps to accomplish these goals. At the operational sites and locations, efforts are underway to establish similar facilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	11.21%
Discrimination at workplace	11.21%
Child Labour	11.21%
Forced Labour/Involuntary Labour	11.21%
Wages	11.21%

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, identified suppliers were assessed under the Supplier Sustainability Framework, with a focus on key human rights and labor standards. The evaluations covered critical areas such as child labour, forced or involuntary labour, sexual harassment, workplace discrimination, and fair wage practices.

No significant risks or concerns were identified in these areas, and suppliers were found to be operating in alignment with the standards and principles set forth in the Piramal 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:

Parameter	FY 2025	FY 2024
From renewable sources		
Total electricity consumption (A)	54,757	36,616
Total fuel consumption (B)	1,99,602	1,28,477
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	2,54,358	1,65,094
From non-renewable sources		
Total electricity consumption (D)	3,20,224	3,12,789
Total fuel consumption (E)	3,44,277	3,60,164
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	6,64,501	6,72,953
Total energy consumed (A+B+C+D+E+F)	9,18,859	8,38,047
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (GJ/ million INR)	17.38	19.09
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ million USD)	359.15 ¹	436.80
Energy intensity in terms of physical output (GJ/ Product in MT.)	86.66	87.53
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

¹ IMF PPP conversion rate(latest available for 2025) is 20.66

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2025. Please refer pg. 320 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 identified as designated consumers (DCs). Therefore, there are no targets set under the PAT scheme to disclose achievement or remedial actions.



Business Responsibility and Sustainability Report

3. Provide details of the following disclosures related to water:

Parameter	FY 2025	FY 2024
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	58,114	62,072
(iii) Third party water	5,07,473	4,49,130
(iv) Seawater / desalinated water	0	-
(v) Others	20,779	13,670
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	5,86,366	5,24,872
Total volume of water consumption (in kiloliters)	5,00,019	4,40,693
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/ million INR)	9.50	10.03
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) ¹ (KL/ million USD)	195.44	229.70
Water intensity in terms of physical output (KL/ Product in MT.)	47.16	46.03

¹ IMF PPP conversion rate(latest available for 2025) is 20.66

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2025. Please refer pg. 320 for Independent Assurance Statement.

4. Provide the following details related to water discharged:

Parameter	FY 2025	FY 2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – Primary, Secondary and Discharge after Tertiary treatment.	86,347	84,179
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	86,347	84,179

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2025. Please refer pg. 320 for Independent Assurance Statement.

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

All manufacturing plants of the Company follow standard protocols for wastewater treatment. Currently, 44% of all Indian sites under PPL are covered by ZLD systems with the Rabale, Dahej, Ennore, and Digwal plants operating with ZLD facilities. The Company continues to follow the reduce, reuse, and recycle approach to conserve water.

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

Parameter	Please specify unit	FY 2025	FY 2024
Nox	The Company’s emission levels are monitored in compliance with applicable regulations and are well-below the permissible limits.		
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2025. Please refer pg. 320 for Independent Assurance Statement.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2025	FY 2024
Total Scope 1 emissions (Break-up of GHGs into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	32,279 ¹	43,383
Total Scope 2 emissions (Location Based) (Break-up of GHGs into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	64,667	62,210
Total Scope 2 emissions (Market Based) (Break-up of GHGs into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	51,363	-
Total Scope 1 and Scope 2 emissions (Location based)	Metric tonnes of CO ₂ equivalent	96,946	1,05,593
Total Scope 1 and Scope 2 emissions (Market based)	Metric tonnes of CO ₂ equivalent	83,642	-
Emission intensity per rupee of turnover (Scope 1 + 2 / Revenue from operations) ³	Metric tonnes of CO ₂ equivalent / Million INR	1.58 ²	2.41
Emission intensity per rupee of turnover (PPP-adjusted) ³	Metric tonnes of CO ₂ equivalent / Million USD (PPP)	32.69 ²	55.04
Emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent / Product (in MT.)	7.89 ²	11.03

¹ Exclude 19,960 tCO₂ of biogenic CO₂ emissions from bio-briquettes.

² Intensity values calculated on market-based emissions

³ IMF PPP conversion rate(latest available for 2025) is 20.66

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2025. Please refer pg. 320 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 numerous energy efficiency and resource management initiatives in place aligned with PPL's decarbonisation strategy including but not limited to adaption of renewable energy, use of green fuel and utilization of captive energy, etc.

9. Provide details related to waste management by the entity:

Parameter	FY 2025	FY 2024
	Total Waste generated (in MT)	
Plastic waste (A)	380.50	161.02
E-waste (B)	10.68	7.72
Bio-medical waste (C)	14.57	20.34
Construction and demolition waste (D)	50	-
Battery waste (E)	15.21	13.09
Radioactive waste (F)	-	-
Other Hazardous waste. (Carton / Corrugated Boxes ,Boiler Ash, Garbage, Canteen Waste, Paper Waste etc.) (G)	12,708.67	7,692.53
Other Non-hazardous waste generated (H). Empty barrels / containers contaminated hazardous chemical waste ,ETP sludge, Process residue waste , Spent Ion Exchange Resin containing Toxic metals, Spent / Used Oil, Waste or Residue containing Oil etc.	8,557.22	7,257.70
Total (A+B + C + D + E + F + G + H)	21,736.85	15,152.40
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/ million INR)	0.41	0.34
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) ¹ (MT/ million USD)	8.50	7.90
Waste intensity in terms of physical output (MT/ Product in MT.)	2.05	1.58

¹ IMF PPP conversion rate(latest available for 2025) is 20.66

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

Category of waste	FY 2025	FY 2024
	Total Waste generated (in MT)	
(i) Recycled	10,505.66	9,560.80
(ii) Re-used	0	0
(iii) Other recovery operations (Distillation, Pre processing etc.)	9601.07	0
Total	20,106.73	9,560.80

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

Category of waste	FY 2025	FY 2024
	Total Waste generated (in MT)	
(i) Incineration	271.36	1,359.56
(ii) Landfilling	156.71	179.13
(iii) Other disposal operations Composting, Co-processing etc.	1,202.05	3,758.27
Total	1,630.12	5,296.96

DNV Business Assurance India Pvt. Ltd. conducted environmental assurance for FY 2025. Please refer pg. 320 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 the maximum amount of waste generated through authorised recycling vendors and co-processing with the cement industry. During the reporting year, almost all of our non-hazardous waste was recycled. We exercised due diligence while selecting the authorised vendor for this activity, in line with regulations. All sites have adopted the 5R waste hierarchy (reduce, reuse, recycle, recover and rethink) for waste management to achieve a net reduction of waste. This approach is based on the principle that responsible waste management starts by reducing consumption wherever practicable so that least waste is generated. Employees and vendors at all sites are encouraged to reuse substances where 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.

S. 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
In FY 2025, 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:

S. 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)¹:
- 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): 1,90,917

b) Water consumption (in KL): 1,90,917

c) Water discharge (in KL): 0

¹ Identified as per NITI Aayog India climate and energy dashboard 2025 <https://iced.niti.gov.in/climate-and-environment/water/per-capita-water-availability>

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 entity 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:

S. No.	Initiative Undertaken	Details of the Initiative (Web-link, if any, may be provided along-with summary)	Outcome of the Initiative
1	Replaced old RO system	Installed a more efficient RO system at Ahmedabad – PDS plant, reducing RO water consumption by 30% (90 KL/month) and corresponding effluent discharge.	Reduced water usage and effluent discharge by 90 KL/month.
2	Installed VFD-controlled chiller	At Ahmedabad – PDS, replaced old chiller with VFD-controlled 220 TR chiller having low power consumption.	GHG reduction of 115 tons/year.
3	Revamped R&D Labs	Modernized 3 R&D Labs at Ahmedabad – PDS with auto sash Fumehoods, VAV systems, scrubbers and clean-agent fire systems.	Improved energy efficiency and VOC control.
4	Tree plantation under Mission Life	Collaborated with Sadbhavna Seva Foundation to plant 150 trees.	Increased green cover and supported National Clean Air Program.
5	Installed 150 HP energy-efficient pump	At Pithampur, replaced two 100 HP pumps with a single 150 HP efficient pump for chilled water recirculation.	Energy and cost savings.
6	EC+ blower installation	Upgraded AHU blower at Pithampur to EC+ technology.	Saved 34,000 energy units/year.
7	Third-party solar power procurement	Entered solar energy PPA at Pithampur plant.	Reduced conventional energy dependency.
8	Installed motion sensors	Ahmedabad – PPDS installed motion sensors in office and restrooms.	Reduced electricity wastage in low-occupancy areas.
9	Air leakage detector installation	Mahad installed air leakage detectors to optimize compressed air systems.	Saved ₹1.64 lakhs by improving efficiency and reducing downtime.
10	Optimized chiller temperature set point	Mahad changed TR chiller set point to optimize energy consumption.	Cost saving of ₹4.24 lakhs.
11	VFDs installed for Cooling Tower Pumps	At Digwal, 75 HP Cooling Tower pumps were run on variable load using VFDs.	Saved 2,21,569 kWh of power in FY 2025.
12	Air leakage detection instruments	Portable instruments were procured at Digwal to detect invisible air leaks in compressed air pipelines.	Saved 1,17,343 kWh of power in FY 2025.
13	Condenser tube replacement	Replaced low oil system condenser tubes at Digwal to reduce kW/TR from 1.8 to 1.3.	Saved 4,74,919 kWh in FY 2025.
14	Rainwater reuse and sanitisation water for boiler	Digwal reused treated rain and sanitisation water in boilers.	Saved 16,027 KL of fresh water.
15	Evaporator tube replacement in Brine chillers	At Digwal, replaced evaporator tubes reducing kW/TR from 3.0 to 2.2.	Saved 2,70,258 kWh.
16	Nitrogen plant efficiency improvement	At Digwal, upgraded CMS, valves, and PLC in Nitrogen plant.	Saved 5,16,415 kWh of power.
17	Kaizens and operational optimisation	Multiple initiatives across Digwal utility and production units.	Saved 6,61,991 kWh of power annually.
18	Installed Heat Recovery Unit	Digwal installed HRU at FBC boiler to capture flue gas heat.	Saved 295.4 tons of coal and 242 tons of briquettes in FY 2025.
19	Pressure reducing station installation	Turbhe added a pressure reducing station in steam distribution system.	Reduced energy waste and enhanced system efficiency.
20	Reject water reuse system	Turbhe reused purified water reject for cleaning and gardening.	Reduced freshwater use and operational costs.
21	Centralized UPS installation	Turbhe installed efficient centralized UPS in QC labs.	Reduced energy use and supported zero-downtime operations.
22	Energy-efficient peptide lab	Rabale facility's peptide lab equipped with VRV air-conditioning and LED lighting.	Reduced energy usage in R&D operations.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
- Yes, Piramal Pharma Limited has a comprehensive business continuity and disaster management plan designed to maintain the resilience of its operations amid unexpected events such as natural disasters, pandemics, or operational disruptions. This plan ensures the company's ability to adjust and respond effectively to disruptions caused by natural disasters or unforeseen events that could impact business operations. The plan encompasses includes risk assessments, critical function identification, backup systems, emergency response protocols, and recovery strategies to minimize downtime and safeguard employee well-being. PPL also provides documents which include an overview of continuity operations and outlines the approach to support critical business functions as well as the roles and responsibilities of staff. Routine mock drills, audits, and training

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- sessions take place to assess and improve the preparedness. The plan undergoes periodic reviews and is tailored for each facility to address location-specific risks. These actions guarantee consistent supply and adherence to international regulatory and customer standards.
6. **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 possible environmental effects of its value chain and is dedicated to reducing negative impacts. There is no significant adverse impact on the environment arising from PPL’s value chain partners. The company has implemented a robust supplier management plan focused on enhancing sustainability across its supply chain. This plan emphasizes the importance of evaluating supplier performance through an ESG (Environmental, Social, and Governance) lens, ensuring that partners adhere to high standards of environmental responsibility, social ethics, and good governance practices. By actively monitoring and improving supplier sustainability, PPL aims to mitigate any potential environmental impacts and promote sustainable practices across its entire value chain.
7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**
13.80%¹ value chain partners were assessed for environmental impacts.
- Note: ¹ We have assessed the value chain partners in PPS and PCH business.

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:**
4
- 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.**
- | S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|---|---|
| 1. | India Pharmaceutical Alliance | National |
| 2. | Confederation of India Industry | 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 carries out its business operations in accordance with legal and ethical standards, recognizing the importance of competition law and its effects on its functioning. In regard to anti-competitive or restrictive trading activities, the Company affirms that no complaints have been lodged with the Competition Commission, nor have there been any legal actions against PPL. Therefore, there is no need for any corrective measures at this moment. | |

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 25:**
- | 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:**
- | S. 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 2025 (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:**
The Company engages with the local community by having its employees and volunteers actively participate in various initiatives under its CSR programs carried out by Piramal Foundation. These engagements foster trust and provide insight into the community's needs and concerns. Feedback is obtained not only through informal interactions on the ground but also via a formal system that allows individuals to voice their concerns. The Company engages with and redresses the grievances of all community members through Piramal Foundation and through in-person meetings. The grievance redressal mechanism is part of the project screening, impact assessment, and operations stages. The Company’s grievance redressal process is structured to collect, assess, and address issues brought up by community members. This method helps to pinpoint persistent challenges or new expectations and offers a means for making adjustments or providing support as necessary.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers.**
- | | FY 2025 | FY 2024 |
|--|---------|---------|
| Directly sourced from MSMEs/ small producers | 31.50% | 14% |
| Directly from within India | 68.50% | 24% |
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 | FY 2025 | FY 2024 |
|--------------|---------|---------|
| Rural | 18.5% | 51.45% |
| Semi-urban | 22.8% | - |
| Urban | 20.7% | - |
| Metropolitan | 38% | 48.55% |

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):**
NA
2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**
- | Sr. no | State | Aspirational District | Amount Spent (in INR) |
|--------|-------------------|--|-----------------------|
| 1 | Andhra Pradesh | Alluri Sitaramaraju, Kadapa, Parvathipuram. Visakhapatnam, Vijaynagar. | 15,55,283 |
| 2 | Arunachal Pradesh | Namsai | 59,974 |
| 3 | Assam | Baksa,Barpeta, Dhubri,Darrang, Guwahati, Golpada, Hailakandi, Udalguri. | 44,37,057 |
| 4 | Bihar | Araria, Aurangabad, Banka, Begusarai, Gaya, Jamui, Khagaria, Katihar, Muzaffarpur, Nawada, Purnia (Purnea), Sheikhpura, Sitamarhi. | 40,56,567 |
| 5 | Chhattisgarh | Bijapur, Kanker, Dantewada, Bastar, Kondagaon, Korba, Sukma, Mahasamund, Narayanpur, Rajnandagaon . | 53,54,854 |
| 6 | Gujrat | Dahod, Narmada. | 1,24,860 |
| 7 | Haryana | Nuh | 6,43,843 |
| 8 | Jharkhand | Bokaro, West Singhbhum, Chatra, Palamu, Dumka, Garhwa, Giridih, East, Singhbhum, Hazaribagh, Khuti, Lohardagga, Latehar, West Singhbhum, Gumla, Pakur, Godda, Ranchi, Sahibganj. | 56,75,528 |
| 9 | Jammu & Kashmir | Baramulla, Kupwara. | 30,769 |
| 10 | Karnataka | Raichur , Yadgir. | 15,95,198 |
| 11 | Kerala | Wayanad | 6,81,209 |
| 12 | Meghalaya | Ribhoi | 9,17,975 |
| 13 | Maharashtra | Gadhchiroli, Nandurbar, Palghar, Osmanabad, Washim. | 18,71,260 |
| 14 | Mizoram | Mamit | 4,44,238 |
| 15 | Manipur | Chandel | 1,15,940 |
| 16 | Madhya Pradesh | Vidisha, Barwani, Chhatarpur, Damoh, Guna, Khandwa, Rajgarh, Singrauli. | 44,04,580 |
| 17 | Nagaland | Kiphire | 7,35,093 |
| 18 | Odisha | Kandhamal, Bolangir, Dhenkanal, Malkangiri, Nuapada, Koraput, Gajapati, Rayagada. | 31,32,751 |
| 19 | Punjab | Firozpur, Moga. | 7,52,310 |
| 20 | Rajasthan | Baran, Karauli, Jaisalmer, Sirahi. | 38,97,696 |
| 21 | Sikkim | Soreng | 5,89,790 |
| 22 | Tamil Nadu | Ramanathapuram, Virudhunagar. | 22,43,819 |
| 23 | Telangana | Bhoopalapally, Asifabad, Digwal. | 40,08,178 |
| 24 | Utrakhand | Haridwar, Udham Singh Nagar. | 12,69,256 |
| 25 | Uttar Pradesh | Balrampur, Baharich, Varanashi, Chandauli, Chitrakoot, Fatehpur, Siddharth Nagar, Shrawasti, Sonbhadra. | 48,01,972 |
| TOTAL | | | 5,34,00,000 |

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3.

a.

Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No, we do not have preferential procurement policy.

b.

From which marginalized /vulnerable groups do you procure?

Currently, the Company is not procuring anything from marginalized or vulnerable groups.

c.

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

Currently, it constitutes zero percent.

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:
- | S. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|--|--|--------------------------|---------------------------|------------------------------------|
| In the current financial year, PPL has not owned or acquired any intellectual properties based on traditional knowledge, thus no benefits have been derived or shared from such intellectual properties to detail. | | | | |
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.
- | Name of authority | Brief of the Case | Corrective action taken |
|--|-------------------|-------------------------|
| Since there are no intellectual properties owned or acquired based on traditional knowledge in the current financial year, there have been no adverse orders or disputes related to the usage of traditional knowledge. Therefore, no corrective actions have been taken or are underway in this regard. | | |
6.

Details of beneficiaries of CSR Projects:
- | S. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|--------|--|---|--|
| 1. | Aspirational Bharat Collaborative (ABC) CSR projects | 28,15,167 | 99% |

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 collectively guarantees smooth customer support throughout their operations and services. Consumer complaints are received and responded through dedicated online platforms. Every division has dedicated support teams that provide help with inquiries, feedback, and complaints.
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 | 100% |
| Recycling and/or safe disposal | 100% |
3.

Number of consumer complaints in respect of the following:
- | | FY 2025 | | | FY 2024 | | |
|---|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | 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 | - | 43 | 0 | - |
| Cyber-security | 0 | NA | - | 0 | NA | - |
| Delivery of essential services ¹ | 1,706 | 26 | - | 888 | 4 | - |
| Restrictive trade practices | 0 | NA | - | 0 | NA | - |
| Unfair trade practices | 0 | NA | - | 0 | NA | - |
| Others | 42 | 4 | - | 72 | 0 | - |

¹ 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:
- | | Number | Reason for recall |
|-------------------|--------|---|
| Voluntary recalls | 1 | Presence of N-Nitroso Cinacalcet at levels exceeding acceptable limits. |
| Forced recalls | 0 | None |
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, At PPL, we believe that maintaining the security and confidentiality of medical information fosters trust among all our stakeholders. We adhere to the utmost standards of data privacy as outlined in our privacy policy. The Company has developed a robust cyber security framework against cyber threats, by utilizing antivirus, anti-spyware measures, and firewalls to guard against potential breach. In addition to this, the company also uses remote data backups and latest versions of software through secured computers and servers to mitigate technological 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.
Not applicable, as such occurrences did not happen during the period.
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.

NA

Leadership Indicators

1.

Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
PPL has a diverse product portfolio categorized under three main business segments: Piramal Pharma Solutions (PPS), Piramal Critical Care (PCC) and Piramal Consumer Healthcare (PCH). Information on products and services of the entity under these businesses is available on the website of the Company under the 'Businesses' tab at www.piramalpharma.com
2.

Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
PPL utilizes a comprehensive strategy to educate and inform consumers regarding the safe and responsible use of their products and services. This strategy includes product labeling, patient information brochures, partnerships with healthcare professionals, adherence to regulations, and customer assistance services.
3.

Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
The Company places emphasis on keeping consumers informed about any potential interruptions or ceasing of essential services using transparent communication methods and following regulatory guidelines. PPL develops contingency strategies and maintains clear reporting practices, guaranteeing that stakeholders are informed of any concerns and the measures being undertaken to resolve them promptly. This strategy is designed to maintain trust, reduce service disruptions, and manage risks efficiently.
4.

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